



September 25 - 26, 2025  
JW Marriott/Arts District  
800 North Harwood Street  
Dallas, Texas 75201

## 2025 Annual Conference

### Thursday September 25<sup>th</sup>

9:00 am – 12:00 pm	<b>Leadership Workshop/Session</b> <b>Don Harkey and Stephanie Anderson</b> - Things That Every Manager Should Know (But Nobody Told You)
12:00 pm – 12:45 pm	<b>Lunch with Vendors</b>

### T-Bones Annual Conference

12:00 pm – 12:45 pm	<b>Lunch with Vendors</b>
12:45 pm – 1:00 pm	<b>Welcome &amp; Opening Remarks:</b> Derek Lund, President of T-Bones
1:00 pm – 2:00 pm	<b>Keynote Speaker: Don Harkey and Stephanie Anderson</b> - People Centric Building a People Centric Culture
2:00 pm – 2:45 pm	<b>Session 1: Laura Davis-Ignite HR:</b> The Dark Side of HR
2:45 pm – 3:15 pm	<b>Break with Vendors/Networking</b>
3:15 pm – 4:00 pm	<b>Session 2: Stephen Manske/Angela Ford-eRequest,LLC:</b> Record Request Compliance: What you Might Be Missing
4:00 pm – 4:45 pm	<b>Session 3: Carra Benson - TMA:</b> Optimizing Overhead & Maximizing Revenue
4:45 pm – 5:15 pm	<b>Session 4: Bobby Hillert-TOA:</b> Legislative Update
5:15 pm – 5:30 pm	<b>Wrap up &amp; Door Prizes:</b> Derek Lund
5:30 pm – 6:00 pm	<b>Free Time</b>
6:00 pm – 8:00 pm	<b>Reception: JW Marriott</b>

### Friday September 26<sup>th</sup>

7:00 am – 7:45 am	<b>Breakfast with Vendors</b>
7:45 am – 8:00 am	<b>Opening Remarks:</b> Derek Lund
8:00 am – 9:00 am	<b>Keynote Speaker 2: Don Harkey-People Centric</b> Communication Styles Workshop
9:00 am – 9:45 am	<b>Session 1: Sarah Sallee-Meriplex:</b> Landscape of Cybersecurity in Private Orthopedics
9:45 am – 10:30 am	<b>Break with Vendors/Networking</b>
10:30 am – 11:15 am	<b>Session 2: Tanya Babitch-TMLT:</b> Hot topics in Orthopedics: Liability Claims Trends and Risk Management Strategies
11: 15 am to 12:00 pm	<b>Session 3: Mac Stewart-Hall, Render, Killian, Heath &amp; Lyman, PC:</b> Executing vendor agreements, Informed Consent, TMB horror stories
12:00 pm – 12:45 pm	<b>Session 4: Alvin Payne- The Power of Positive Disruption</b>
12:45 pm – 1:15 pm	<b>Wrap Up &amp; Door Prizes:</b> Derek Lund