

Bio Keynote Speakers

Peter Weddle



Peter Weddle is a recruiter, HR consultant and business CEO turned author and commentator. Described by The Washington Post as "... a man filled with ingenious ideas," he has earned an international reputation, pioneering concepts in Human Resource leadership and employment. He has authored or edited over two dozen books and been a columnist for The Wall Street Journal, The National Business Employment Weekly and CNN.com. WEDDLE's annual Guides and Directory to job boards are recognized for their accuracy and helpfulness, leading the American Staffing Association to call Weddle the "Zagat of the online employment industry."

Bio

Chip Madera, MS, CSP



Chip Madera, MS, CSP is a Motivation and Performance Strategist who has been speaking, training, coaching and consulting professionally since 1991. He is known to challenge leaders to venture beyond their "wildest" expectations by opening minds, stirring hearts and inspiring action! He will help your organization reach its motivation and performance potential! In his presentation, Preventing Burnout, Chip shows how to recognize your organization's professionals suffering from burnout? In industries riddled with downsizing and reengineering efforts, workers must constantly evaluate their roles and take proactive steps to prevent burnout from occurring.

HR Tampa Expo & Legal Conference

The A La Carte Event Pavilion

September 17, 2008

Registration: 7:30 a.m.

HR CHANGING STRATEGIES

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:

- **Morning Keynote Speaker Peter Weddle** speaking on his new book *"Recognizing Richard Rabbit,"* a fable for adults, young and not so young. This is a personal book that is all about finding the secret to authentic living. To being the person you were meant to be.
- **Afternoon Keynote Speaker Chip Madera,** speaking on Preventing Burnout! Refueling fuel the fire within - Few seem to address the signs and symptoms before they experience its debilitating effects.
- **Going Green in HR** - Ignacio Garcia
- **Getting Leadership off to the right foot** - Seema Rafay
- **Strategic Interviewing Using Emotional Intelligence** - Jennifer Shirkani
- **When Are They Coming Back?** - David Steffen
- **How To Manage Your Boss** - Paul MacLeish

For a more complete agenda, go to Page or click on <http://www.hrtampa.affinis-cape.com/cde.cfm?event=221756>

September 17th

2008 HR Tampa Expo & Legal Conference
The A La Carte Event Pavillion



October 15th

HR Tampa & SHRMA Diversity Meeting
Dinner Channelside Cinemas



College Relations

I'd like to offer my sincerest gratitude to HtR Jampa's Membership Committee for choosing me to represent my fellow students at the 2008 HtR Florida Conference and Expo. As a first time conference attendee, being among 1,500 talented HtR professionals was an exceptional experience for me.

Having enjoyed a successful career in operations management - and we all know that all managers are also "HtR" managers - I decided to finish my BA by pursuing an HtR degree two years ago. Recently graduated, the conference could not have come at a better time while transitioning in my career, confirming my choice of professions. The sessions were vastly informational, beyond anything I've learned in a classroom. With my work experience, I appreciated hearing a variety of HtR textbook issues being applied to real world situations.

I understand that the networking dinner that I attended was a first for the conference, and from a student's standpoint, a great success. The insight, encouragement and direction that I received from successful HtR professionals was priceless. During our two-minute interview mixer, these top-caliber HtR professionals genuinely provided feedback and advice on how to embark on our desired human resources paths. When two minutes just wasn't enough, they gave us business cards and encouraged us to follow up with them. It was also a great opportunity to speak with other students and exchange perspectives on how to best contribute our skills in the HtR field. It was a fun and productive night, and I would love the opportunity to return the favor someday by providing the same inspiration to future students.

In closing, I also want to thank Joni Mayros and Susan Stykes, two of my favorite HtR Jampa "peeps", for guiding me over the past two years, and most recently in providing direction on how to best utilize all aspects of the conference. Not only were they fun and friendly guides to a first-timer, but they are the greatest company. I'm proud to be part of such an elite club - the HtR people that are the backbone of every organization.

Looking forward to future conferences and making sure that HtR Jampa wins the karaoke contest next year!

Warmest Regards,

Lisa O'Connor

LEGISLATIVE UPDATE

By David Steffen

Employment Benefits During Military Service

On June 17, 2008, the Heroes Earnings Assistance and Relief Tax Act of 2008 ("HEART") was signed into law. It provides service members with special benefits and protections to service members along with making significant changes in retirement plans and health flexible spending arrangements ("health FSAs") for members of the armed services.

Retirement Plan Changes

Participants who take distributions from their retirement plans before age 59½, death, or disability are normally subject to a 10 percent penalty on the amount of the withdrawal. The Pension Protection Act of 2006 temporarily suspended this requirement to allow qualified reservists to receive a distribution from a 401(k) plan, 403(b) plan or IRA without triggering the 10 percent penalty. HEART makes these qualified reservist distribution provisions permanent.

Under HEART, a qualified reservist distribution is a distribution (1) from an IRA or attributable to elective deferrals under a section 401(k) plan, section 403(b) annuity, or certain similar arrangements, (2) made to a qualified reservist who was ordered or called to active duty for a period of at least 180 days or for an indefinite period, and (3) that is made during the period beginning on the date of such order or call to duty and ending at the close of the active duty period. An individual who elects to take a qualified reservist distribution is prohibited from making elective deferrals or employee contributions for six months after the date of the distribution.

An individual who receives a qualified reservist distribution may, at any time during the two-year period beginning on the day after the end of the active duty period, make one or more contributions to an IRA in an aggregate amount not to exceed the amount of the qualified reservist distribution. The dollar

limitations otherwise applicable to contributions to IRAs do not apply to any contribution made under this special repayment rule. Additionally, no deduction is allowed for any contribution made under this special repayment rule.



The Uniformed Services Employment and Reemployment Rights Act (USERRA) generally treats periods of qualified military service as periods of employment for purposes of retirement plan vesting and benefit accruals. Service is credited when the employee returns to work. HEART permits employers to treat an individual who dies or is disabled while performing qualified military service as if he or she had worked until death for benefit accrual purposes. HEART also requires retirement plans to pay the beneficiaries of a deceased service member any benefits the plan would have paid had the participant died while employed (except those that accrued during military service).

Differential Wage Payments as Compensation

For employees called to active duty, some employers voluntarily make up the difference between the employees' military pay and what the employees would have earned if they had continued employment with the employer. Such compensation is commonly referred to as "differential pay." Under HEART, individuals receiving differential wage payments are considered employees, and the payments are treated as compensation. Therefore, employee retirement plan contributions can be made from these amounts. If an employer pays differential pay, and if contributions or benefits under a retirement plan are based on differential pay, all service members of the employer must



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HR Tampa & SHRMA Joint Diversity Meeting

Wednesday, October 15, 2008

Channelside Cinemas
615 Channelside Drive

Check In: 5:30 pm

Special Guest Speaker: Dennis Kennedy, CEO National Diversity Council

6:20 pm Movie Begins: 6:20 pm

Registration opens on September 17th. Space is limited so reserve online at:

www.hrtampa.org or www.suncoasthr.org

A parking garage is located opposite Channelside. Parking will be validated - You will need to bring your chip from the parking structure and your cost will be only fifty cents for four hours. Valet parking is also available at your own expense.

For directions to Channelside, see <http://www.channelsidetampa.com/directions.html>

B A S E D O N A T R U E S T O R Y



"It's the sleeper of the year... great movie,
terrific cast, one of those films that comes
along once in a blue moon!"

— LARRY KING

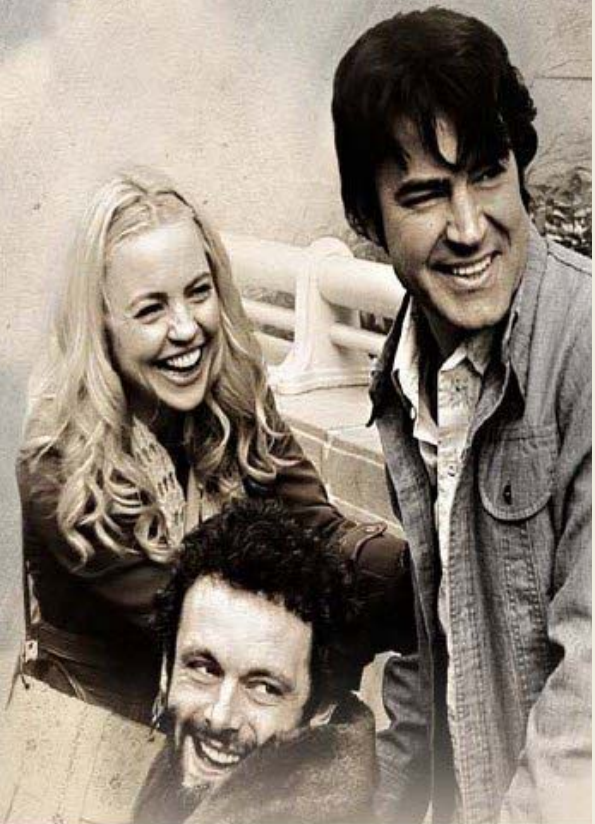
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2008 HR Tampa Expo & Legal Conference

Agenda

7:30AM - 8:30AM



HR CHANGING STRATEGIES

Registration, Continental Breakfast & Sponsor Visits - Welcome Announcements

8:45 AM-10:15AM - Opening speaker



Peter Weddle: Recognizing Richard Rabbit, a fable for adults, young and not so young

Recruiter, HR consultant, CEO, author, commentator. Authored two dozen books, columnist for Wall Street Journal. Worldwide publisher in the field of HR.

1. Finding the secret to authentic living
2. Successful recruiting
3. Establishing successful relationships
4. Finding your 'true self.'

10:30 AM-11:30 AM - Breakout Sessions
Concurrent Breakout #1



Ignacio Garcia: Going Green in HR

Labor & Employment Attorney with Ogletree Deakins; JD Florida State College of Law

1. Understand critical components and social responsibilities of the 'green movement'
2. Learn to integrate environmental causes into business strategies
3. How to incorporate the 'green movement' into company brand

Concurrent Breakout #2



Seema Rafay: Getting Leadership off to the right foot

BSin Business Adm; MBA Human Resources & International Business; owner Spectrum Perfor-

mance Management; consulting, customer relations and employee management.

1. How to get a new leader off to a successful start
2. Outline key leadership traits
3. Difference between leaders & managers
4. Developing leaders to full potential
5. New leader transitions
6. Profiling tools to coach & develop

LUNCH BREAK - Noon

12:45 PM-1:45 PM - Concurrent Breakout #2



Jennifer Shirkani: Strategic Interviewing Using Emotional Intelligence

Training and Development field. Certified by Achieve Global, Franklin Covey, Porter Henry, TRACOM Group, Hay Group. MSin Organizational Leadership

1. What are the competencies of emotional intelligence?
2. How to manage emotions
3. Effective communication skills
4. EI in problem solving, change management and success.

1:45 PM-2:45 PM - Concurrent Breakout #3



David Steffen: When Are They Coming Back? How the Revised FMLA Regulations Impact the Workplace

Attorney with Constangy, Brooks & Smith with practice emphasis in Employment and Labor Law,

Employment Law training and Worker's Compensation Consulting

1. New FMLA updates & how they influence the workplace
2. Provide practical ideas on how to handle common issues
3. The potential effects of the 2008 election on the FMLA's future.

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September 17th

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

Legislation

Continued from Page 3

be entitled to receive differential wage payments on reasonably equivalent terms and must be entitled to make contributions based on such differential payments on reasonably equivalent terms.

These provisions apply to plan years beginning after December 31, 2008.

Health FSA Changes

The HEART Act allows "Qualified Reservist Distributions" from a health FSA. Normally, amounts left in a health FSA at the end of the plan year are forfeited by participants under the "use it or lose it" rule. If a participant elected to contribute to a health FSA and then was called to active duty mid-year, any unused amounts in the health FSA would be lost.

HEART allows a distribution of all or a portion of the unused amounts in a health FSA to a participant who is called to active duty provided that (1) the call to active duty is for a period of at least 180 days or for an indefinite period, and (2) the distribution is made between the date of the call and the last date that reimbursements from the health FSA could have been made for the plan year that includes the call to active duty. Such distributions are Qualified Reservist Distributions. Although the amounts will be taxable to the participant, they will not be forfeited.

The health FSA provisions of HEART are effective for distributions made after June 17, 2008. Employers who wish to provide Qualified Reservist Distributions under their health FSAs will need to amend their plan documents and issue summaries of material modifications to plan participants.

Looming Benefits Deadlines

If confirming that your benefits plans comply with HEART was not enough, it is important to remember that we are quickly approaching two



deadlines regarding benefits plans.

If your company sponsors a 403(b) tax deferred annuity plan, please be aware that final regulations requiring significant changes were issued in July 2007. Existing 403(b) plans must be amended by December 31, 2008, to comply with the new regulations. If you do not have a written plan document for your 403(b) plan, one must be in place by December 31, 2008.

Similarly, deferred compensation arrangements must be amended to comply with Section 409A of the Internal Revenue Code by December 31, 2008 as well. The following are some of the types of arrangements that may be subject to 409A:

- Any arrangement that may provide for payment of compensation after 2004, and after the year earned;
- Non-qualified deferred compensation plans;
- Supplemental executive retirement plans;
- Short-term and long-term bonus plans;
- Employment and change in control agreements;
- Severance pay arrangements;
- Other post-termination benefits;
- Stock option plans;
- Stock rights (SARS and "phantom stock"); and
- Expense reimbursements, including taxable health benefits.

Arrangements subject to Section 409A may have to be modified substantially to comply with 409A definitions such as Change in Control, Disability, and other key terms. In addition, the deferral election, payment timing and the forms of payment may have to be modified to comply with 409A.

As always, if you have a question or comment about this column or anything else, please feel free to stop me at the next chapter meeting.

New Members

First Name	Last Name	Cerification	Company	Title
Mark	Garcia		ConnectWise	Sr. IT Recruiter
Katie	Chesnutt		West Point Underwriters	

Agenda

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1:45 PM-2:45PM - Concurrent Breakout #4



Paul MacLeish: How to Manage Your Boss

Professional development speaker; owner of "Achieve Leadership," previously employed by Walt Disney World as leadership consultant; VP

Organizational Development w/ Americredit Finance & Centex Home

1. Focus on relationship between employee and boss
2. Strategies and tools to build successful relationships with the boss
3. Exercises to develop personal leadership skills that will affect your relationship with your boss

3:00 PM-4:15 PM - General Closing Session



Chip Madera: Preventing Burnout - Refueling Fire the Fire Within

Certified Professional Speaker; MS, CSP; Motivational and Performance Strategist; since 1991

1. Signs and symptoms of burnout
2. What is your passion?
3. What is your purpose?
4. What is your potential?
5. To help your staff redesign the future
6. To help staff realign present lifestyle

4:00PM - 4:30PM - Sponsor & HR Tampa Giveaways

Closing Remarks - 4:30 PM

HR Tampa Expo & Legal Conference

LOCATION:

**The A La Carte Event Pavilion
4050 Dana Shores Drive
Tampa, FL 33634**





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Winning in Business the HR Way



Small Business Seminar

September 23, 2008

10am-4pm

A seminar for small business owners to understand the importance and foundational principles of HR. You will learn about:

- Recruiting and Retaining Employees
- Avoiding Legal Pitfalls During the Hiring Process
- Wage & Hour Compliance
- Protecting Your Business with Non-compete & Confidentiality Agreements
- Americans with Disabilities Act (ADA) & Family Medical Leave Act (FMLA)
- Performance Evaluation, Discipline, & Termination
- Open Forum for Questions

Advantec Building Downtown

4890 W. Kennedy Blvd., Suite 500, Tampa, FL 33609

If you have any questions, please contact either Cheryl Brown @813-830-5520 or Kim Boulahanis @813-388-4024



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Contact Tom Doyle 813-832-1482



Opportunity to Participate!!!

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

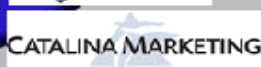
- Speakers
Executives and Diversity Experts
- Sponsors
- Volunteers
- Planning committee members

Interested parties please contact
Dennis Kennedy

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



at&t



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

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