

How to Hire Grade A Talent & Keep Them

Designed to help Human Resource staff and hiring managers recruit and hire Grade A talent, support new hires to ensure their success and retain their services over the long term. The presentation is interactive and will focus on each participant's hiring issues to get results NOW.



July 16th: 7:30 am - 10:00 a.m.
Centre Club
123 S West Shore Blvd
Tampa, FL 33609

HR Seekers Florida

DBM & the HR Florida Council have been offering the HR Seekers program for the past five years. The forum offers transitioning HR professionals a rich source of training, job leads, and networking events hosted by DBM, the leader in outplacement coaching for transitioning professionals for the past 40 years. In addition, if you have open HR job leads email them to HRSeekers@DBM.com.

Also, any members who are in transition, please register for this free community service to assist them in their job search. Registration is free! Just go to www.HRFlorida.org, and click on the Careers link, and then click on HR seekers to join the free program. All programs are offered virtually on the third Wednesday of each month from 12:00 p.m. - 1:30 p.m.

Continued on Page 13

Bio

Larry LaBelle

Larry LaBelle operates a business called Training Tamer Inc. that provides comprehensive training and coaching for both job seekers and HR Staff/ hiring managers. His courses cover the full spectrum of needs, including job hunting, employee hiring, communication, customer service, conflict resolution, and change management. Larry has over 25 years experience as a trainer, instructional designer/ course developer (both classroom and eLearning courses), and training manager providing training in professional development, business application software, sales and marketing, customer service and technical support, telecommunication, and more. To learn more about Training Tamer, visit www.trainingtamer.com.



Calling all SPONSORS

We sold out EARLY Last Year! Hurry while the booths are still available!

HR Tampa Annual Expo Legal Conference
September 17th, 2008

We are now accepting Sponsors for this event. Hurry to secure your booth today!

Don't Miss Out

Contact Sharan Backus at (813) 289-6600 or email sharan.backus@floridamoves.com

July 16th



Breakfast



How to Hire Grade A People and Keep Them

The Centre Club



August 20th



Financial Advisors

Communicating Effectively With Challenging Personalities

Dinner

The Centre Club

President's Corner

Wow! It's hard to believe we are already half-way through 2008! This year has been anything but 'normal' for HR Professionals in our community and throughout the country, however the unique challenges that have been presented to us and our colleagues are bringing positive attention to our profession. Many of us are being called upon as experts in the HR field to provide guidance and ideas in these uncertain times –and that is a good thing!

Your Board of Directors for HR Tampa certainly understands many of these challenges as well, despite the growing number of professional commitments, they have been working hard for our local chapter and I wanted to take this time to highlight some of the accomplishments that they have already achieved this year:

Diversity

The Diversity Director, Debbie Dube, and Committee are working hard to provide diversity-related resources and information to members within the Tampa Bay area. They are finalizing a Movie Night for the October Diversity meeting that is held in conjunction with the Pinellas chapter, and they are planning the 2nd Annual Diversity Award to be presented at the December meeting.

Committee Members: Dave Castaneda, Sharon Gough, Inass Riyad, Maureen Stanton, and Phongeun Wilson.

Annual Expo

The 9th Annual Expo is scheduled for Wednesday, September 17th at the A La Carte Event Pavilion. This year's Expo title, Changing HR Strategies, is focused on developing your professional skills to help you with changing organizational needs and address you, as a professional in this changing economy. In addition to three keynote speakers scheduled, there will be two break-out sessions offering four different topics for you to choose from. The three keynote speakers are:

- Peter Weddle –Recognizing Richard Rabbit



- Jennifer Shirkani –Strategic Interviewing Using Emotional Intelligence
- Chip Madera –Preventing Burn-out

Legislation

While there have been many changes and more to come this year a few of them stick out in my mind, such as the Military FMLA Expansion Act, the second phase of federal

minimum wage increases, and of course the new Florida Gun Law. HR Tampa, along with HR Florida, SHRM and a couple of other local chapters in Florida filed a brief on June 9th supporting the Florida Retail Federation, Inc. and Florida Chamber of Commerce, Inc. In this suit against the Attorney General of Florida, with the belief that employers should have the ability to make and enforce safety policies that are appropriate of their individual workplace, we further argued that the Florida law is in direct conflict with an employer's obligation to maintain a safe workplace as required by OSHA.

David Steffen, Legislative Director, is currently planning HR Tampa's 3rd Annual Washington DC - Day Inside The Beltway trip to take place in September. At least three board members and two chapter members will attend a day long event to meet with SHRM and State representatives to engage in conversations regarding HR issues of concerns for SHRM Members.

Membership

Membership Directors, Ignacio Garcia and Karen Drummond, as well as several other board members have been working hard to 'scrub' HR Tampa's database to ensure we have a complete and correct listing of HR Tampa members that we report to SHRM. This task is very tedious and time consuming but well worth it to ensure we are keeping current records for our members. We also, would like to thank those of our members who have been helping to update their own individual records.

Continued on Page 3

President's Corner

Continued from Page 2

Programs

I hope you will agree that our Programs Director, Patricia Gaudin, has put together a phenomenal curriculum of topics and speakers this year. The monthly membership meetings are nearing capacity at almost every meeting. Should this trend continue, HR Tampa may soon be looking for a larger venue to host the monthly membership meetings.

Re-Branding

In 2002, HR Tampa, took initiative to brand the organization starting with a new logo. In 2003, this branding initiative was taken a step further with brochures and a new website. HR Tampa recognized the importance of branding as has been done in the consumer industry. As a result HR Tampa, led the State of Florida in this initiative and many chapters and HR Florida themselves pursued their own brand recognition. This year HR Tampa refreshed its brand to keep up with the changing times. As a result new brochures and screen booths were created and the website has also been updated with a new look and feel. We hope, as members, you are as proud of HR Tampa's presence in the community as we are.

Workforce Readiness

The Workforce Readiness Director, Cheryl Brown, and Committee members have been working very hard this year to develop a vision and plan to assist the local community with

three very distinct goals including People Development by assisting individuals with basic job planning skills, Small Business Partnership by reaching out to small businesses with HR support and guidance, and Student Development by partnering with educational institutions in developing and adding to HR curriculums.

Committee Members: Kim Boulahanis, Sandra Christie, Deborah Erdahl, Bill Fries, Lynnette Holsinger, Julia Judge, Michael Levy, Sandra McZier, Erin Pruitt, Sharon Rash, Rhonda Shead, and Rebecca Sosa.

There are more exciting events scheduled this year that the board is looking forward to sharing with all of our members. We hope, that as a member, you are enjoying this year as much as we are.

As always, if you are interested in volunteering with HR Tampa, please be sure to reach out to a board member or myself. It is a great way to get involved! I also encourage your comments and suggestions, as all of the work we do as volunteers is for your professional growth.

Sincerely,

Dana Chatelain, SPHR
HR Tampa President

We care about all of our members and occasionally some of them find themselves out of work due to the economy. In order for HR Tampa to accommodate our members in transition we are providing a table at the membership meetings to place resumes and business cards. This will allow our transitional members an opportunity to network after the meetings, as well as making their resumes available to colleagues and other members who may know of an available position. Recruiters may also place their business cards on this table.

Please remember to check our website for available open positions.

Please visit www.hrtampa.org for HR Tampa Job board





Sponsorship Packages

2008 HR Tampa Expo and Legal Conference

A' La Carte – Pavilion, Tampa, FL

September 17, 2008

<u>(1) Platinum Sponsor - \$3000–(Early Bird 5/30/08) \$2500</u> ♦ One (1) booth in expo hall – in location of choice with banners displayed if provided ♦ Five (5) minutes of microphone time from the podium at the Main Lunch general session. ♦ Sponsor of Lunch with company Table top signage acknowledgement ♦ Four (4) full Conference Registrations including lunch ♦ Logo in Tampa Tribune Conference advertisement ♦ Logo on all major HR Tampa Conference mailings ♦ Logo displayed in on-site conference program ♦ Logo displayed on dual screen set-up at beginning of all general sessions ♦ Full page ad in HR Tampa E-Newsletter ♦ Description of company and products/services (up to 40 words) included in on-site conference program ♦ Sponsorship ribbons for four staff members ♦ Ribbon identifying sponsorship level at booth	<u>(2) Gold Sponsor - \$2500 –(Early Bird 5/30/08) \$2200</u> ♦ One (1) booth in expo hall ♦ Introductions of concurrent speakers and two minute company announcements ♦ One (1) general session announcement from HR Tampa officers thanking company ♦ Two (2) full Conference Registrations including lunch ♦ Breakfast or afternoon Break Table Top signage acknowledgement ♦ Logo in Tampa Tribune Conference advertisement ♦ Logo on all major HR Tampa Conference mailings ♦ Logo displayed in on-site conference program ♦ 1/2 page ad in HR Tampa E-Newsletter ♦ Description of company and products/services (up to 40 words) included in on-site conference program ♦ Sponsorship ribbons for two staff members ♦ Ribbon identifying sponsorship level at booth
<u>(2) Silver Sponsor - \$1500 (Early Bird 5/30/08) \$1200</u> ♦ One (1) booth in expo hall ♦ One (1) general session announcement from HR Tampa officers thanking company ♦ Logo on all major HR Tampa Conference mailings ♦ Logo displayed in on-site conference program ♦ Description of company and products/services (up to 40 words) included in on-site conference program ♦ Post conference participant and vendor lists ♦ Sponsorship ribbons for two staff members ♦ Two conference Lunches provided	<u>(20) Bronze Sponsor - \$900(Early Bird 5/30/08)\$750)</u> ♦ One (1) booth in expo hall ♦ Business Card ad in on-site program ♦ Description of company and products/services (up to 40 words) included in on-site conference program ♦ Post conference participant and vendor lists ♦ Sponsorship ribbons for all staff members ♦ Two conference Lunches provided

Deadlines

Early Bird Rates Expire after 5/30/08

All Sponsorship payments must be received by 7/15/08

Company 40 words must be submitted by 7/15/08 and must be in “Word”

Company Logo must be in Web-ready JPG (15 K max) and received by 7/15/08

Sponsorship Information, contact Sharan Backus (Coldwell Banker) 813-289-6600 or email: sharan.backus@florida.moves.com

June 18th

Raising the Bar for Wellness

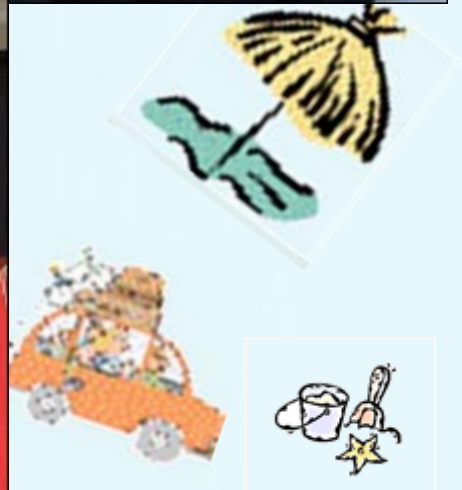
Dr. Charles Bens, Speaker



Cindy & Michele



Bob & Cindy Lennar Homes



June 18th



H R Tampa Dinner Meeting



Patricia & Lynnette



Laura & Jacklyn



Knowing the right answer pays off for Amy



Amy & Ann



Would you like to be a
"Spotlight Meeting Sponsor"
in 2008?

We are now accepting sponsors, so
hurry while the months last . . .
Our most popular opportunity is our
monthly meetings. Here are our
"Spotlight Sponsor" benefits:

- Exclusivity as sponsor for the meeting
- A display table set up in the registration area that can include use of a banner, brochures, tabletop presentations, business cards, and give-aways, etc.
- Your name and contact information on the agenda
- Two free meals for you and a colleague
- A five- to seven-minute infomercial
- Presentation to the membership prior to the main speaker
- Your name and logo (+ link) on the HRTampa website for one month

Call and Reserve Today

Contact: Sharan Backus
813 289-6600

e-mail: sharan.backus@floridamoves.com

2008

January



February



March



April



May



June



July



August



September

HR Tampa Annual Expo

Sponsorship Levels
Now Available

October



November

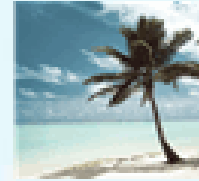
December

HR Tampa Dinner Meeting

June 18th



Tom Doyle & Co-Workers



Barbara & Jennifer



Drowning in an ocean of HR paperwork?

Policy Updates

Compliance Changes

Printing Pile-Ups

Employee Acknowledgments

Distribution Challenges

Language Barriers



Compliance Mark Can Help

See our demo at <http://www.OnlineEmploymentSystems.com>

Or call us at (813) 333-9651

LEGISLATIVE UPDATE

By David Steffen

What is in the Trunk? Florida's "Bring Your Gun to Work" Law

In April, Governor Charlie Crist signed the "Preservation and Protection of the Right to Keep and Bear Arms in Motor Vehicles Act of 2008." Despite the efforts of many business organizations, including HR Florida and HR Tampa, on June 27, 2008, a federal judge in Tallahassee denied their attempts to prevent the law from taking effect. Therefore, as of July 1, 2008, the new law, commonly referred to as the "Bring Your Gun to Work" law, now applies to Florida's employers. The law mandates that employers permit employees to keep firearms in their locked vehicles at work if the employees are licensed to carry concealed weapons. The law applies to any employee, customer or "invitee" with a concealed weapon permit who keeps a legally owned firearm in a locked private vehicle in a parking lot. (Recent statistics indicate that approximately 487,000 concealed weapon permit holders reside in Florida.)

Summary of the Law

Asking about firearms

Employers may not inquire, either orally or in writing, about a firearm being inside a private motor vehicle in a parking lot or search the vehicle to determine whether a firearm is inside. Only on-duty law enforcement personnel may search a vehicle. These searches must comply with an individual's due process and Constitutional rights.

Conditions of Employment

Employers may not require, as a condition of employment, potential employees to agree that they will not keep legal firearms locked inside their vehicles for lawful purposes.

Adverse Action

Employers may not terminate or otherwise discriminate against employees for exercising their constitutional right to keep and bear arms or for exercising the right of self-defense, as long

as the firearms are never exhibited on company property for any reason other than lawful defensive purposes.

Civil Liability

Employers are not liable in civil lawsuits based on actions taken or not taken because of the employers' obligations under this law. Presumably, this provides employers with immunity from civil lawsuits by victims of workplace violence, if a perpetrator brought his/ her guns to work pursuant to this law.

Covered Employers

The law applies to both public and private sector employers, except for certain school properties; state correctional institutions; employers who conduct substantial activities involving national defense, aerospace or domestic security; and employers where the primary business conducted is the manufacture, use, storage or transportation of combustible or explosive materials regulated under state or federal law.

The Rights of the Aggrieved

An individual aggrieved under this law may bring a private action to recover court costs, attorneys' fees, and reasonable "personal cost and losses." The Florida Attorney General can also bring administrative and judicial enforcement actions against offending employers.

Policy Tips.

Searches

Law enforcement must conduct any vehicle searches for weapons. This applies even if an



Continued on Page13

HR Student Chapter's Internship Program

College Relations currently has interns who are seeking host organizations. Internships are generally ten weeks in length with a minimum of ten hours per week, however time span and hours can be tailored to your needs. Student members seeking internships are comprised of traditional students, adult learners returning for a BA, M.A., or PhD or students continuing their education and changes career fields. Many have a great deal of experience from other areas but not from the area of HR.

Of the host organization, we ask that the intern be given the opportunity to see the many facets of HR. We understand and expect administrative duties will be involved but we wish to provide the intern with a knowledge base he or she did not have prior to entering the program.

If you are interested please contact Toni Mayros our Director of College Relations.



Announcement
Please Remember
HR Tampa's Bylaws

ARTICLE 10 STATEMENT OF ETHICS

The Chapter shall not be represented as advocating or endorsing any issue unless approved by the Board of Directors. No member shall actively solicit business from any other member

Opportunity to Participate!!!

We are in the early development stages of the conference and are seeking the following:

- Speakers
Executives and Diversity Experts
- Sponsors
- Volunteers
- Planning committee members

Interested parties please contact
Dennis Kennedy

Please Join us to help make this
conference a huge success!



Inaugural Florida Diversity & Leadership Conference Job Fair and Expo

February 11-13, 2009
Orlando, Florida

Conference Highlights

Job Fair	Nationally recognized Keynote Speakers
Mentoring Summit	A Variety of Concurrent Sessions
Sponsorship Opportunities	Exhibitor Opportunities
Exhibit Hall	Grand Prize Give Away

For more information on how to participate, please contact
Dennis Kennedy at dennis.kennedy@nationaldiversitycouncil.org

WWW.FLORIDADIVERSITYCONFERENCE.COM

HRCI Recertification: Is It Time to Renew?

Once certified as a Professional in Human Resources (PHR), a Senior Professional in Human Resources (SPHR), or a Global Professional in Human Resources (GPHR), you must recertify every 3 years (from date of original certification or last recertification).



- Sixty (60) hours of learning credit is required during those 3 years
- Credit earned on hour-for-hour basis (one hour learning = one hour recertification credit)
- If you don't submit recertification form, you must retake the exam
- No supporting documentation should be submitted to HRCI, but should be maintained for your records in case you are audited
- Recertification credits can be earned online at <http://www.hrci.org/recertification/credits.html>.
- There are now two ways to recertify--by completing the paper application (available at www.hrci.org/Recertification/PDFAPP) or by accessing your online recertification file by clicking "My Recert File" at www.hrci.org.

Credit is awarded for HR-related activities in these categories:

- Continuing Education: Credit awarded hour for hour. (Chapter meetings can be pre-approved for HRCI recertification credit.)
- Instruction: 1 hour taught = 1.5 credit hours awarded. (Includes courses taught

at work such as workplace violence prevention, sexual harassment prevention, etc.)

- On-the-Job Experience: Credit is awarded for

first-time work activity if it broadens your knowledge of the field of HR, such as developing a strategic plan, rolling out a new 401K plan, etc.

- Research/ Publishing: Research, write, or publish on HR topics.
- Leadership: External leadership activities count, including being an SHRM volunteer leader.
- Professional Membership: Be a member of a national HR-related professional association and earn credit hours. (SHRM, ASTD, World at Work, etc.)
- Answers to ALL your recertification questions can be found at www.hrci.org.
- A recertification form can be found at <http://www.hrci.org/Recertification/PDFAPP/>.
- HRCI now offers ONLINE storage of your certification documentation so you can complete the form as you go.
- There is a \$100 processing fee to recertify.
- If you have changed jobs or addresses, notify HRCI (not just SHRM) at hrci@hrci.org.
- HRCI sends recertification reminders via email, so they must have your current/ correct email address.

Stetson University College of Law will present two information sessions for prospective part-time law students in August.

Identical information will be presented at two programs offered:

- Aug. 13 in the Great Hall at the Gulfport campus, 1401 61st St. S.
- Aug. 27 in classrooms 135 and 136 at the Tampa Law Center, 1700 N. Tampa St.

Both programs will start at 6:30 p.m. Registration begins at 6:15 p.m.

"Stetson Law continues to offer the first and only part-time law program in Tampa Bay," said Executive Director of Admissions and Financial Aid Laura Zuppo. "This is the only program available in the area that allows students to attend evening classes to finish the law degree in four years."

The information sessions will explain the law school admission and financial aid processes, Stetson's curriculum, legal careers, and will provide insights from part-time law students. Stetson Law enrolls new part-time evening students in the fall of every year.

To RSVP and for more information and directions, visit Stetson on the web at <http://www.law.stetson.edu/admissions/PTinformationsessions.asp>.

Stress Management

By: Angus Topics – Illinois Angus News (Jenny Mae Bingman)



A lecturer, when explaining stress management to an audience, raised a glass of water and asked,

“How heavy

is this glass of water?”

Answers called out ranged from 20g to 500g.

The lecturer replied, “The absolute weight doesn’t matter.

It depends on how long you try to hold it.

If I hold it for a minute, that’s not a problem.

If I hold it for an hour, I’ll have an ache in my right arm. If I hold it for a day, you’ll have to call an ambulance.

In each case, it’s the same weight, but the longer I hold it, the heavier it becomes.”

He continued,

“And that’s the way it is with stress management.

If we carry our burdens all the time, soon or later, as the burden becomes increasingly heavy, we won’t be able to carry on.”

“As with the glass of water, You have to put it down for a while and rest before holding it again. When we’re refreshed, we can carry on with the burden.”

“So, before you return home tonight, put the burden of work down. Don’t carry it home. You can pick it up tomorrow.

Whatever burdens you’re carrying now, let them down for a moment if you can.”

So, my friend, why not take a while to just simply RELAX.

Put down anything that may be a burden to you right now. Don’t pick it up again until after you’ve rested a while Life is short. Enjoy it!

Here are some great ways of dealing with the burdens of life:

- Accept that some days you’re the pigeon, and some days you’re the statue.
- Always keep your words soft and sweet, just in case you have to eat them.
- Always read stuff that will make you look good if you die in the middle of it.
- Drive carefully It’s not only cars that can be recalled by their maker.
- If you can’t be kind, at least have the decency to be vague.
- If you lend someone \$20 and never see that person again, it was probably worth it.
- It may be that your sole purpose in life is simply to serve as a warning to others.
- Never buy a car you can’t push.
- Never put both feet in your mouth at the same time, because then you won’t have a leg to stand on.
- Nobody cares if you can’t dance well. Just get up and dance.
- Since it’s the early worm that gets eaten by the bird, sleep late.
- The second mouse gets the cheese.
- When everything’s coming your way, you’re in the wrong lane.
- Birthdays are good for you. The more you have, the longer you live.
- You may be only one person in the world, but you may also be the world to one person.
- Some mistakes are too much fun to only make once.
- We could learn a lot from crayons ..Some are sharp, some are pretty and some are dull. Some have weird names, and all are different colors, but they all have to live in the same box.
- A truly happy person is one who can enjoy the scenery on a detour.

Have an awesome day and know that someone has thought about you today.

Legislation

Continued from Page 9

employer has reason to suspect that the individual will become violent, and even if a witness alleges that the individual has made threats and has a weapon in the vehicle. The law as written is unclear as to whether the prohibition on searches applies only to individuals with concealed weapon permits or to all searches for weapons.

Discipline & Discharge

Employers cannot take adverse employment action against employees based on witness statements asserting an individual engaged in threatening behavior and has a weapon in his/her vehicle.

What the Law Does Not Provide Employees

Employers still have the right to prohibit firearms anywhere other than in locked vehicles and to conduct searches to that effect (if otherwise permitted). Employees, customers, and invitees only have the right to bring a weapon out of their vehicles and onto the premises for lawful self-defense. Furthermore, the new law applies only to firearms that are being used for a lawful defensive purpose. Thus, if the individual uses even a lawfully possessed firearm for an unlawful purpose, such as to threaten a co-worker or to "show off," the employer may take action.

Employers should consider implementing policies that address these issues, and stress the prohibition against bringing firearms into the workplace, brandishing firearms in the parking lot (other than for lawful self-defense) and prohibiting threats or threatening behavior of any type. Employers also need to consider training on workplace safety to provide a "safe workplace" as clause. Finally, employers should have a response plan in place in the event that gun violence does occur.

If you have any questions about the new law's impact on your workplace or how to draft and implement proper policies please do not hesitate to speak with me at the next chapter meeting.



HR Seekers

Continued from Page 1

2008 Programs

- **August 20, 2008** Building a List of References: Deciding on and preparing references.
- **September 17, 2008** Interviewing: The do's and don'ts of answering the tough questions.
- **October 15, 2008** Developing an Effective Marketing Plan: Are you on track with your job search.
- **November 19, 2008** Networking 100: Effective Networking will quickly expand your contacts.
- **December 17, 2008** Managing Transition: Job Search is stressful. Gain insight on how to have a productive and smooth transition.



INTRODUCING **Pre-paid Badging**
3 Day Guarantee!

*No Software
No Printers
No Supplies
Minimal Training*

1 take photo → Pre-paid Badging → 2 send e-mail
3 receive badges

From Your In House Badging Specialist

*Software & Printers
Installation & Training
Supplies & Accessories
ID Innovator Since 1993*

1 enter data → In House Badging → 2 take photo
3 print badges

eXpress badging
800.909.8602 www.expressbadging.com
IDentification - Time & Attendance - Door Access

Become A Sponsor In
HR TAMPA'S

2008
EXPO & Legal Conference

September 17th

A" La Carte
 Pavilion
 Tampa



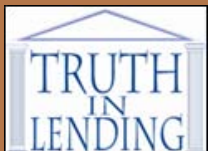
Hurry

CoADVANTAGE



Hurry

HOMEbenefitiq.com



Contact Our Non- Dues Revenue Director

Sharan Backus (Coldwell Banker) 813 289- 6600, Sharan.backus@floridamoves.com

New Members

First Name	Last Name	Cerification	Company	Title
Sue	Maciejewski	PHR	Sun State Intl Trucks, LLC	Human Resources
Stacey	Camejo			
Deborah	Perricone		The Institute for Business & Home Safety	Human Resources
Emilie	Perez		Arbitration Forums, Inc.	
Evelyn	Torres		Florida State Fair Authority	
Toshua	Larkins			Human Resources
Tom	Doyle		Clear Channel Radio	Recruitment Manager
Celeste	Adams		BST Global	Employee Relations
Sharen	Overstreet	MBA	Levy Restaurants	Senior HR Manager
Jennifer	Riendeau	PHR	Tampa Electric	
Cecily	Valenty		Florida Bank Grp/ Bank of St. Petersburg	Human Resources
Maria	Tolbert		Cyro-Cell International	Human Resources
James	Marks		Background Info. USA	
J. David	Polo		Dojknow, LLC	Vice President
Patricia	Deering		FranNet of Greatner Tampa Bay	Owner



Officers

President

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

President-Elect

Sharan Backus, CRP, GMS
(818)289-6600
sharan.backus@floridam-
oves.com

Treasurer

Lisa Murfield, MBA, SPHR
813-639-1176
murfieldld@yahoo.com

Secretary

Ann E. Ladd, PHR
(813) 503-6798
aladd1@tampabay.rr.com

Immediate Past President/ Foundation Director

Greg Aarons
(813)259-8234
gpaarons2@mac.com

DIRECTORS

Membership

Ignacio Garcia
(813) 289-1247
lggy.garcia@ogle-
treedeakins.com

Karen Drummond, SPHR
(727) 561-4000 x5612
kdrummond@mercuryinsur-
ance.com

Programs

Patricia Gaudin, SPHR
(813) 258-0293
pgaudin@scicompanies.com

Special Events

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

Hospitality/Registration

Jill Conklin, PHR
(813) 207-857
jconklin@advantec-hr.com

Communications

Rebecca Lukban, PHR
(813) 864-8273
RLukban@OasisAdvantage.com

Non-Dues Director

Michele Lembo
(813) 781-0295
mlembo@execustay-main-
sail.com

Legislative

David Steffen, JD
(813) 222-1353
dsteffen@constangy.com

Education/Certification

Sharon Marsh, SPHR
(813) 267-9488
SharonMatlock@ss-electric.com

Diversity

Debbie Dube
(813) 246-4999 x4387
ddube@lazydays.com

College Relations

Toni Mayros
(727) 534-4955
tmayros@gmail.com

Technology Director

Alina Diaz
(813) 259-7188
adiaz@tampatrib.com

Workforce Readiness

Cheryl Brown, PHR
(813) 830-5520
cherylbrown@metropcs.com