

Enjoy a Night of Comedy with HR Tampa



JUSTIN N. FENNELL

Everyone loves a good laugh. That's what you're guaranteed to experience when you hear JUSTIN N. FENNELL. (That's "fin" + "nail") Don't say his name too quick or it sounds like just an infidel!

It's yarn-spinning stories, props, audience participation, funny music and stand-up comedy. The best part of it is that all of his material is clean and appropriate. Fennell says, "you know, it just doesn't have to be filthy to be funny." His performances are rated "E" for everyone!

From the moment Justin hits the stage you know you are in for more than just another "talking head" guest speaker. Justin takes you on a hilarious journey through the ordinaries of life. He specializes in clean, "slice-of-life" humor that sees "the funny" in everyday situations, especially those involving the family. "The family is still our most important institution," say Fennell. "We can all identify with the family in some way or another."

Fennell tailors each performance uniquely to the audience leaving them entertained, informed and encouraged. "I call it "EDUTAINMENT...a guaranteed laugh 'n learn experience."



Quorum Hotel Tampa
700 N West Shore Blvd
Tampa, FL 33609

Registration Starts at 5:30 p.m.



December 10th



Enjoy a Night of Comedy with HR Tampa

Dinner

The Quorum Hotel



January 16, 2008

Happy New Year!

Breakfast

The Centre Club

Happy Holidays

HR TAMPA - A 2007 YEAR IN REVIEW



College Relations Director Tonya Fletcher & Chapter Officers



Networking at breakfast



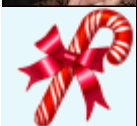
Ann Ladd & Dana Chatelain



2 Guys who are lawyers - Iggy & David



Grey & Alina



Beth Martinez & Debbie Dube



Numara Software HR at breakfast



Happy Holidays

HR Tampa - A 2007 Year in Review



Carol Parks, Dana Chatelain, Pat Gaudin, Carol McDaniel & Sherry Moore



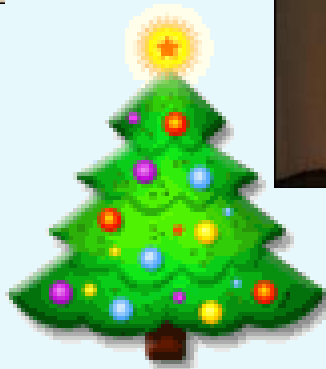
Beth Fenton, Sarah Whitney-Mead & Luanne Haver



Ray Walsh & Jim Zufall



Dana & Greg as Atlas



Happy Holidays

HR Tampa - A 2007 Year in Review



Jill Conklin & Kristin Gwinner



Lori & Larry Goldsmith



Johnie Taylor, JD, SPHR
Greg Aarons



Nicole & Debra



NEW MEMBERS

First Name	Last Name	Certification	Title	Company Name
Katherine	Hester	PHR	HR Generalist	Jabil
Steven	Harig		Director HR	
Donald	Nott		Personnel Research Spec.	
Joe	Badalamenti		Manager	Manpower
Michael	Martens		Vice President, HR	Time Customer Serv., Inc.
Erin	Pruitt		Benefits & Comp. Admin.	Fowler White Boggs Banker
Michele	Pryor			The Bank of Tampa
Kay	Ifland	PHR	Recruiting & Benefits Mng.	Stellar Partners, Inc.
Nancyt	Duffala	PHR	Sr. HR Specialist	Global Imaging Systems, Inc
Natalie	Smith		Regional Acct Exec.	Leading Apartments LLC, DBA: Apartment Express
Steve	Frey	CPA		Elite Housing Solutions
Christine	Menges			American Red Cross
Kim	Scott	PHR	HR Manager	Caspers Company
Teri	Burks	CCP, GRP	Compensation/ HRIS Mng.	Syniverse Technologies
Christine	Hanyok		Director of Administration	Urban Studio Architects
Leigh	Hennen		Chief HR Officer	Syniverse Technologies
Sharon	Rash		Human Resource Specialist	Assoc. Marine Insts., Inc.
Sharon	Bond			Commonwealth Cap. Corp.
Don	Faller	CFP	Registered Principal	AIG Financial Advisors, Inc.
Sara	Buhr		HR Manager	Gulf Controls Company, LLC
Tiffiann	Isley		HR Generalist	PriceWaterhouse Coopers
Celeste	Malone	PHR	Benefits Administrator	Assoc. Marine Inst., Inc.
Joyce	Martinez	PHR	HR Manager	Citizens Property Ins. Corp.
Antoinette	Caldwell	PHR	Recruiting Marketing Spec.	McNichols Company
Dora	Arroyo	PHR	HR Manager	Mettler Toledo Safeline

Relocation Corner

Did you know . . .

Firms Step In To Help Cover Relocation Costs



Large companies have long reimbursed managers for relocation costs like household shipping and moving expenses, real-estate brokers' fees and house-hunting trips. During the real-estate boom, companies didn't need to help employees with actual home sales. Homes moved quickly, and rising values often allowed employees to profit from their relocations.

But now that home prices are falling in many parts of the country -- even as business expands -- some companies are adjusting their relocation policies to provide more help to employees in troubled housing situations, including absorbing losses on home sales.

"Companies have had to change their programs and policies and step it up to keep their employees mobile," says Cris Collie, chief executive of the Employee Relocation Council, an industry group. Mr. Collie's group estimates that it cost about \$62,000 on average to move an employee this year. Of that amount, \$15,000 went for so-called loss on sale assistance, where companies make up the difference when employees sell their homes at a loss. Last year, loss-on-sale assistance averaged about \$9,000.

Typically, employees who are transferring to a new location are encouraged to sell their home themselves, and often within a period of about 90 days. But if the home doesn't sell, some companies will often step in and offer some kind of bailout, including buying the home from the employee for an appraised price and even reimbursing for a loss if the home's value has shrunk.

**For more information, please contact:
Sharan.backus@floridamoves.com**

LEGISLATIVE UPDATE

By David Steffen



Employer Holiday Parties

Holiday parties often provide an opportunity to boost morale; however, there are several pitfalls that can potentially expose companies to unnecessary headaches and significant legal liability. While many employers recognize the potential for religious discrimination claims as individuals celebrate religious holidays and unprofessional conduct at company events that can lead to harassment complaints. Companies face other legal issues as well.

Three common problems include: (1) serving alcohol; (2) employee pay; and (3) workplace injuries. Nonetheless, with some commonsense and proper oversight, most companies can avoid these issues.

While the majority of employees drink responsibly at a company holiday event, employers must supervise those who drink too much. Outside of unprofessional conduct, a company may be liable if an intoxicated employee subsequently causes an accident after leaving the party. In Florida, an employer has been found liable in a wrongful death suit when it allowed an employee to drive after drinking excessively. The employer knew that the employee was intoxicated and was not in a condition to drive, but let him leave anyway. The employer was liable, even though a "social host" is generally not legally responsible for a guest who drives drunk after leaving the party, because the court held that it had a far greater ability to control its employees than a normal host does over a third party. Therefore, employers must make sure employees who appear intoxicated are not allowed to drive after leaving the party.

A second alcohol issue at company holiday parties is serving minors. No matter how responsible employees under the legal drinking age may appear, it is still illegal to provide them with alcohol. Consequently, it is recommended that employees who are not legally able to



drink be notified that the company will not accept their drinking at the company event and such conduct may subject them to disciplinary action and including termination.

Another issue that occasionally arises is employee compensation. If an event is during the employees' regular working hours, the employer has to pay its non-exempt employees for the time attending; however, if the party is outside of the employees regular working hours, most non-exempt employees are not entitled to compensation, if attendance is voluntary. In contrast, if the employer requires employees to attend or if employees feel obligated to attend the event, they may be entitled to compensation. Therefore, to counter an employee's perception that the holiday event creates mandatory attendance, the company must clearly notify all employees that they are encouraged to attend, but attendance is not required.

Finally, employees may be entitled to workers' compensation benefits if they are injured during a holiday event. In Florida, recreational or social activities that occur off of company property are not compensable unless such activities are "expressly required incident of employment" and produces "substantial direct benefits" to the employer beyond improving employee health and morale. Nonetheless, injuries that occur at holiday parties are generally compensable if the injury occurs on the company's property.

While potential exposure for hosting holiday parties can be discouraging, it is often well worth the company's time and money to host a social event that rewards its employees for their commitment to the company. The legal pitfalls and properly planning to avoid them can be avoided with some commonsense and recognition that basic company policies and procedures still apply.

Happy Holidays!





The Book Corner

December Book Suggestions

By Daniel T. Bloom



On behalf of the store employees and the national corporate sales staff, we would like to wish each and every one of you a wonderful holiday season. To assist during those evenings around the hearth, the publishers are releasing 132 business related

titles during the next 30 days. Among these, the following titles are of some interest to what HR professionals do everyday.

Global Performance Management by Arup Varma

Useful and timely for both the global corporation and the global manager, this book fills the critical gap in the literature caused by the rapid speed at which organizations are globalizing. International in approach, with a strong practical emphasis and structured by regions as well as themes, this book is a must read for both academics and practitioners. It provides emphasis and comprehensive coverage of the performance management practices in key countries, placing special emphasis on performance appraisal and the five critical themes it encompasses.

Where Do All the Paperclips Go by Capstone Publishing

At last, a book about business that you'll actually want to read. Ever wondered how easy it is fiddle your expenses, why you feel curiously ill at ease without your blackberry, or what the Japanese word "karoshi" means? Now you can find out. Forget endlessly surfing the web or wading through magazines. A few minutes with this book will save you an entire lunchtime looking for the answers to life's curious work-related conundrums. Where Do All the Paper Clips Go? answers that and 127 other all-important questions. It has no graphs, matrices, formulas, dashboards or very long words to confuse you. Just instantly

readable, memorable insights that will keep you coming back for more.

The New Human Capital Strategy by Bradley Hall

The latest book from AMACOM, this book provides a step-by-step plan for systematically improving the value of an organization's most crucial asset: its people. Using examples, research, and metrics, this essential guide provides readers with a system for ensuring that their people are more valuable this year than the last.

How Toyota Became #1 by David Magee

Journalist Magee explores Toyota's past and present in order to reveal how this car company has sustained such tremendous success. The lessons in this book can be valuable for managers in all disciplines and industries.

Voice, Visability and the Gendering of Organizations by Patricia Lewis

Voice, Visability and the gendering of Organizations examines how gender is linked to organizations and accounts for the differences in the experiences of men and women in the world of work.

The Corporate Culture Handbook by Gabrielle O'Donovan

The Corporate Culture Handbook dispels much of the mystique surrounding corporate culture and cultural change in the workplace. It outlines the business case for corporate culture management, puts forward a field-proven strategic implementation plan and presents pioneering work on the measurement of a culture change program.

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Book Corner

Continued from Page 7

Finding Keepers by Steve Pogorzelski

The global leader in providing businesses with hiring solutions, Monster has created a groundbreaking system for recruiting and retaining employees. This work shows how to produce a brand experience that attracts employees motivated by the company's mission, fulfilled by the work they will do, and empowered to expand company growth and profit.

Rapid Transformation by Behnam Tabrizi

Profound organizational transformation takes years, right? Not according to change expert Behnam Tabrizi. In *Rapid Transformation*, he shows you how to accomplish transformational change in your firm in just 90 days. Based on ten years of research into more than 200 leading companies including IBM, Nissan, and Apple, this book demystifies fast, effective change and lays out a clear roadmap for achieving it.

Crisis Leadership Now by Laurence Barton

How to plan to tackle and surmount any threat—from workplace violence to natural disasters to financial scandal. Written by the international authority on corporate crisis management, this book is the definitive guide

for all the senior and mid-level managers. The author explores hundreds of crises that have occurred over the past two decades, and he shares important lessons in communicating with employees, shareholders, the media, and regulators. The author details how successful companies embed crisis management into their DNA and shares proven tools that will help you identify problems before they blossom into nightmares.

Developing Technical Training by T Clark

Since it was first published almost 20 years ago, this book has been a reliable resource for both the new and seasoned training specialists. The third edition of the classic book outlines a systematic approach called the Instructional Systems Design process that shows how to teach technical content defined as facts, concepts, processes, procedures, and principles. Whether you teach hard or soft skills, or design lessons for workbooks or computers, you will find the best training methods in this book. Using these techniques, you can create learning environments that will lead to the most efficient and effective acquisition of new knowledge and skills.

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... Just for Laughs



"We believe in employee privacy, so keep your opinions to yourself."



"You're in luck. We have two openings, so I'm hiring you for both of them."

H R Tampa Congratulates the Board of Directors for 2008!

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 President Elect - Sharan Backus, CRP, GMS
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 Secretary - Ann Ladd, CPC, PHR
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