

The Official Newsletter of HR Tampa

Get Ready, Set...Change!

The Impact of Change on Workforce Productivity
and Engagement in These Turbulent Times.

June & July Sponsor



Change is not only constant, but it is very necessary—necessary for organizations to remain vibrant, evolving and relevant in a challenging era in our lifetimes.

Join us for this informative session where we will discuss how managing change can effectively lead to reduced attrition, increased workforce productivity, improved business performance, higher levels of employee engagement, boosted morale and improved retention and ability to attract top talent.



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

Date: Wednesday, June 16, 2010

Time: 5:30pm



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.



SHRM Chapter #0074

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Lisa Murfield,
MBA, SPHR,
(and newly certified) GPHR
President, HR Tampa

Ah yes, a certification testing scenario which is repeated by thousands of HR professionals twice a year. We read, memorize and comprehend hundreds of pages. Then we study, stress and panic over what the PHR, SPHR or GPHR certification exams could possibly entail. If that isn't enough, we talk to colleagues who have succeeded and ask them if they can remember any of the questions they had on "TESTING DAY". Of course, we then ask ourselves, "Why on earth do we put ourselves through this?"

That's what I was asking myself as I sat down in front of a computer on Saturday, May 8 at 12:30 p.m. I had taken and passed the SPHR exam back in December of 2005 and promised my husband that I was done taking certification exams. Let's just say I get a little "consumed" with studying and life can grind to a halt as I devote my attention to passing. However, for various personal and professional reasons, I committed to taking the GPHR exam (with my husband's blessing). I joined an eight-week GPHR study group and began to prepare with six other colleagues for the May testing window.

Okay, watch the time, I'm about half way through and doing well. Remember to read the questions all the way through. The first few questions threw me a bit, but they seem to be getting easier. I hope I don't have any math questions! Good, a question about high and low context cultures—I know that stuff..the answer is China. Stay calm...keep pushing through.

Earning the PHR, SPHR and/or GPHR designation indicates the HR professional has a demonstrated mastery of the domestic or international body of knowledge. It sets these professionals apart from others in their field and is a competitive advantage for their companies. It also is a public recognition of professional achievement and can definitely aid career advancement. As we have seen in the Tampa area, many available HR positions have begun to require certifications in their position requirements. Certification also represents a desire and motivation on the part of the HR professional to stay informed of new developments in the field of human resources.

Okay, I've finished all 165 questions. I have time left. Now I'll go back and review the answers. I know they say not to, but I want to make sure I read them all correctly. Oh no, I misread question five and picked the wrong answer! Now I better review them all!

Have you been thinking about certification, but hesitant to take that first step? That is where HR Tampa can help prepare you achieve your goal. Twice a year, our Co-Directors of Certification, Jenni Stone and Patti Sullivan, coordinate study groups for the PHR and SPHR exams. These study groups meet for 12 weeks and are free to HR Tampa members! The classes are taught by subject matter experts in the areas of strategic management, workforce planning and employee and labor

Three months of studying and it all comes down to this. Okay, remain calm, take a deep breath. Definitely put the headphones on. I don't need any distractions now. Here it is, the first question...read it carefully...WHAT!! Where was THAT in my study materials? Okay, calm down, mark the question and move on. Second question: Oh no, where did they get THAT question? Oh boy, this is not starting out well...

relations. Jenni and Patti are there to help you take that next step in your professional development. For more information email them at certificationhrtampa@yahoo.com.

Okay, made it through the questions again. All I have to do is click on the End Exam button. What if I don't pass! I don't want to take this again! How many people did I tell? Whew, not that many. OH, NO, they know at work! Why did I say anything? Just click the button, get it over with. What's this? You want me to take a survey! JUST GIVE ME THE RESULTS!!

If you want more information on the PHR, SPHR, or GPHR exams you can also go to www.hrci.org. The HR Certification Institute website provides you with information such as eligibility requirements, information regarding the specific exams, application information and testing windows. Please note that the eligibility requirements for the exams will be changing in 2011. Therefore, you may want to consider testing in the last window of 2010 which is December 1, 2010 to January 31, 2011.

Perhaps the cost of the exam or testing materials is cost prohibitive at this point in time. Don't worry, there is help. The SHRM Foundation offers scholarships for those HR professionals who are considering certification by giving away 80 scholarships of \$750 each. For more information on applying for a scholarship, please go to <http://www.shrm.org/Communities/VolunteerResources/Pages/foundationsscholarships.aspx>. To qualify, you must be a current SHRM member and submit your application by Thursday, July 15, 2010.

Finished the survey—once I click the button I will get the results. Am I ready? Get over it Lisa, just click the button! This screen is taking too long, I can't look. What? I passed! I PASSED!!! I'm doing a happy dance in my chair in the testing center. Oh no, they have a camera on each computer! I feel like an idiot, but I don't care—I have my GPHR!!!

I am glad it is over and the knowledge I gained while studying for this exam will be invaluable to me as an HR professional. It was definitely worth all the hours of studying, frustration, and sacrifice. I am pleased to add that five of our study group members have passed the exam and two more will be testing in June. Congratulations to Inass Riyad, MS, SPHR, GPHR; Carolyn Moore, SPHR, GPHR; Rebecca Bell, PHR, GPHR and Nancy Diaz Thurber, SPHR, GPHR. In addition, a BIG thank you goes out to our study group leader, Heather Blattner, MHRM, PHR, GPHR!!

I challenge you to "Make the Difference" in your professional development by testing for your PHR, SPHR or GPHR in 2010. You will be glad you did.

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Carole Gill
Vice President, Consulting Services and
an Executive Coach with
Right Management's Florida/Caribbean Region



With a successful 17-year career in corporate America, and more than a decade of consulting experience, Carole Gill takes a dynamic approach that equips individuals to become more effective leaders, communicators, collaborators and team builders. A veteran coach, trainer, facilitator and management consultant, her areas of expertise include leadership development, executive coaching, attitude awareness, building emotional intelligence competencies, as well as organizational and team development. Known as an “attitude expert and people developer,” as a coach, Carole provides one-on-one executive coaching to enhance leadership skills that support a responsibility-based culture. She is also an inspiring professional speaker who has designed and presented programs for Fortune 500 companies and professional associations.

A representative list of coaching engagements and clients include:

- Directors and Manager, assurance, tax and advisory services
- CFO, Directors, Managers, global pharmaceutical firm
- Vice President, risk mitigation provider
- COO, Directors, Managers, International telecommunications solutions company
- CEO, COO for a regional HVAC

Business/Organizational Leadership Experience

Prior to joining Right, Carole headed a consulting practice that designed and delivered customized employee development solutions and programs for clients such as Fleet Bank and PricewaterhouseCoopers. Earlier in her career, she held numerous executive positions in the telecommunications, information technology and human resources fields, including Project Administrator-Data Management for national technical processing company GTE Data Services (now known as Verizon Data Services.) Carole has also served as an adjunct facilitator for the University of Tampa.

Education and Training

Carole attended Hofstra University in Long Island, New York. She is actively involved in SHRM and is a current board member for the American Society for Training and Development. She is a former member of the National Speakers Association, International Association of Facilitators, and served as Chapter President for the National Association of Women Business Owners. Carole was selected as a finalist for The Business Journal's Distinguished Women in Business Awards in the Tampa Bay area.

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.



Debbie Dube,
MS, SPHR,
Legislation Director

DOL Issues Final Regulations Requiring Federal Contractors To Post “Labor Friendly” Notice

The Department of Labor has issued Final Regulations implementing President Obama’s Executive Order 13496. The regulations impose two requirements on government contractors and subcontractors: (1) to post a specified notice of employees’ rights to join a union and engage in organizing activity and (2) to include certain language in covered contracts and subcontracts. While the government calls the long-awaited Final Regulations “very, very balanced,” the required Employee Rights Notice is unquestionably “labor-friendly.” The new requirements go into effect on June 21, 2010.

The Employee Rights Notice

Under the new regulations, government contractors who have contracts that include the employee notice clause and are worth \$100,000 or more must post the Employee Rights Notice. In addition, all subcontractors who have contracts that include the employee notice clause and are worth more than \$10,000 must post the Employee Rights Notice at their worksites.

What does the Notice say?

The Notice specifically lists seven rights that employees have. Six of those rights relate to joining unions and engaging in organizing activity. Only one of the enumerated rights states that an employee has the right not to join a union. Further, the Notice lists employer and union actions that are unlawful under the National Labor Relations Act and tells employees how to report violations of the law.

Where can I get the Notice?

Employers must use the exact Notice as prescribed by the DOL. The Notice cannot be altered in size, color or content. The Notice can be obtained from the DOL website. Commercially available copies of the Notice in posters combined with other legal postings will be permitted, provided that the size, color and content of the Notice are not altered.

Where do I post the Notice?

The Notice must be posted conspicuously in and around the employer’s facility so that it is prominent and readily seen by employees. Specifically, the Final Regulations state that the Notice must be posted at each location where other notices to employees are posted and where employees covered by the NLRA perform activities relating to the performance of the government contract. Based upon this language, it is recommended that employers post the Notice in the following locations:

- Wherever other government postings are located.
- Wherever notices to employees of the terms and conditions of employment are located.
- Each separate and distinct part of the facility (e.g., manufacturing floor, packaging floor, warehouse, front office area).

What if I use electronic postings?

If an employer customarily posts notices to employees electronically, then the Employee Rights Notice must be posted electronically as well. To meet this obligation, the employer must prominently and conspicuously include the following language on its intranet or internet: “Important Notice

about Employee Rights to Organize and Bargain Collectively with their Employers,” along with a link to the DOL website that contains the full text of the poster. This language and the link should be included on the employer’s intranet or internet in the same manner and location as other notices to employees.

What if my employees speak a language other than English?

If a “significant portion” of an employer’s workforce speaks a language other than English, then the Notice must be provided in that language as well. The term “significant portion” is not defined; however, if the employer has translated other policies and notices into a language other than English, this Notice should also be offered in that language. The DOL intends to offer the Notice in several languages so that contractors will be able to meet this obligation without too much trouble.

What about my old Beck Posting?

Neither E.O. 13496 nor the Final Regulations specifically state that an employer cannot continue to display its old Beck Posting, and therefore employers can continue to display it should they choose to do so.

Required Contract Language

In addition to posting the Employee Rights Notice, contractors with covered contracts must include the employee notice clause in all subcontracts greater than \$10,000. The contract must contain either the entire language found in Appendix A to the Final Regulation or incorporate that language by specifically referring to 29 CFR Part 471, Appendix A to Subpart A.

Penalties for Non-Compliance

During an OFCCP review or upon receiving a complaint, the government will review a covered contractor’s compliance with both the posting and contract language requirements of EO 13496. If a contractor is found in violation of the Final Regulations, the government can initiate enforcement proceedings with penalties up to and including cancellation of the government contract(s) or debarment. Any substantive violations of the provisions of the Employee Rights Notice may constitute a violation of the NLRA and therefore will be referred to and adjudicated solely by the National Labor Relations Board.

Accordingly, Constangy urges all government contractors and subcontractors to review all contracts entered into after the effective date of the Final Regulations (June 21, 2010) and to immediately post the required Employee Rights Notice if they have any covered contracts. Of course, contractors are free to post the Notice even if their contracts are not covered. Contractors should also revise their covered subcontracts and purchase orders to include reference to the regulations.

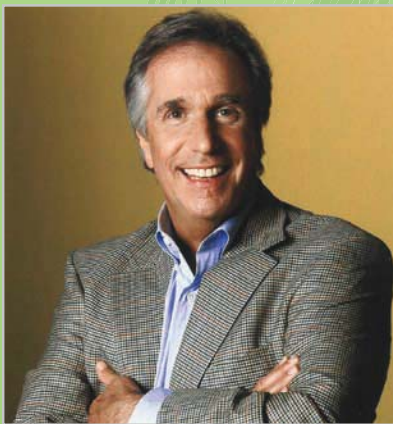
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August 30 □ September 1, 2010
Rosen Shingle Creek, □rlando, □lorida

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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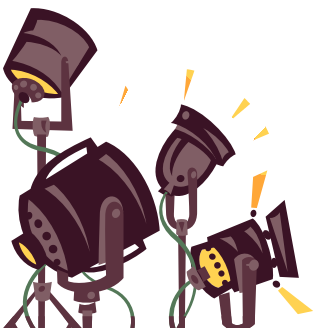
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To register, visit
www.hr_orida.org



“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 Interim Director Ana Swiger for details, aswiger@travelers.com



Kristen Drago,
Diversity Director

June Diversity Spotlight

Commitment to Diversity

Successful companies have a diverse population that not only reflects the communities in which they live and work, but who also bring new ideas, perspectives and experiences to the workplace. Having a diverse team of colleagues adds a new dimension and energy to the workplace. At Lee Hecht Harrison (LHH) we aspire to recruit, retain and develop a diverse and inclusive workforce that meets the needs of an increasingly global marketplace.

Our diversity mission is to actively embrace and value diversity as a business priority to best serve increasingly diverse populations—our clients, employees, candidates and communities.

Talent is Our Business

In the Tampa Bay business community, Lee Hecht Harrison helps companies develop the talent they need to solve the business challenges of today and tomorrow. We recognize the demographic shift and have made it a significant consideration in our service delivery. Janet Foster, a member of HR Tampa's diversity sub-committee, partners with LHH Tampa's General Manager, Lynn Schumacher, to provide appropriate support to diverse populations in the areas of career transition, leadership consulting and workforce solutions. "LHH makes a difference each day," says Foster, "by providing individuals with specific resources and connections within the community that match their career goals."

"The connection between diversity and our ability to make a difference is clear. We are committed to communicating the importance of diversity and inclusion and to spreading the message to our clients and employees that LHH supports diversity practices as good business practices." Peter Alcide, President and Chief Operating Officer, LHH.

Lee Hecht Harrison has a long standing tradition of valuing diversity. LHH has an active Diversity Council and is also part of a joint Diversity Business Council with Adecco that focuses on four key areas:

- Diversity Training
- Diversity Recruitment
- Diversity in the Community
- Diversity as a Differentiator

"Our clients, associates, and communities are becoming increasingly diverse and will continue to do so in the future. We have a commitment to building relationships with diverse communities, suppliers, associates, and clients to drive long-term business and a sustainable competitive

advantage in our industry," says Lois Cooper, Vice President, Corporate Social Responsibility & Inclusion for Adecco.

In addition to a dedicated Office of Diversity management function which operates as a best-in-class internal and external diversity solution provider, we demonstrate our commitment to diversity through a variety of Diversity Initiatives and partnerships including Diversity Business Councils, Diversity Training & Education, Corporate Social Responsibility, Alliances, Mentoring, Global Partners and Diversity Solutions programs.

A Diversity & Inclusion Action Plan has been developed to foster tangible outcomes from our Diversity Value Leadership training. Managers are challenged to develop actions for identifying and developing a Diversity Value Proposition and plans for Managing Inclusion and Inclusive Leadership in their local markets.

We have also designated Regional Diversity and Inclusion Champions. Their role is to Act as the point of contact in their designated business region to ensure that diversity is incorporated in our daily business activities.

We have been honored with recognition and awards for our leadership in Diversity by several organizations, including the Innovation Award at the World Diversity Leadership, the Employer of Choice by the National Business and Diversity Council among others.

Lee Hecht Harrison publishes several whitepapers which address various aspects of diversity, inclusion and corporate social responsibility issues. These include "Managing Today's Multigenerational Workforce," "The Emerging Hispanic Workforce," and, most recently, the "Sustainability Report, Should you Go Green." To learn more, visit www.lhh.com

2009 Diversity Awards & Recognition

- 2009 Disability Matters Award Winner for its substantial efforts and successes in Diversity in support of employing people with disabilities (2009 Disability Matters Awards Banquet and Conference) - April 2009
- Savoy Professional Magazine's Top 100 Companies to Work For in 2009 – March/April 2009 Issue
- Lois Cooper, VP Employee Relations & Diversity, has been named as a "Black Achiever in Industry" by Adecco and will be honored at the 39th Anniversary of the National Salute to Black Achievers in Industry Awards - March 2009
- 2009 Congress of Diversity Executives Leadership in Diversity Award (CODY) – February 2009

WELCOME NEW MEMBERS & GUESTS!



Name	Certification	Company	Title
Kathleen Payne		Metastorm, Inc.	Payroll Manager
Jill Carr	PHR	Thrive HR	Benefits Administrator
Kellie Hicks		Dept. of Veterans Affairs	
Tina Paiva	PHR	Allstate Insurance Company	HR Business Partner
Kristin Brill		Sea Change Chiropractic	Director of Human Resources/ Owner



WELCOME

HR Connections

This year, Right Management's goal is to host and support their website with services that benefit all Human Resources Professionals, from entry level to the experienced business partner, who are involved in a career transition. Please visit the HR Careers Section on www.hrflorida.org to gain access to the following valuable tools in HR Connections offered through Right Management such as attending one of the upcoming webinars.

Upcoming Webinar Schedule:

June 18th	9:00 am - 12:00 pm	Entrepreneurship through Franchising
June 22nd	1:30 pm - 2:30 pm	Networking
June 23rd	9:30 am - 11:30 am	LinkedIn for Beginners
June 24th	10:00 am - 12:00 pm	LinkedIn for Advanced Users
June 25th	10:00 am - 12:00 pm	Interviewing & Negotiation Strategies
June 28th	1:30 pm - 3:00 pm	Search Strategies
June 29th	2:00 pm - 3:30 pm	Net Search for Job Search
June 30th	10:00 am - 11:30 am	Resume Development

Membership Update

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



Jill Conklin, PHR,
Membership Director

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 Interim Director Ana Swiger at aswiger@travelers.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

November 13th

Carrollwood Great Strides – Lake Park

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

College Relations



Toni Mayros, PHR
College Relations Director

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



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Only One Exam Period Left Before Eligibility Requirements Change!

There has been a lot of buzz in the marketplace about the 2011 new exam eligibility requirements. Indeed, the new exam eligibility requirements are starting with the May/June 2011 exam period. The difference between the current and new requirements is that the latter includes a combination of education and experience. The last PHR®, SPHR® and GPHR® exams to be administered under the current eligibility requirements will be the December 2010/January 2011 exam period. So who will be affected by the new exam eligibility requirements?

Prospective GPHR applicants will need to have two, three or four years of demonstrated global professional (exempt-level) HR experience combined with the respective educational requirements to qualify for the exam. HR professionals who are eligible for the SPHR exam under the current eligibility requirements may only qualify for the PHR exam in 2011.

Current certified HR professionals who wish to recertify by exam in 2011 or after must be qualified to sit for the exam under the new eligibility requirements. Students will be eligible to take the exams once they earn the required years of HR experience.

There is only ONE exam period left before the changes take place! Application for this final exam period (December 2010/January 2011) opens July 12, 2010. Procrastinate no more! This is the year to get HR certified!

Retrieved from www.hrci.org



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



Jenni Stone, PHR,
Certification Co-Director



SPHR

Where have your letters taken you?

Tell us how you have benefited from achieving your HR certification and your personal testimonial could be selected to be featured on our website or in future newsletter. Please send all testimonials to certificationhrtampa@yahoo.com

GPHR



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
4050 Dana Shores Drive Tampa, FL 33634
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

**14 Sold
6 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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