

HR Tampa Expo & Legal Conference

Back to Reality for 2005

The HR Tampa Expo & Legal Conference is your opportunity to learn new skills and network with other area HR professionals and industry experts, enhance your leadership skills and help to shape the future of your profession.

Don't miss Keynote Speaker Margaret Morford direct from the 2005 SHRM National Conference and the Apprentice-style Power Lunch with special appearances by Kathy Davanzo, HR Florida Readiness Chair and Mayor Pam Iorio.

Other hot HR reality shows include:

- "The Contender" - There is an 'I' in Team Work, *Laura Benjamin*
- "The Simple Life" - Work/LifeBalance, *Katie Lang, Wachovia Bank*
- "Fear Factor" - Hurricane 101 for HR Professionals, *Diane Fojt, Corporate Crisis Mgmt.*
- "The Amazing Race" - Legal Updates, *Kristen Allman, Law firm of Ogletree Deakins*
- "The Mole" - Retaliation Claims and Whistle Blowing, *George Barford & Leslie Schultz-Kin, Law firm of Carlton Fields.*

Location: The A La Cart Event Pavillion
4050 Dana Shores Drive (Off of Independence & Memorial Hwy behind Rocky Point Golf Course)
Tampa, Florida 33634

Telephone: (813) 831-5390

Directions: http://www.event-pavilion.com/eventpavilion_location.html

Bio

Keynote Speaker

Margaret Morford

Margaret N. Morford is widely considered one of America's top HR leaders, strategists, and instructors.

Margaret has been quoted as an HR and workplace expert in some of the premier newspapers in America, and is the author and host of the popular video 'Running with the Big Dogs: How to Make HR a Strategic Player.'



Accomplishing the goals and objectives of any organization requires more than just smart employees who work hard. It requires savvy employees who know how to forge alliances and avoid animosities in order to be effective. Margaret helps us identify which of the rules of "positive politics" we, as HR professionals, are most likely to violate and obtain guidelines for our own conduct and for managing relationships with co-workers and managers.

Margaret's consulting clients include Lockheed Martin, Moog, Inc., Sara Lee Foods, Home & Garden Television, Allied Insurance, Northwestern Mutual Life Insurance Company, Borg-Warner, Fox Broadcasting, the U.S. Marine Corp., SAS (computer software), The Nashville Predators (NHL hockey team), Brunos Grocery Chain, HOM Furniture, The Hartford, AmSurg, Quorum Health Resources, the U.S. Naval Nuclear company, and various state and local governments.

August 17th Fall Expo & Legal Conf.

All Day

"Politics in HR," Margaret Morford
Law Firms of Carlton Fields and
Ogletree Deakins



September 28th Crisis Communication

Dinner

Steven Newhouse & Rose Ann
Froberg of Watkins Motor Lines

HR Tampa's July Breakfast Meeting



District Director Kathryn Woodling from across the bay spoke about HR Florida.



Speaker Rosemary Flanagan with Paulette Beaudoin.

Left to right: Carol McDaniel, HR Tampa President-Elect; Jennifer LaHurd, Sarasota-Manatee SHRM President; Secretary Joanne Terefinko; VP Heather Vogel. These board members from our SHRM affiliate to the South came to network and exchange ideas with us.



Jarine Dotson and Gary Opala celebrate 25 years as members of HR Tampa.



Don Hicks, SPHR and Julia Harding, PHR

FROM OUR JOB BOARD

A True Story With a Happy Ending

Dear Sherry,

We have filled our HR Manager vacancy and I would like for you to remove the listing we have for this position on your site. Your site is a great resource for HR Professionals and the applicants that applied after viewing the position on your site really reflected that. I hope that our new hire enjoys HR Tampa as much as I do.

Thanks,

Timothy J. Leal, Controller
Tampa Bay Trane



Hi Tim,

Thanks for the great feedback! I usually hear back that the position has been filled, but don't necessarily get information on whether the candidate came through our website. Could I use your quote in our newsletter as an endorsement for our website job board?

I'll go in and take the posting down momentarily. Thanks again.

Sherry Moore
Past President & Job Bank Administrator
HR Tampa

Sherry,

Compared to the local staffing companies and Monster, the applicant pool was outstanding. It was almost like recruiting myself, as most of the applicants were gainfully employed and just looking to improve their situation. Instead of cold calling a thousand HR professionals, I was instantly introduced to the cream of the crop.

You are more than welcome to use my quote.

Thanks again,

Tim

Do YOU have a success story to share about your experience using HR Tampa's Job Board? Please send it to Sherry Moore at Sherry_M1@verifone.com and we will publish it in our newsletter!

Special Event Luncheon

*Designing Your
Relocation Policy
Plus
Policy Trends*

Guest Speaker Patricia A. Griffin, CRP
Vice President
Relocations and Corporate
Development, NRT Inc.



Thursday, August 25, 2005
11:30 a.m. to 1:00 p.m.



Sunforest II Building - Clipper Room
5108 Eisenhower Blvd.
Tampa



HR Florida is going to September 19-21



HR Florida's 27th Annual Conference & Expo offers renowned speakers and comprehensive educational sessions, exciting networking forums, and a first-class venue for exposure to the newest HR products, techniques and services.

<http://www.hrflorida.org/displayconvention.cfm>

MANAGING WEAKNESSES BY USING YOUR CREATIVITY

by Bob Bookman

Creativity:

2, 4, 6 - What is the number rule here?

Answer: Most people say, "Add by two in sequence." Yet the more inclusive answer is: Each following number is larger than the last.

Most people process the same information over and over until proven wrong, without looking for alternatives. You cannot will yourself to look at things differently, no matter how determined you are to do so. This is why we often need assistance from others when generating practical innovative solutions, particularly when it comes to re-defining the problem in a new way.

Mini-Case Study: Managing Weaknesses through a creative question:

Mary knew that she was not good at projecting empathy, or even picking up clues when employees were feeling angry, rejected, depressed, etc. The impact of her perceived lack of caring was that her employees didn't give her the 120% that some other managers received from their workers. She had been asking herself, "What can I do to pick up cues tell me that people need to talk about a problem?" With the help of a colleague she arrived at a novel, and ultimately great question: "How can I encourage my employees to know that I'm available to listen to their personal or professional problems, and to discuss possible solutions?"

With this new problem statement in hand, Mary called a meeting of her subordinates and confessed to them that she lacked the intuition most people have which enabled them to sense that others may be in distress. She said she knew she often came off coldly and this hurt her deeply. She wanted to talk about feelings and problems of others, but just didn't have the skills necessary for her to pick up on subtle cues.

"If you want me to know what you are feeling or tell me about a problem you are having,"



she told them, "please call me and we can talk. I want to talk with you because I feel deeply for the people that work in this office." As her employees reacted in surprise and delight, Mary continued, "To show that I'm serious about wanting to know about your feelings and problems, I am going to send out a memo every Tuesday saying, 'I have a problem - I am often clueless as to how people are feeling. So please, any time, come by my office and let's talk. And with every memo I'll include some appropriate quotation about feelings, so my memos won't become stale.' Mary totally won over her team by implementing this approach.

By confessing one of your weaknesses and announcing your intention to give it up, you may discover solutions to problems you never thought possible.

*Bob Bookman is President of INSIGHTMirror 360°, which is a new and rapidly growing 360° assessment that the **GOVERNMENT TRAINING NEWS** called "The Rolls-Royce of online 360° assessments at Honda prices." Learn first-hand about this state-of-the-art assessment tool by [clicking here for our complete complimentary 360° for you to try out](#). For further information contact us by email, or visit our [website](#).*

Social Security Facts

Fact #423: The statistics are stunning. Starting in 2012, nearly 10,000 Americans will turn 65 every day. Twenty percent of the population, 71 million people, will be 65 or older in 2030. The total number of Americans over age 65 and eligible for Medicare will double to over 70 million within this generation, while the population over age 85 will increase nearly five-fold, to almost 19 million, by mid-century. (Source: Social Security Administration)

Fact #424: In 1940 just a few years after the start of Social Security, only 54 percent of the population lived to 65 years old. The average remaining life expectancy for those surviving to age 65 was less than 13 years. Today, the percentage of men living to 65 is nearly 75 percent and for women it is almost 85 percent. For those who live to age 65, men are expected to live almost another 16 years and women more than 20 years. (Source: Social Security Administration)

LEGISLATIVE UPDATE

By William D. Mitchell

TORTURE CLAIMS BROUGHT AGAINST DEL MONTE

Seven former union leaders from Guatemala were permitted by the Eleventh Circuit to bring torture claims against Del Monte Fresh Produce Inc. and its Guatemalan subsidiary. The subsidiary hired a private, armed, security force to drive the union leaders from the country by threatening them with death. The union leaders brought claims under the Alien Tort Claims Act and the Torture Victim Protection Act. Private armed security forces are permitted in Guatemala.

The plaintiffs alleged that more than 200 heavily armed men arrived at the union office, took two union leaders hostage, threatened to kill them, and shoved them around with guns. The mayor and several armed men forced the top two union leaders to the radio station to announce that a labor dispute was over and that they were resigning their positions. They were taken back to the union office, where all seven union leaders were forced at gunpoint to sign a resignation form prepared by Del Monte. They were released at 2 a.m. the next morning. The leader of the security force allegedly threatened to kill the union leaders if they did not leave Guatemala or if they went to Mexico. The seven plaintiffs now live in the United States.

Torture Claims

The court concluded that state-sponsored torture is actionable under both the ATCA and the TVPA but reasoned that Guatemala's registration and toleration of private security forces did not transform these forces' acts into state acts. It found that the union leaders failed to show that the police knew about the conduct in question and purposefully ignored it. However, it found the mayor's forcing of the union lead-



ers at gun point to a local radio station so that they could announce that they were resigning and that the labor dispute was over were sufficient allegations of state action.

The TVPA includes a specific definition of torture, while torture is actionable under the ATCA if it violates the law of nations. The

ATCA provides a cause of action for that modest number of international law violations that had a potential for personal liability in 1789, when the law was enacted. New claims may be recognized if based on the present-day law of nations and rest on a specifically defined norm of international character accepted by the civilized world. The federal courts are to use great caution in considering new types of claims and to limit recognition to claims based on a narrow class of international norms.

The court rejected the argument that the TVPA amended the ATCA and therefore provides the exclusive remedy for torture. It noted that the courts often look to the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, which includes a detailed definition of torture that differs somewhat from the TVPA's definition and that it did not have to read the TVPA as narrowly as the ATCA.

The court concluded that the allegations that the union leaders were restrained by a heavily armed security force and repeatedly threatened with death could constitute torture under both statutes' language regarding intentionally inflicted emotional pain and suffering but that the allegations of physical violence--including pushing, shoving, and pulling hair--were not severe enough to constitute torture in violation of either statute's provisions on intentionally inflicted physical pain and suffering.

Continued on Page 6

LEGISLATIVE UPDATE

Continued from page 5

Non-torture Claims

The court rejected the union leaders' three non-torture claims under the ATCA--cruel, inhuman, and degrading treatment or punishment; arbitrary detention; and crimes against humanity. The union leaders relied on the International Covenant on Civil and Political Rights, but the court pointed out that the Supreme Court decided the covenant did not create obligations that are enforceable in federal court. The court concluded that the detentions were too short to qualify as arbitrary detentions under the ATCA and that the claim for crimes against humanity, which requires a widespread or systematic attack on a civilian population, was not supported by allegations of the complaint. *Villeda-Aldana v. Del Monte Fresh Produce N.A.*

PRATT & WHITNEY TO PAY SETTLEMENT TO ARMY RESERVIST WHOSE JOB WAS ELIMINATED

Pratt & Whitney is obligated to pay \$30,000 to settle allegations that it violated the Uniformed Services Employment and Reemployment Rights Act of 1994 by eliminating the job of an Army reservist who was called to active duty. USERRA prohibits employment discrimination based on a person's past or present military service. It requires employers to rehire returning military personnel in their previous job or to a comparable new position. The settlement was

obtained by federal prosecutors who stated their intent to vigorously enforce the law.

The payment is to be made to a retired Army major who worked at Pratt & Whitney's Jet Propulsion site in Palm Beach County under an out source labor contract between Pratt & Whitney and EDF Co.

The major was recalled to active duty in April 2002 and served mostly in Kuwait, returned home six months later and was informed his job had been eliminated. No comparable position was offered to him. Under the settlement Pratt & Whitney was not obligated to admit wrongdoing.

FLORIDA COURT OVERTURNS SEXUAL HARASSMENT AWARD

A Florida appellate court overturned an \$81,000 jury award to a convenience store clerk on the grounds that the sexual harassment she alleged was neither severe nor pervasive enough to warrant the award. The court concluded that the conduct in question (compliments delivered in flirtatious manner that plaintiff was hot and would look good as a biker chick) was not sufficiently severe or pervasive to create a hostile working environment. The court said Dupont's claim under the Florida

Civil Rights Act must be construed according to the standards of Title VII of the Civil Rights Act of 1964, which the state law mirrors. *Speedway Super America v. Dupont*.



NEWLY CERTIFIED HUMAN RESOURCE PROFESSIONALS

By Lori S. Barndollar, SPHR

HR Tampa proudly congratulates the following individuals who have recently earned the prestigious PHR (Professional in Human Resources) and SPHR (Senior Professional in Human Resources) certification:

Susan Caron, PHR
Debra Douglas, SPHR
Aimee Hodges-Moskowitz, SPHR
Laurie Lipus, PHR
Manuel Viera, PHR
Rebecca Sosa, PHR
Cherie Zadlo, SPHR



The PHR/SPHR certification, awarded by the Human Resource Certification Institute (HRCI), signifies that these HR professionals are committed to personal excellence and possess the theoretical knowledge and practical experience in human resource management necessary to pass a rigorous examination demonstrating a mastery of the body of knowledge in the field.



THE CONSEQUENCE OF ATTITUDE

By Peter de Jager



I don't know a single manager who hasn't had the pleasure of wrestling with an employee with a bad attitude. Looking over my own management career, I've fired three people, and two of those were essentially for this thing we've labeled as "having a bad attitude". To see if this firing ratio of 2/3 was the norm, I performed a quick

Internet survey and received just shy of 100 responses.

I started with the request, "With respect to employees, define what you mean when you state an employee has a "Bad Attitude" and as expected, I received back a wide spectrum of responses.

- Chronically late arrival, early leaving; constant complaining; grudgingly does "extra work" or says "it's not my job"; a feeling of entitlement; telling others how to do their job; completing the bare essentials of job description, lack of 'team spirit,' negative attitude to members.
- What I commonly refer to as the "I'm breathing so pay me" work ethic. "Oh, you want me to DO something to get paid?" They bring this to the job themselves. It is not having a bad day, week, etc. Bad attitude never changes and permeates their entire personality.
- The employee does not interact well with other employees, is not respectful of others in the office and can be disruptive.
- A predisposition toward negativity (glass is half empty), laziness, or a prima donna.
- They seem to be in a negative frame of mind most of the time... unhappy, unfriendly, not wanting to be cohesive with the team.
- An Employee who is negative, insulting, surly or rude, especially with clients, but also co-workers and supervisors. There are also more subtle shades, but nevertheless bad attitude all the same, for example "reverse delegating" assignments back to clients and supervisors.
- Complains about everything and never misses the opportunity to stir up trouble. Inflexible. Unwilling to go the extra mile even when rarely asked. May be capable of doing a good job but not worth the high maintenance.

- Uncooperative, leaving work for others to complete, always finding ways to get out of work - 'convenient' sick time, not participating, 'pretending to be dumb'
- Bad attitude is when an employee has a negative view about work and colleagues, is unmotivated, and extremely sensitive to others comments or work habits in a negative way.
- Overly defensive to any constructive criticism or new ideas.

The rest of this report is to be found here:

<http://www.technobility.com/docs/doc001.doc>

Common Themes

Not a Team Player
Does the Minimum
Disrespectful
Insubordinate
Always Negative
Unhappy
Pessimistic
Offers no solutions
Surly
Tardy
Gossipy
Clock Watcher
Prima Donna
Defensive
Argumentative
Work to Rule
Abrasive
Rude
Confrontational
Disruptive
Inflexible
Argumentative
Contagious
Sarcastic
Unpleasant
Instigates Dissent
Poor communication skills

Peter de Jager is a speaker/writer/consultant on the issues relating to the Rational Assimilation of the Future. He has published hundreds of articles on topics ranging from Problem Solving, Creativity and Change to the impact of technology on areas such as privacy, security and business. His articles have appeared in The Washington Post, The Wall Street Journal, The Futurist and Scientific American. <http://www.technobility.com/>

Summer Reading

Daniel T. Bloom, a new HR Tampa member who is in Corporate and Educational Sales for Borders Books, Music and Cafe, found himself discussing books at the July breakfast meeting and has compiled a short list of business books that he thought may be of interest to our members.

His suggestions are a departure from the list of titles we generally hear about, but promise to be interesting summer reading.



Little Red Book of Selling by Jeffrey Gitomer

Not just about selling. Jeffrey Gitomer, in this short and easy to read book provides 12.5 principles to change the way we approach our customers whether they are internal or external.

Flight of the Creative Class by Richard Florida Ph.D.

We read every day about how we could be faced with a major talent war in the years to come. Richard Florida who is also the author of *Rise of the Creative Class* looks at conditions both globally and domestically that point to much harder times for us to locate, hire and keep the talent we need to keep our organizations competitive.

Business Under Fire by Don Carrison

We see a title like this and assume that this is another book about legal crises by many corporations. But that is not what this book is about. Whether we are talking about 9/11 or the events in London, the world is on a global alert on what

to do with terrorism. Carrison in his book spent some time talking and studying an environment where acts of terrorism are not the headlines paper makes, but rather a way of life. It is not about what is the terrorism level color, it is about real life and death decisions. Carrison talks about how businesses of all shapes and sizes have survived the four battle of terror in Israel. It has many lessons for us all.

When Generations Collide by Lynne Lancaster and David Stillman

Written by both a baby boomer and a generation x'er, this great book provides strategies for dealing with four generations in the workplace all at the same time. Material is presented with real life examples of how to function in the multi-generational workplace.

A Whole New Mind by Daniel Pink

This new book and the second by Daniel Pink talks about a whole new mindscape that will be required in the workplace as we move from the intellectual age to the conceptual age. A workplace where the ability to design the outcome is more important than the ability to i.e. write a computer program.

GOM Publishing recently released "Just Get Me There: A Journey through Corporate Relocation" by Daniel T. Bloom, dealing with the history of the Corporate Relocation Industry.

2005- 2006 Florida Salary Survey

The 5th annual Tampa Bay Salary, Wage and Benefits Survey will be open for participation throughout the month of August 2005. With our economy heating up, Florida unemployment rates lower than the national average, and our recent state minimum wage change, this year's survey may be more important than ever. Participation is simple and to thank you for your participation we will give you complimentary online access to your local survey results.

Follow these instructions to participate:

1. Go to: www.SalarySurveyOnline.com

Previous Participants: log on following the instructions that will be emailed to you.

New Participants: log on using the following:

Login Name: **HRT**

Password: **2005074**

2. Complete the questionnaires. Save or print at any time. Come back as often as necessary!

3. CLICK **Submit** frequently while working to save and submit your data.

Remember, participate from August 1st through August 31st, 2005. All three sections of the questionnaire (demographics, benefits and salary) must be completed to be considered a participant in the survey. No late submissions will be accepted. As always, participants receive complimentary online access to the complete survey results for their area of Florida in September 2005.

If you have questions or need assistance with the survey, contact the SalarySurveyOnline.com Team toll-free at 800-288-6044; dial direct at 727-944-2507; or email CustomerService@SalarySurveyOnline.com. Thanks in advance for your participation.

Endorsed by the SHRM HR Florida State Council
SalarySurveyOnline.com
2803 Southfield Court
Holiday, FL 34691

New Levels of HR Certification

The HRCI Board of Directors has approved the development of two new certifications that will encourage the mastery of knowledge at an entry/ administrative level and assess key competencies at a strategic business competency level. Both certifications were approved after conducting practice analysis studies in 2004, as well as feasibility studies that demonstrated both the need and interest.

Administrative-Level Certification

One new certification will reflect the knowledge needed in administrative-level HR positions (nonexempt-level employees). Candidates for this certification will include those who do not meet the exempt-level experience qualifications for PHR certification but nonetheless need and use HR knowledge on the job. These individuals might continue their careers in strictly administrative positions, or the certification may serve as an entry point for further development within the profession.

Strategic Business Competencies Certification

This new certification will focus on strategic business competencies--outside the conventional functional areas of HR--needed by senior-level HR professionals. The new certification will complement the SPHR and will be of particular interest to those professionals who are aspiring to obtain a top HR job within an organization. Applicants will need to be able to demonstrate mastery of key business competencies needed in executive positions. The addition of this certification will help to advance the HR profession.

These certifications are in the developmental stage only. Stay tuned to www.hrci.org for more information!

HR TAMPA New Member Orientation Luncheon

Maggianos Little Italy
July 28, 2005



Amanda Osmera and Amy Hale



L-R, Livia Wright, Carol McDaniel, Bill Moline

HR Tampa College Relations

*Tonya Fletcher, M.A., SPHR
Director of College Relations*

The Society for Human Resource Management (SHRM) is dedicated to the professional development of its members. HR Tampa College Relations is committed to serving the HR leaders of tomorrow by providing the tools necessary to educate and advance the human resource profession. College Relations strives to achieve this commitment through the vehicles of Student Chapter, Mentor Program, and Internship Program.

The 2005 College Relations objectives are to initiate a student chapter for Tampa Bay; pair students entering, or soon to be entering, the HR profession with a seasoned HR professional; and match students and host companies for internship programs. Several HR Tampa members, including three of our student members, have volunteered to assist in achieving these objectives and the College Relations Committee (CRC) was formed. The CRC members are Christy Foster-Petruzzi, Ignacio Garcia, Michelle O'Nale, Amanda Osmera, Amy Pressley, Kari Roberts, Toni Mayros and Jill Conklin. The CRC has been working diligently and exciting things are happening! Below is the latest on each program:

Student Chapter

SHRM provides opportunities for students to network on the local level through more than 430 affiliated student chapters. The HR Tampa Student Chapter will commence this fall. The chapter will have regular meetings with scheduled programs designed to help student members learn more about HR and the real world of business. These meetings will be hosted each month by a local company and will include a

College Relations Committee

Right - Ignacio Garcia; standing left to right: Toni Mayros, Tonya Fletcher, Jill Conklin, Kari Roberts
Sitting left to right: Amanda Osmera, Amy Pressley, Christy Foster-Petruzzi, Michelle O'Nale



business speaker and company tour. The business host is recognized by HR Tampa. Companies have already begun volunteering to sponsor a student meeting.

Mentor Program

The mentor program enables students entering, or soon to be entering, the human resource profession to be matched with an experienced HR professional who will mentor, coach, and guide them as they start their career. Mentors are asked to communicate with their student at least once every two weeks and mentors and students need to complete at least two of the mentor program suggested activities, such as lunch, a day of job shadowing, or attending an HR Tampa meeting together. The program benefits mentors by allowing them to foster coaching skills as well as identify possible interns and new hires for their organization. Mentors also receive special benefits and recognition from HR Tampa. The mentor program for this fall was rolled out at the July 20th HR Tampa meeting and several HR Tampa members have expressed interest in becoming mentors.

Internship Program

The CRC is working with local companies regarding HR internships for students this fall. Benefits to the company include reduced recruiting costs, fresh perspectives, and motivated workers. Benefits to the intern are excellent experience and the opportunity to develop valuable business contacts. Interns work a minimum of 10 hours per week for 10 weeks. Additional hours and less than a 10 week internship may be acceptable if both the intern and company agree.

If you would be interested in working with College Relations or participating in any of these programs please contact us via the College Relations section of the HR Tampa website. We look forward to hearing from you!



New Members

First Name	Last Name	Certification	Title	Company Name
Jan	Masters		Human Resources Officer	Pilot Bank
Karen	Gatto		Director, Admin. Svcs.	
Michelle	O'Nale	PHR	Human Capital Consultant	Advantec
Christine	Hayes	SPHR	Vice President	AmSouth Bank
Carolyn	Moore	PHR	Director Human Resources	City of Bradenton
Paula	Falero-Johnson		HR Business Partner	Nemours Childrens Clinic
Kimberly	Crum		Group Director, HR	
Henriette	Boros	CCP, SPHR	Sr Compensation Analyst	TECO Energy, Inc
David	Cerny	CM, SPHR	Manager, Labor Relations	Tampa Electric Company
Kim	Lozada		Associate Relations Rep.	Westcorp
Kim	Spooner	SPHR		
Karen	Christensen		President	Christensen Consulting Group
Liza	Bryant		Corp, Recruiter/ Generalist	Ablest, Inc.
Wesley	Zweibel	PHR	Manager II Human Resources	
Carin	Zubillaga	PHR	Human Resource Consultant	Gevity
Lisa	Lynn	PHR	Human Resources Consultant	Gevity
Patricia	Daerda		VP/ HR Director	First Community Bank of America
Gwen	MacArtan	SPHR	Director of Corp HR	TBE Group, Inc.
Deborah	Sutton	SPHR		HR Pro, LLC
Holly	Wells	PHR	HR Manager	Tampa Bay Water
Vernon	Rosich		HR Technician	Tampa Bay Water

BOARD of Directors

Officers

President

Todd York, SPHR
(813)282-8888
todd.york@msn.com

President-Elect

Carol McDaniel
(813)961-9255
cmdaniel@ta.hodes.com

Treasurer

Dannie Perry, PHR
(727)953-4218
Dannie_P1@verifone.com

Secretary

Dana Chatelain, SPHR
(813)258-0293
dchatelain@scicompanies.com

Immediate Past President/ Foundation Director

Sherry Moore, SPHR/GPHR
(727)953-4037
sherry_m1@verifone.com

DIRECTORS

Membership

Charlie Chadbourne, SPHR
(813)307-8015 ext.3101
cchadbou@tampabay.rr.com

Programs

Paulette Beaudoin
(813)376-4318

Hospitality/Registration

Beverly King, PHR
(813)882-6579
bakingone@msn.com

Communications

Ann E. Ladd
(813) 289-4451
ALadd@datiss.com

Non-Dues Co-Director1

Lee Hawken
(813)979-1588
Lee@HRMan.net

Non-Dues Co-Director2

Sharan Backus
(818)289-6600
sharan.backus@nrtinc.com

Legislative

Bill Mitchell
(813)223-1959
mitchlaw@askmitch.net

Education/Certification

Lori Barndollar, SPHR
(813)626-4895
lsbarndollar@tomlinstaffing.com

Diversity

Greg Aarons
(813)259-8234
gaarons@tampatrib.com

College Relations

Tonya Fletcher, SPHR, MA
(941) 720-0776
TFletcher@advantec-hr.com

Technology Director

Jeremy Dixon, PHR
(813)623-5777
j.dixon@a1-staffing.com

Workforce Readiness Director

Judith (Judie) Flynn, SPHR
(813)664-8162
judith_flynn@timeinc.com