

The Official Newsletter of HR Tampa

What does it mean to be a Global HR professional?

March Sponsor



April Sponsor



HR Tampa can now be found on Facebook and LinkedIn. Just search for HR Tampa. However, you must be a HR Tampa member to join.

Imagine this scenario. You're working from home recovering from a car accident, casts on both legs, and your boss calls to tell you he wants you to assume HR responsibility for your offices in Latin America! What do you do to prepare for this exciting new role?



Join us for this informative session where we will uncover the differences between domestic and global HR. We'll explore these differences from a strategic standpoint in terms of creating short/long-term goals and organizational/HR structures. What about recruitment practices and how to create global mobility policies and a successful expatriate assignment? How do you educate yourself on local country laws when it comes to compensation and benefits, data privacy, cultural differences? What if you want to experience the challenge and rewards of an HR expat assignment yourself? And lastly, we'll include some tips on global resources to find answers to these questions.

Location: Centre Club • 123 S. Westshore Blvd • Tampa, FL 33609

Date: Wednesday, March 17, 2010

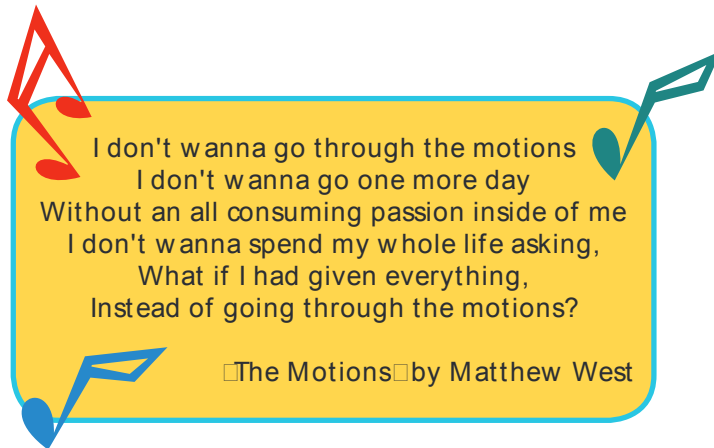
Time: 7:30am



SHRM Chapter #0074

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What is your passion?

Are there things that stir your soul, things that inspire and unleash your creativity? Perhaps it is spending time with family. Perhaps you have a favorite pastime. Perhaps you are passionate about a particular sports team. Perhaps it is volunteering for your favorite charity. What is your passion?

During February, many of us have been watching the Olympics. Not only are these athletes extremely talented, but they have a passion for their sport and it shows. They compete through good and difficult times, heartbreak and success, injury and, in one very tragic case, to their death. They have a passion that stirs their soul. Did you see the snowboarders? Now those athletes are having fun! They are not afraid to give it their all as they twist, turn and soar through the air performing incredible feats of athleticism. After all, this is for the Gold. They are not holding anything back. There may not be a second chance.

What is your passion? Are you passionate about human resources? (Some of you might say it depends on what day I ask that question.) Do you go into your organization each day asking “How can I make the difference?” Or is it more like “How can I get through the day?” I know we have all met human resource professionals who are passionate about what they do. You look at them and can see it in their faces. We find them refreshing, we want to be around them, learn from them and hope to catch just a little of their enthusiasm. They inspire us to want to do better—to go for the Gold.

However, even the best human resource professional hits a wall and feels like they are simply going through the motions. They are tired and burnt out from long hours; perhaps feeling overwhelmed by new laws, regulations and mountains of paperwork. They may even feel defeated working for an organization that does not value their contribution and/or credentials. Have you ever felt this way or are you feeling that way now? If so, there is help and it is closer than you think.

Whether you are passionate about human resources or need that extra boost, HR Tampa is the place for you. As a chapter, we are here to provide a safe haven away from the daily struggles where you can come and be rejuvenated. HR Tampa provides a forum for you to network with other human resource professionals who understand and feel your pain. We are a dynamic chapter filled with professionals passionate about human resources. I am confident that one or more of your colleagues can provide sound and proven answers to your questions. In addition, we also provide educational opportunities through our monthly speakers to update you on the latest human resource issues and trends. Have you been putting off enhancing your human resource knowledge through a PHR, SPHR or GPHR certification? HR Tampa is able to prepare you for that next step through our study groups and certification crash courses. Perhaps it is difficult for you to get away from work. HR Tampa offers both breakfast and dinner meetings to accommodate your work schedules and busy lives.

As a human resource professional, you make sure that everything and everyone is taken care of in your organization. Why not make it a priority today to advance your own career? Don't spend your whole life asking, “What if I had given everything?”

Follow your passion and make the difference!



Lisa Murfield,
MBA, SPHR
President, HR Tampa



You Don't Want To Miss The March Meeting!

Sherry Moore
Human Resources Director
Ocean Optics, Inc.
sherry.moore@oceanoptics.com

Sherry is an accomplished HR professional with over 20 years of HR management background, including 12+ years hands-on International HR experience. Sherry is the HR Director for Ocean Optics, Inc., a photonics technology firm and a global leader in optical sensing located in Dunedin, Florida, with international offices in Germany, The Netherlands and China. Prior to joining Ocean Optics, she was Sr. Director Human Resources - International at Catalina Marketing in St. Petersburg, Florida, where she oversaw strategic HR activities for international offices in France, Germany, Italy, UK and Japan. She began her international HR career at VeriFone where she managed HR activities in locations throughout South America, EMEA and ASPAC. She began her career in HR in 1998 at Market Street Mortgage when the CFO called and said, "You will now be in charge of HR."

Sherry holds an MBA from the Keller Graduate School of Management/DeVry University and a BS from Southern Illinois University/Carbondale. She obtained her PHR in 1995, SPHR in 1998 and is proud to say she was one of the first in the world to obtain her GPHR after passing the first certification exam in 2004. She was invited by HRCI to be a part of the first Item Writing Panel for the GPHR Certification Exam in 2005 and continues in that capacity today.

Sherry received her Birkman Method Certification in 2007, PAPI (Personality and Preference Inventory) Certification in 2008 and Topgrading Interviewing Method Certification in 2009.

Sherry joined the Board of HR Tampa in 1999 as Certification Director, moved into the role of Secretary in 2001, and was President in 2004. She continues to volunteer her time for the chapter today by managing the job postings on their website. She joined the HR Florida State Council in 2009 as the Global Affairs Chair and continues in that role for 2010.

Sherry has been married for 22 years and lives with her husband and three cats, Foster, Newman and Jazzy, in Tampa.

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The 2010 HR Florida State Conference & Expo will be held from August 30, 2010 to September 1, 2010 at the Rosen Shingle Creek Resort in Orlando, Florida. This is the annual conference of the HR Florida State Council, a state affiliate of the **Society for Human Resource Management** (SHRM). Each year the event attracts over 1,000 human resource professionals and vendors throughout the state of Florida and across the nation. These individuals represent virtually every industry and companies ranging from small businesses to large industrial centers.

Programs presented at the annual conference cover all aspects of the **SHRM Body of Knowledge**: Strategic Management, Workforce Planning, Human Resource Development, Total Rewards, Employee / Labor Relations, Compliance, Risk Management and Personal Development. In addition to multiple educational opportunities, attendees will also be able to network with fellow human resource professionals, check out the latest and greatest services offered by an expo hall full of the top human resource vendors and have some fun at our social event.

If you are interested please go to the HRFlorida.org website and complete a registration form.

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Lawmakers delay large unemployment compensation tax increase for businesses



Debbie Dube,
MS, SPHR,
Legislation Director

The Legislature agreed to a two-year delay in a massive unemployment compensation tax increase. The House and the Senate unanimously approved the measure and Governor Charlie Crist signed it into law on Tuesday, March 2, 2010.

Without action, business would have seen their unemployment compensation taxes increase substantially. The rate charged to the majority of Florida employers was expected to climb from \$8.40 a worker to \$100.30 a worker, a 12-fold increase. But under the current bill, these businesses will face a \$25.20 per-worker cost. The maximum rate will remain \$378 per worker.

The bailout will force Florida to borrow an additional \$4.3 billion from the federal government to cover benefits for the state's growing number of unemployed workers.

Republicans helped ease Democrats' concerns by including a provision to extend unemployment benefits for up to eight weeks, a move that will help about 20,000 workers.

A year ago, the unemployment compensation fund held \$1.3 billion, but it was emptied by August as the state's unemployment rate rose to 11.8 percent. Since then, the state has borrowed about \$250 million a month to pay benefits — a total now topping \$1.2 billion.

New Florida Drivers License & ID Requirements

Beginning Jan. 1, 2010, new documentation requirements took effect for Florida residents wishing to obtain a driver license or identification card. These changes are part of Florida's efforts to ensure compliance with the provisions of the Federal Real ID Act. The Real ID Act is a U.S. federal law that imposes certain security, authentication, and issuance standards for the state driver's licenses and state ID cards, for them to be accepted by the federal government for official purposes, as defined by the Secretary of Homeland Security. The Secretary of Homeland Security has defined "official purposes" as presenting state driver's licenses and identification cards for boarding commercially operated airline flights and entering federal buildings and nuclear power plants

As a result of the new homeland security requirements, many people trying to renew driver's licenses and state-issued ID cards are being turned away at the Hillsborough County Tax Collector's office. According to Kathy Meloy of the Hillsborough County Tax Collector's office, "even if someone has been licensed in Florida their entire life, they must provide the required documentation. Sometimes the documentation can take months to acquire".

The following information was provided by the Hillsborough County Tax Collector's Office as a public service announcement. More information is available on these websites: <http://www.flhsmv.gov/ddl/faqkeys.html> or www.hillstax.org.

Documents Now Required When You Come to a Driver License Office:

Proof of Identity; two forms of proof of residential address; and one form of proof of social security number from the lists below.

Proof of Residential Address includes two (2) of the following:

1. Deed, mortgage, monthly mortgage statement, mortgage payment booklet or residential rental/lease agreement
2. Florida Voter Registration Card
3. Florida Vehicle Registration or Title
4. Florida Boat Registration or Title (if living on a boat/houseboat)
5. Customers under 18 - A statement from a parent, step-parent or legal guardian of the minor is required. Parent, guardian or step-parent must reside at the same residence address as minor. Parent, guardian or step-parent who accompanies the minor will give a verbal statement that minor resides at same address and present two proofs of residence address. Parent, guardian or step-parent that cannot accompany minor must complete a statement through a Certification of Address form with two proofs of residence address.
6. Customers 18 years or older - Customers who reside with someone must provide a statement through a Certificate of Address form from that person along with two proofs of address in that person's name.
7. A utility hook-up or work order dated within 60 days of the application
8. Automobile Payment Booklet
9. Selective Service Card
10. Medical or health card with address listed
11. Current homeowner's insurance policy or bill
12. Current automobile insurance policy or bill
13. Educational institution transcript forms for the current school year
14. Unexpired professional license issued by a government agency in the U.S.
15. W-2 form or 1099 form
16. Form DS2019, Certificate of Eligibility for Exchange Visitor (J-1) status
17. A letter from a homeless shelter, transitional service provider, or a half-way house verifying that the customer resides at the shelter address
18. Utility bills, not more than two months old
19. Mail from financial institutions, including checking, savings, or investment account statements, not more than two months old
20. Mail from Federal, State, County or City government agencies (including city and county agencies)
21. Transients – Sexual Offender/Predator/Career Offender: - FDLE Registration form completed by local sheriff's department

Proof of your social security number, if issued, includes one of the following:

- Social Security card
- W-2 form
- Paycheck
- SSA-1099
- Non-SSA-1099

Association Celebrates Diversity

The National Black MBA Association, Inc. (www.Nbmbaa.org) is an organization of minority MBAs, business professionals, entrepreneurs and MBA students. With thousands of members world-wide working in both private and public sectors, members share a commitment to education and business—the two principal keys to the economic development of the Black community.

The geographical diversity of the National Black MBA Association is strong, encompassing 44 chapters in the United States and members at-large in Africa, Europe, Asia/Pacific and Latin America. Membership demographics are as follows:

- MBAs between the ages of 31-40 comprise 53% of our membership – demonstrating the professional strength and maturity of our constituency. MBAs between the ages of 26-30 comprise 21% of the membership.
- Thirty percent of the NBMBAA members work in business administration and advertising/marketing management positions while 26% work in the manufacturing and financial services industries.
- 17% of our members enjoy household incomes between \$50,000-\$75,000; 34% between \$75,000-\$100,000; and 21% over \$100,000.
- NBMBAA membership has increased 300% since 1980 -- an average annual rate of 15%.

National Black MBA's programs focus on five major channels of engagement: educational, career, leadership, entrepreneurship, and lifestyle.

The Tampa Chapter of the National Black MBA Association was formed in 2007 and has held seminars on numerous business topics, developed partnerships with industry leading corporations, and has contributed scholarship dollars to local community. To contact the local chapter about monthly events or membership, contact Chapter President Max Oligario at Tampablackmbaa@yahoo.com or join the Tampa Bay Chapter of the National Black MBA Association Facebook page.

What will a partnership with the National Black MBA Association mean for your corporation?

- Access to talented MBA students for potential employment
- 8,000+ members- 44 chapters in United States and Canada
- Maximization of exposure to the Tampa Bay Black Business Community through joint marketing efforts
- Brand enhancement through association with a strong national affinity group on a local level.
- Partnership recognition on chapter communication and chapter website
- Source entry level, managerial, and executive business talent
- Immerse new diverse employees immediately into the local community
- Provide leadership and professional development opportunities for your current employees
- Tap into local sources of affluent, mature consumers, business professionals and business owners
- Contribute to your local community development by providing scholarships and funds for chapter community programs



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The Diversity Committee is looking for Tampa companies that are making a difference because they celebrate diversity. We will be choosing one company per month to feature in the Newsletter. In December, The HR Tampa Diversity committee will select one of the companies featured throughout the year as the recipient of the HR Tampa Diversity Award. If you would like to nominate your company, or know of a company who should be featured, please contact Kristen Drago for details.



Kristen Drago,
Diversity Director

March Diversity Spotlight

Founded in 2004, Freedom Health, Inc. is a leading provider of Medicare and Medicaid benefits in numerous counties in Florida. Our reputation for excellence has been recognized by Inc. magazine's "Top 500," which ranked us #1 in Tampa-St. Pete-Clearwater, and by HealthMetrix Research Inc., which conferred the "Senior Choice Gold Award" upon us for the past 4 years.



Freedom Health, Inc. also earned the distinction in 2009 of the #1 Indian-run company in the United States. Physician-owned and community-driven, Freedom Health, Inc. is owned by Dr. Kiran Patel, Cardiologist, Entrepreneur and Humanitarian. Dr. Patel is one of the area's best-known philanthropists. His name or that of his wife, Pallavi, adorns the Patel Conservatory in downtown Tampa, the USF/Patel Charter School and the Patel Research Institute at Pepin Heart Hospital.

Separate from the university-based, research-focused Patel Center for Global Solution, the Patels give generous support to a number of organizations in the Tampa Bay area and beyond through the Patel Foundation for Global Understanding, a not-for-profit organization focused on funding in health, education and the arts. Activities of the Patel Foundation include the Dr. Pallavi Patel Performing Arts Conservatory, rural health clinics, and disaster relief.

Kiran Patel was born in Zambia. Growing up in apartheid Africa, Kiran Patel fit into neither the white nor black worlds. At 12, barred from the local high schools for whites, he left home for a city 120 miles away to attend the country's only high school for Indians. In the face of discrimination, he says, "You always had to be better than your counterparts to succeed." *

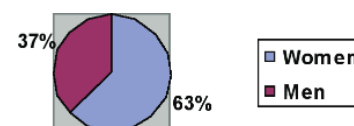
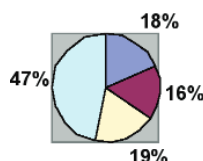
Patel studied in Zambia under the British educational system, earning degrees from Cambridge and the University of London before heading to his father's native Gujarat for medical school. There, he fell in love with a fellow med student named Pallavi Shah. She came from a family like his, with parents who were active in the community. *

"He talked a lot about his father and how he grew up and he had this great vision and inspiration for what he wanted to do," says Pallavi, who married Patel in 1973. Following Hindu tradition, the young couple moved in with Kiran's family, setting up medical practices in Zambia. But that country would prove too limited for the couple. "We always wanted to grow and grow," she says. They moved to New York for graduate work at Columbia University, where he earned a specialization in cardiology, she in pediatrics. They got their Green Cards in 1976 – on Thanksgiving Day.*

This rich history reinforces Freedom Health's commitment to diversity; it is an integral part of who we are. We focus on fostering an environment that is welcoming and inclusive. A 2009 census report of Freedom Health's workforce showed that 53% of its 392 employees are comprised of minority groups and 63% of the workforce are comprised of women.

Freedom Health, Inc. embraces diversity as a way of life and we understand it is a business imperative. The rich culture and ideals of our employees serve as a catalyst for creative thinking which helps us to consistently meet the needs of our customers.

*Resource: Florida Trend Magazine, 5/2006.



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WELCOME NEW MEMBERS & GUESTS!



Name	Certification	Company	Title
Laura Strite		University of Tampa	Student
Angela Barton	PHR	Belac, LLC	Human Resources Generalist
James Kordomeno		Forrest Financial Group, Inc.	Vice President, Southeast
Jasmne Hicks	CPM, PHR, MSM	City of Plant City	Human Resources Coordinator



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Membership Update



Jill Conklin, PHR,
Membership Director

HR Tampa New Member Orientation

REGISTRATION BEGINS AT 7:30 A.M. on FRIDAY, APRIL 16TH

You are invited to join us for our new member orientation breakfast.

If you are a new first time paid member who joined in 2009 or 2010 breakfast is on us! Come and learn more about HR Tampa, member benefits and meet our 2010 Board of Directors.

We hope that you will be able to join us on Friday, April 16!

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**SAVE THE
DATE
April 1, 2010**

Register now for the
“ON THE CUTTING EDGE” SEMINAR
April 1, 2010 from 7:30 AM to 4:30 PM
at the Renaissance Vinoy, St Petersburg, FL.

This is Suncoast Human Resource Management Association's (SHRMA) premier event of the year.

Register at <http://www.suncoasthr.org/cde.cfm?event=293476>

Great Speakers, great networking opportunities, great vendors - and did I mention recertification credits?

We have four great speakers this year. Below are the speakers who have been confirmed:

Chip Madera, MS, CSP

Presentation: 7 Policies That Create WOW!

The Leadership Lion™ is an expert professional speaker and leadership development authority, who empowers audiences with humorous, yet high content strategies for business and personal success. He is the speaker with a heart of BOLD™ who presents over 100 programs every year in Canada, Australia, Europe, South America and throughout the US. Some of his clients include: The Mayo Clinic, AT&T, Disney, Southern Company, Westinghouse and Gatorade, just to name a few.

Terri Kabachnick

Presentation: I Quit But I Forgot To Tell You

Terri is an international expert on “perfecting the human side of business.” In 1984 she founded The Kabachnick Group, Inc., and has used her knowledge and experience of sales management, finance, marketing, and restructuring to help organizations like Agway Energy Products, Cortefiel SA-Spain, Mid-States Distributing Company, Inc., Neiman-Marcus, Inc., Rich's/Lazarus/Goldsmith's, SB & Partners-Belgium, Toys 'R Us, Net Optics, and OrthoRehab build and retain a talented, productive, and peak performance workforce. In addition to The Kabachnick Group, Terri has co-founded TotalBrand Integration and A Successful Family (LLC).

Matthew L. Snook

Presentation: Health Care Reform and Mercer Health Care Survey

Matthew's presentation will be concentrating on Health Care Reform and the Mercer's Health Care Survey. Matthew Snook, a principal and senior health and welfare benefits consultant in Mercer's Tampa office, has expertise in benefit plan strategy, design, financial analysis, and marketing, demographic and statistical analyses. Matthew will discuss the effects of Health Care Reforms based on what is known at the time of the seminar. He will also discuss Mercer's Annual Health Care Survey results. These results give companies great insight to what is happening in companies regarding the benefits that is offered.

Don't delay! Register today. Seating is limited.

MAKE THE DIFFERENCE!

Would you like to become more involved with HR Tampa?

Check out the exciting volunteer opportunities below and make the difference today!

Certification Committee

Want to get more involved in HR Tampa Certification? We have volunteer opportunities for study group speakers.

If you are a current certified member of HR Tampa and would like to help facilitate one or more of the study sessions, please contact Jenni Stone at (727) 242-1966 or email to certificationhrtampa@yahoo.com. The study groups meet once per week for 12 weeks to provide an overview of the major areas of Human Resources: (1) Strategic Management, (2) Workforce Planning and Employment, (3) Human Resource Development, (4) Total Rewards (formerly Compensation and Benefits), (5) Employee and Labor Relations and (6) Risk Management (formerly Occupational Health, Safety, and Security). The Study Groups focus on learning through participation and shared learning.

By helping to present at one of the study group sessions or helping with the facilitation of the study group, the individual will be eligible to receive re-certification credits.

This is a wonderful opportunity to receive re-certification credits and help others become a professionally certified member of SHRM!

College Relations Committee

The College Relations Committee focuses on the future of the HR profession, overseeing the Tampa Bay HR Student Chapter, the mentor and internship programs and career workshop.

Volunteer Opportunities Include:

- College Relations - general volunteer assisting with monthly meetings and student chapter events
- Monthly Meeting Host
- Career Workshop - resume review, mock interview, speaker, vendor or sponsor
- Become a mentor
- Host an intern

For more information, please contact Toni Mayros at tmayros@gmail.com

Diversity Committee

The Diversity Committee is responsible for spearheading the effort to diversify HR Tampa's membership and to publicize successful diversity programs in the Tampa Bay community.

We meet on a quarterly basis at a time that is convenient for all of the committee members. As a volunteer on the Diversity Committee, you could participate by helping to organize diversity-related events,

writing newsletter articles, researching Tampa area resources and events, developing materials to distribute to our members, helping out at monthly meetings or special events, or by participating in the initiatives that the committee develops each year.

For more information, please contact Kristen Drago at kristen@lsuncoaststaffing.com.

Hospitality Committee

Volunteers are needed for our Hospitality Committee! Hospitality Committee Volunteers assist at the registration desk before our monthly meetings. Duties include greeting members as they enter the meeting, checking names against the registration list, collecting meeting fees, and issuing badges to attendees. Hospitality Committee volunteers stay busy, but also have fun and have the opportunity to meet many HR Tampa members. After the registration process has finished, volunteers are free to enjoy the HR Tampa program and enjoy their meal.

Volunteers are needed for both our morning and evening meetings. We ask morning volunteers to arrive at the meeting by 7 am and evening volunteers to arrive by 5 pm.

For more information, please contact Donna Cacciatore at dcacciat@tampabay.rr.com

Membership Committee

Do you want to be a Membership Ambassador?

If you can give an hour before the meetings to be a greeter and resource to our guests and new members, then the HR Tampa Membership team wants you! Please contact Jill Conklin, Membership Director, to find out more at hrtampamembership@yahoo.com or 813-207-8574.

Non-Dues Committee

We are seeking individuals who are willing to make a commitment and donate their time and energy to assist in promoting HR Tampa to the Hillsborough-area Community. We need forward-thinking, creative individuals with a marketing background, excellent relationship building and communication skills and a good reputation within the media. You will also need to have the support of your company since some of the projects will require the ability to work during normal business hours.

Non-Dues Committee cont.

A sound understanding of social media is essential to help promote our organization through your LinkedIn, Facebook and Twitter accounts.

You must be a member in good standing of HR Tampa and SHRM. The rewards are endless if you are willing to give of your time and energy. You'll make lifetime friends while being recognized for a job well done! Email: chris.greene@shaker.com

SHRM Foundation Committee

The SHRM Foundation was founded in 1966 as a non-profit affiliate of SHRM. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign.

As mentioned, the Foundation promotes research, innovation and the use of research-based knowledge. Some of the major research projects the Foundation is currently funding are: Aging Workforce, Changes in the HR Function and Roles, and Global HR just to name a few.

Individuals and Chapters are encouraged to donate to this worthwhile cause; HR Tampa truly believes in the Foundation's efforts and is one of the leading chapter's in the Nation for contributions.

Committee members will assist in continuing the Chapter's efforts for the Foundation and their cause by determining, assisting and participating with Chapter activities to raise money for the Foundation. Become a committee member – let's have fun, raise money and give back to the profession to continue its growth!

For more information, please contact Iggy Garcia at ignacio.garcia@ogletreedeakins.com

Workforce Readiness Committee

Workforce Readiness' vision is to reach out to the community to strengthen the workforce through skill and professional development, coaching, and mentoring programs by a collaborative effort between HR Tampa members, the local community, State and Federal government, and local businesses. We also advance the Humana Resources professional by partnering with local schools, technical colleges, and two and four year colleges.

We assist individuals in developing their skills to become more competitive in our local and global economy. We partner with small businesses by providing expertise, training, and support in Human Resources practices through education and hands on training. We also encourage students' interest in the field of Humana Resources profession through education and on-the-job-training.

For more information, please contact Cheryl Brown at ccbrown-1@msn.com or 813-830-5520



HR Tampa Gives Back

Many women arrive at Alpha House of Tampa with nothing other than the clothes on their back. Please help us help these women in their transition. We are requesting the following items to make Move-In Kits for the women upon arrival.

We will collect the items at the February and March meetings.

- Towel
- Washcloth
- Toothbrush and toothpaste
- Socks
- Shampoo (hotel or travel size is okay)
- Hairbrush/comb
- Underwear
- Soap

Dress for Success

The mission of Dress for Success Tampa Bay is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life.

Dress for Success Tampa Bay is a not-for-profit organization that offers services to help women enter the workforce, stay employed, advance in their careers and improve their lives.

If you are interested in getting involved, please contact Katie McGill, Executive Director for Dress for Success, at tampabay@dressforsuccess.org or www.dressforsuccess.org/tampabay

Cystic Fibrosis



GREAT STRIDES is the CF Foundation's largest fund-raising event. It provides opportunities for all people within a local community to get involved forming teams through their workplace, through clubs and organizations or with friends and family. Walk Day is a fun, family-oriented celebration that includes a healthy 10 kilometer (6.2 miles) walk, Kids' Corner activities, food, and festivities that participants look forward to year after year.

If you are interested in getting involved, please contact Mary Irene Calvert, Director of Special Events at mcalvert@cff.org or tampa-fl@cff.org

GREAT STRIDES – A WALK TO CURE CYSTIC FIBROSIS

March 13th	Naples Great Strides – North Collier Regional Park
March 13th	Sarasota Great Strides – Siesta Beach
April 17th	Indian Rocks Great Strides – on the beach at sunset
April 17th	St Pete Great Strides – Ft Desoto Park
April 24th	SouthShore Great Strides – EG Simmons Park in Ruskin
May 1st	Lakeland Great Strides – Munn Park
May 15th	Tampa Great Strides – Lowry Park Zoo
TBD	Ft. Myers Great Strides
November 13th	Carrollwood Great Strides – Lake Park

The Calendar of Events is packed with opportunities to get involved from volunteer work to sponsorship.

Job Posting

Remember if your company has an open human resources position to fill post it on the HR Tampa website. To post a job for your company the following applies:

- Must be an ACTIVE dues paid members of HR Tampa to post an employment ad for a HR position within their own company at any time FREE of charge as a benefit of being a member.
- HR Tampa Affiliate (has designated HR Tampa #0074 as their primary chapter with SHRM and provides proof to HR Tampa) members may post a job for \$75 per 30-day posting.
- There is a \$100 charge for each 30-day job posting for all other companies that do not employ an active dues paid member of HR Tampa or if you are recruiting for other companies besides your own (recruiters, advertising companies, vendors, and others). The \$100 will be applied to the membership fee of that company should the new hire decide to join HR Tampa within 90 days of the posting date.

All jobs posted must be an HR related position.

Considering PHR/SPHR/GPHR Certification?

Now is the time, literally! The next testing window for the PHR/SPHR exam is May 1-June 30, and the GPHR exam is May 1-May 30. Registration is now through March 12 for this May/June testing window. If you miss the March 12 deadline, there is late registration that runs through April 15th. But with the late registration, a late fee is charged. So mark your calendar and become a certified Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®), or Global Professional in Human Resources (GPHR®).

This is also the perfect time to consider this professional designation because the eligibility requirements which are needed to sit for the exams are changing. There are only TWO testing windows that remain before the exam eligibility requirements change. Beginning in 2011 it will be more difficult to meet these requirements. For instance, the current eligibility for the PHR is a minimum of two years of professional, exempt HR experience and at least 51% of your daily work activities must be within the HR function. With the new requirements, to be eligible for the PHR: 1) Minimum of 1 year of demonstrated, exempt HR experience with a master's degree or higher; or 2) Minimum of 2 years of demonstrated, exempt HR experience with a bachelor's degree; or 3) Minimum of 4 years of demonstrated, exempt HR experience with less than a bachelor's degree. Similar changes are being made to the SPHR/GPHR requirements.

To find out more about registration, testing sites, current eligibility requirements, the changing eligibility requirements, and costs, go to www.hrci.org. There are only TWO testing windows that remain before exam eligibility requirements change. NOW is the time!

Why Is Certification Desirable?

Certification sets those with the credential apart from—or above—those without it. There are many advantages to seeking certification, including:

- Hiring managers consider an applicant's certification when making hiring decisions.
- Organizations believe hiring HR-certified professionals gives them a competitive advantage.
- Business leaders find HR-certified professionals to be more motivated, more knowledgeable of the HR field and stronger performers.
- HR professionals report that certified HR professionals create a positive impact on their organization's financial performance.
- Certification becomes a public recognition of professional achievement, both within and outside of the profession.
- Achieving certification is a way to demonstrate HR knowledge.
- It can be an aid to career advancement.



Patricia Sullivan, MSBA, SPHR, CEC, Certification Co-Director



Jenni Stone, PHR, Certification Co-Director

CONGRATULATIONS TO OUR NEWLY CERTIFIED HR PROFESSIONALS



PHR/SPHR Crash Course Saturday, April 24, 2010

Time: 9AM - 1PM

Location: DeVry University - Tampa East Campus
6700 Lakeview Center Drive, Suite 150
Tampa, FL 33619

Registration Deadline: Wednesday, April 17, 2010

This Crash Course is perfect for the professional who has been preparing over the last few months and wants to reinforce their knowledge prior to sitting for the exam. It is also a learning opportunity for the professional who is a last minute 'cram study' kind of person. This course will provide a great jump to your learning.

In this 4-hour mini session, we will focus on HR topics that comprise 60/64% of PHR/SPHR exam respectively. Register now. Space is limited! Pre-Registration is required. Visit www.HRTampa.org and complete the registration form found on the "Certification" page.

Cost:

- Members \$50.00
- Non-Members \$75.00

News Flash from HR Certification Institute

This only affects GPHR and CA certification exams:

Date change: Instead of May 1 – May 31, 2010, it is now **May 1 – June 2, 2010**. May 31 happens to coincide with Memorial Day. The exam schedule on the HRCI website has been updated.

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2010 Sponsorship Opportunities

2010 MONTHLY MEETING SPONSORSHIP

December 2010 is the ONLY meeting still available!

NEWSLETTER ADVERTISING

Quarter Page Ad – 3.625 x 4.5 - \$ 150.00

Half Page Ad – 7.75 x 4.5 - \$ 250.00

Full Page Ad – 7.75 x 10.25 - \$ 400.00

Volume discounts can be negotiated for multiple ads.

RESOURCE DIRECTORY ADVERTISING

\$125.00 per business specialty listing – calendar year.

HR TAMPA EXPO SPONSORSHIPS

September 15, 2010

Details on next page!

**Contact Chris Greene – chris.greene@shaker.com
For more details!**

OTHER GREAT SPONSORSHIPS ALSO AVAILABLE!

- College Relations – contact Toni Mayros - tmayros@gmail.com
- Membership – contact Jill Conklin - hrtampamembership@yahoo.com
- Workforce Readiness – contact Cheryl Brown - ccbrown-1@msn.com



2010 HR Tampa Expo Sponsorship Packages ALA CARTE EVENT PAVILION Tampa, FL

Wednesday, September 15, 2010 • 7:30am – 4:30pm



(1) Platinum Sponsor - \$3,000 – (Early Bird 5/31/10 \$2,500)

- 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 PowerPoint Presentation 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
- Post-conference participant and vendor lists

(2) Gold Sponsor - \$2,500 – (Early Bird 5/31/10 \$2,200)

- One (1) booth in expo hall
- 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
- Post-conference participant and vendor lists

(20) Bronze Sponsor - \$900 – (Early Bird 5/31/10 \$750)

- One (1) booth in expo hall
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Two conference lunches provided
- Post conference participant and vendor lists

**9 Sold
11 Left**

2 Silver Sponsor - \$1,500 – (Early Bird 5/31/10 \$1,200)

- 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
- Sponsorship ribbons for two staff members
- Two conference lunches provided
- Post conference participant and vendor lists

Deadline: Early Bird Rates Expire after 5/31/10

- All Sponsorship payments must be received ASAP, but no later than 7/15/10.
- Company - 40 words must be submitted by 7/15/10 and must be in a Word document.
- Company Logo must be in Web-ready JPG (15 K max) and received by 7/15/10.

Sponsorship Information, contact our Non-Revenue Director: Chris Greene • Shaker Recruitment Advertising & Communications • 813-289-7347 • chris.greene@shaker.com

Please send payment to: HR Tampa, c/o SRAC, Chris Greene, 1408 N. Westshore Blvd., Suite 508, Tampa, FL 33607

Sponsorship Cancellation Policy

Due to time, printing and budget constraints, it is the policy of HR Tampa to disallow sponsorship cancellations.

HR Tampa Cancellation Policy

In the event of unpreventable circumstances, e.g. hurricanes or other occurrences beyond our control, HR Tampa will work with event sponsors to either reschedule the sponsored event or arrange for a refund. This is the only circumstance under which a sponsorship refund may be made available.

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