

The Official Newsletter of HR Tampa

The New China: Impacts on the World Economy

May Sponsor



Join us for this informative session where we will document the rise of China including recent changes that drive Chinese business. China will soon be the world's largest economy—again. What does this mean for the US? Understand the evolving Chinese economy and the forces driving change.



We will address:

- History and evolution of one of the world's fastest growing economies
- Links between the growing economy of China and the economy of the US
- Key issues facing China—and the impact of these issues on the US

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

Date: Wednesday, May 19, 2010

Time: 7:30am



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.



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Lisa Murfield,
MBA, SPHR
President, HR Tampa

It had been a long week and I was looking forward to a weekend. It felt good to see the beautiful Florida sunshine as I made the early morning drive down the Veterans. I was on my way to the Centre Club to meet over 60 new HR Tampa members at the New Member Orientation on April 16. Why would our board members and new members be at a breakfast on a Friday at 7:30 a.m.? We were there because we have a common bond—we have a passion for human resources and HR Tampa.

As the new members began to arrive, energy filled the room that was contagious. I spoke with many new members and found that some were first-time members and others were former members who decided to reconnect. The group was diverse as some were new to human resources and others were seasoned veterans. But why did they choose to join HR Tampa? They joined because they liked the passion, energy and enthusiasm they experienced from the members in our chapter. As was evident by many of the new members exchanging business cards, they joined to network and connect with other human resource professionals. The new members also wanted to expand their human resource knowledge and grow professionally. Bottom line—they want to make the difference in their personal and professional lives.

We can make an impact as individuals, but together we can move mountains! HR Tampa provides many opportunities to assist members in making the difference in human resources. HR Tampa members are involved in the legislative area in shaping state and federal legislation that will impact human resources through events such as HR Tampa's Day in the Beltway. Our Workforce Readiness Committee is working diligently in Hillsborough County to ensure that human resources is included as a profession of choice in the high school curriculum.

College Relations spends time with bachelor's and master's level students to provide educational, mentoring and internship opportunities to these future human resource professionals. The Diversity Committee features companies in our monthly newsletter who celebrate diversity in their workplaces. These companies provide examples for us to

follow and one of these companies will be recognized by receiving the 2010 HR Tampa Diversity Award.

Certification provides study groups and crash courses to prepare human resources professionals to successfully study and pass the PHR, SPHR and GPHR certification exams. The SHRM Foundation gives back to human resource professionals by providing scholarships for academic and certification purposes. There are also educational opportunities through our monthly meetings, SHRM national conferences, HR Florida and the HR Tampa Expo.

These new members see the importance of being part of an organization, but not just any organization. HR Tampa is a group of dedicated human resource professionals who want to make the difference in their profession and their organizations. However, this is only possible through the commitment and dedication of our leaders and membership. Thank you for your vote of confidence and selecting HR Tampa as your chapter!

However, there is much more to accomplish. We need to spread the word about HR Tampa. Perhaps you know a human resource professional who could benefit from membership in HR Tampa and SHRM. Take the opportunity to invite them as your guest to the next meeting. Introduce them to your colleagues so they can see the passion, enthusiasm and dedication that attracted our 60 new members.

Remember, together we can make the difference!



Robert W. Robertson
Director, Graduate Business Studies
Saint Leo University, Florida

Robert W. Robertson is the Director, Graduate Business Studies at Saint Leo University, Florida. In addition, he serves as a Visiting Faculty member with the University of Ljubljana in the Executive MBA program. Dr Robertson was the Dean, Bang College of Business and Executive Director, Center for Sustainable Urban Futures at the Kazakhstan Institute of Management, Economics and Strategic Research (2005-2006). He has more than twenty years of management experience in the public sector in Canada leading award winning organizations. Most recently, he served as the City Manager, City of Hamilton, Ontario, an organization with more than 8,500 employees and a budget in excess of one billion dollars. Robertson has lectured at universities in China, Brazil, Canada, Central Asia and Europe and he is an invited speaker at conferences world-wide. Robertson holds a Doctorate degree from Stirling University, Scotland (Management and Organization); Master of Studies in Law, Vermont Law School; Master of Public Administration, Dalhousie University; and, Master of Art, Eastern Kentucky University. Dr Robertson's research and consulting interests include corporate and strategic planning, business planning, quality management, continuous improvement, organizational behavior, economic development, public sector management, city planning and international business. Dr Robertson has been elected as an Academician Fellow, International Project Management Institute and he serves as a Board Member of the Tampa Foreign Direct Investment Task Force.

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Legislative Updates



Debbie Dube,
 MS, SPHR,
 Legislation Director

Health Care Reform

The U.S. Department of Health and Human Services (HHS) is expected to issue implementation regulations soon for the Patient Protection and Affordable Care Act of 2010 (PPACA). The regulations, published in the Federal Register, should help employers begin to understand how to comply with the new health care reform laws.

SHRM will review and analyze the health care rules once issued and will provide advice to SHRM members. In the interim, I encourage you to visit their website and review SHRM's summary of the law and implementation calendar at http://www2.shrm.org/HC_Timeline/scroller3.html. It is a very useful tool.

In the near future, HR Tampa will be hosting a Health Care Reform webinar for HR Tampa members and the business community. If there is specific information you would like included in the webinar, please contact me at ddube@lazydays.com and we will include it for you. Be sure to check the HR Tampa website's Calendar of Events for upcoming meetings and training opportunities that may interest you.

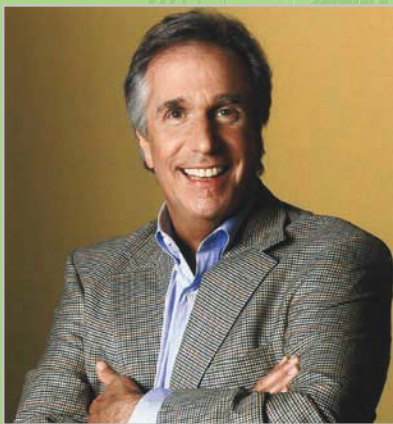
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August 30 □ September 1, 2010
Rosen Shingle Creek, □rlando, □lorida

HR FLORIDA 2010 CONFERENCE & EXPO

Join us for the largest event of its kind in the entire Southeast and you can:

- s **Receive HRCI credits** and benefit from over **90 educational sessions** taught by industry experts
- s **Network** and stay connected with other **HR professionals**
- s **Attend one of our various pre-conference workshops** for more specialized education
- s **Add to your business library** by shopping our on-site bookstore, specializing in HR publications



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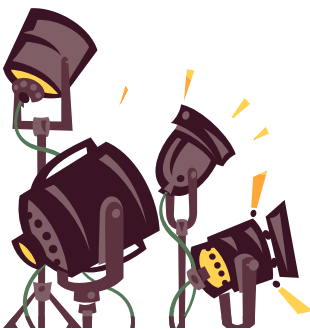
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To register, visit
www.hr_orida.org



“Don’t Forget To Designate HR Tampa As Your Chapter When Registering”

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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@suncoaststaffing.com



Kristen Drago,
Diversity Director

May Diversity Spotlight



Ford & Harrison LLP strongly embodies an organization that is committed to diversity and inclusion. It starts with office leadership -- Tracey Jaensch is the managing partner of the firm's Tampa office and she is the only female managing partner of any national law firm in the Tampa area. She was made a partner nine years ago while on maternity leave and was, at that time, the first female partner in the 45 plus history of the merged firm in Tampa -- Alley & Alley.

In addition, Dawn Siler-Nixon, Ford & Harrison's first Diversity and Inclusion Partner located in the Tampa office, made partner ten years ago. She was the first female African-American partner in the firm's 45 year history and the first African-American partner on the firm's management committee and the firm's executive committee.

Innovative Programs

In 2007, Ford & Harrison implemented the ground-breaking "Year One Associate Development" Program for all first year associates. While associates are in "Year One," they have no billable hours requirement. Instead, their time is dedicated to on-the job training through mentoring, firsthand work experience and frequent client contact. Year One associates also have classroom training and complete an in-depth self-study project, such as an article for publication, or a training curriculum for clients on a particular legal issue. The third class for our Year One program started in September 2009.

Ford & Harrison has an extensive formal associate mentoring program called "Partners in Progress," that provides all new beginning associates a different partner-mentor for the first three years of employment. All lateral associates are assigned a partner-mentor for the first 12 calendar months of their employment. The firm has also formalized its associate training programs and semi-annual performance review process.

Mentoring, training, and professional development are not limited to associates at Ford & Harrison. The firm's inaugural "Leadership Academy" began in March of 2008. This program pairs a small group of more junior partners with senior advisors--equity partners who currently hold leadership positions in the firm. The firm also provides each junior partner with an external executive coach to work on his or her individual development plan for the year. Over the course of the year, these junior partners and their senior advisors meet for training on leadership skills, law firm economics, team management and client development.

The firm's "Diversity Pipeline Initiative" was launched in 2009 and it focuses on both law school and lateral attorney recruiting and, more

importantly, the long-term retention and professional development of our minority attorneys. The four prongs of the initiative include (1) leadership shared between the firm's management, the Diversity Partner and the Diversity Committee; (2) a Diversity Pipeline Scholarship program for minority law students; (3) an incentive bonus for firm lawyers who identify and facilitate the hire of minority attorney candidates; and (4) an expanded mentoring network for minority associates.

As reflected by the mentoring network for minority associates, retention and development are at the heart of this initiative. The expanded mentoring program provides a consistent mentoring network of at least four lawyers for the first three years of the minority associate's employment. There are currently four mentoring networks in place made up of a total of 20 partners and associates working together to make sure we provide our diverse associates with all of the tools they need to succeed.

Due to the firm's efforts in the area of diversity, Ford & Harrison has been recognized as a 2008 and 2009 Diversity Leader by the Law Department of Sodexo Inc., an international client of the firm and a leading foodservice and facilities management company with an objective to integrate diversity and inclusion into all aspects of its business approach. Ford & Harrison is one of only four law firms worldwide to earn this annual distinction from Sodexo.

Ford & Harrison was also recently ranked by Law360 as one of the top 100 law firms with the highest concentration of women partners in the country. In 2010, the firm was selected as the winner of the Tampa Bay Business Journal's 2010 Diversity & Inclusion Award.

In addition, Ford & Harrison has sponsored the Young Women's Leadership Symposium in Tampa for the past several years and Tracey has been a mentor and a panel speaker discussing women's issues and professional success. The symposium is a mentor/mentee day for 60-100 area high school girls and it's held conjunction with Ophelia Society and Boys Initiative and the Florida Diversity Council.

To learn more about Ford & Harrison LLP, visit www.fordharrison.com. You can also contact Tracey Jaensch at 813-261-7800 or tjaensch@fordharrison.com.



WELCOME NEW MEMBERS & GUESTS!



Name	Certification	Company	Title
Sandy Ward	PHR	CEMEX	HR Manager
Amy Durham		Moffitt Cancer Center	Employee Relations Manager



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Membership Update



Jill Conklin, PHR,
Membership Director

Reminder from the Membership Director:

Please keep your profile current at all times including your SHRM information.
I am presently looking for Ambassadors to great guests and new members at the monthly meetings.
If interested, please contact Jill Conklin, PHR at hrtampamembership@yahoo.com

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HR TAMPA NEW MEMBER ORIENTATION



On Friday, April 16, approximately 60 new members attended the New Member Orientation Breakfast at the Centre Club. New members had the opportunity to get to know other new members in an informal setting. A brief presentation gave the new members information on how HR Tampa is making the difference. Our District Director (and HR Tampa Past President) Dana Chatelain, gave a presentation on the benefits of HR Florida and SHRM. Thank you to everyone who joined

us! The next New Member Orientation is planned for October. Look for more details regarding the event soon.



New Members

SHRM Foundation Offers Academic and Certification Scholarships

The 2010 SHRM Foundation scholarship program for HR professionals, underwritten by the J. J. Keller Foundation, is offering the following awards to SHRM members:

- 20 Academic Scholarships: \$2,000 each (increased from \$1,375 in 2009)
- 80 Certification Scholarships: \$750 each (increased from 60 awards in 2009)

SHRM Members may apply online at: <http://sapphire.shrm.org/Scholarships/Default.aspx>; the application deadline is July 15, 2010.

Eligibility: Professional, general or associate SHRM members pursuing a college degree or professional HR certification are eligible to apply.

Questions? Visit the link above or contact Maureen Flaherty at (703) 535-6423 or SHRMScholarships@shrm.org. The link to apply is also found on the HR Tampa website www.hrtampa.org.

Special Discount Rates

Join SHRM at a Special Discounted Rate! New, first-time members to SHRM can join online using the promotional code CHSED for a reduced rate of \$145. That's only about 39 cents a day! Go to <http://www.shrm.org/join> and enter the code CHSED into the promotional code space on the application. You can also access the link on the HR Tampa website www.hrtampa.org. Just a reminder, to be a member of HR Tampa, you must be a member of SHRM.

Your Chance To Win

Win a full conference registration to the HR Florida State Conference and make a contribution to the SHRM Foundation at the same time!

HR Tampa will sell raffle tickets now through June 16 for an opportunity to win one of five (5) full conference registrations (\$435 value) to the HR Florida State Conference, August 30 to September 1, 2010, Rosen Shingle Creek Hotel, Orlando, FL

Raffle Ticket Prices

- 1 ticket for \$1.00
- 6 tickets for \$5.00
- 15 tickets for \$10.00
- 35 tickets for \$20.00

The drawing will take place on Wednesday, June 16 at the HR Tampa Dinner Meeting at The Centre Club. You do not need to be present to win.

All proceeds benefit the SHRM Foundation

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.

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 worth-while 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

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

May 15th

May 15th

November 13th

Tampa Great Strides – Lowry Park Zoo

Ft. Myers Great Strides – Lakes Regional Park

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.

College Relations



Toni Mayros, PHR
College Relations Director

**Look for the
student chapters
re-launch information
this August!**

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Why HR Certification Matters

In today's hypercompetitive business world, there are numerous reasons why HR certification matters. For starters, one out of two hiring managers prefers candidates with certification, according to the Human Resources Certification Institute's 2008 Value of Certification Survey. In addition, the Bureau of Labor Statistics expects the demand for human resources professionals to grow 17% by 2016. Even more compelling is that Money Magazine ranked Human Resources Manager careers #4 in a recent Best Jobs in America survey. As the competition for this top job grows, HR professionals with valuable certification are more likely to stand out from the other candidates.

HR: Then and Now

The 21st century human resources field is light years ahead of former days when HR was predominantly limited to administrative duties. Today's human resources professionals still perform traditional tasks like employment screening and answering benefits questions, but they are also pivotal in high-level planning with responsibilities like consulting with top executives to chart strategic direction and shaping key policies. Mary E. Power, executive director of the HR Certification Institute, states that "Credentials earned through the HR Certification Institute are key to keeping the skills of today's HR professional current."

The Importance of HR Certification

It makes a world of difference when you can show others just how dedicated you are to your career. In general, to be respected as a human resources professional and to be considered for higher level positions, you must have your HR Certification. This valuable credential distinguishes you as a human resources expert and true HR professional. For even more information about why HR certification matters to you, there are a number of reasons detailed in the Value of Certification Survey from the Human Resources Certification Institute (HRCI).

What Does HR Certification Mean to You?

As the unemployment numbers continue to rise and the number of job openings continues to decrease, the candidate-to-job ratio is the highest since the recession began in 2007. Currently, there are 6.3 job seekers for every job opening, as reported by the Bureau of Labor Statistics and the Economic Policy

Institute. Faced with this sobering reality, there are even more reasons why HR certification matters for you personally and professionally. HR certification is a career-long commitment that demonstrates to your peers and your company that you are driven to be a successful human resources manager.

The Transformation of the Human Resources Field

The evolving challenges in human resources yield tremendous opportunities to those with the right training and credentials. Professionals who have earned industry-recognized certification are positioned for the greatest success, according to the U.S. Department of Labor. "Certified-HR professionals present a hiring advantage to both employers and employees," said Mary E. Power, executive director of the HR Certification Institute. She continues, "An employee who has committed to achieving and maintaining certification tends to be more self-motivated and up-to-date on forward-thinking HR practices. Certification is an indicator that he or she will be a strong performer." You can see why HR certification matters as much to the employer as it does to the employee.

There's never been a better opportunity to prepare for this red-hot career field. Now's the time to take the next step toward HR certification!

Reference:

Villanova University. (2010). Why Certification Matters. Retrieved from <http://www.villanovau.com/hr-certification/>



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



Jenni Stone, PHR, Certification Co-Director

2010 Sponsorship Opportunities

2010 MONTHLY MEETING SPONSORSHIP

**All 2010 meetings have been sold.
Now taking reservations for 2011.**

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 22, 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



Chris Greene
Non-Dues Revenue Director



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



Wednesday, September 22, 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

**11 Sold
9 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

**Sold
Out**

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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