

The Official Newsletter of HR Tampa

Optimizing R.O.I. in Employee Health Benefits

August Sponsors

tampacareers.com



EXPO - Platinum 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.



Join us for this informative meeting where we will discuss new methods toward improving your employees health, removing barriers to effective treatments, and reducing expenses of your organizations health care plan.



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

Date: Wednesday, August 18, 2010

Time: 5:30pm



August Speaker – Michael T Hayes

Michael Hayes has been employed in the group insurance field for over 17 years, and has held senior marketing positions with three of the largest insurance carriers in the US. Originally a native of Maine, Mike was educated at Florida Southern College in Lakeland, FL where he received his BA in Business Administration. He is currently pursuing the RHU designation. Mike moved to Florida permanently in 1990 and currently resides in the Tampa area with his wife and two sons. Mike is actively involved in youth baseball coaching for Palma Ceia Little League as well as projects to benefit education in Hillsborough County.

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Lisa Murfield,
MBA, SPHR, GPHR
President, HR Tampa

HR Can Make THE Difference!

In June, I had the privilege of attending the SHRM Annual Conference in San Diego. If you have never had the opportunity to attend a national conference, I strongly encourage you to do so. The local and state conferences in Florida are fantastic, don't get me wrong. However, once you attend the national conference with 11,000 other professionals, it gives you a whole new perspective of human resources.

You could feel the energy in the room when you walked into the Sunday General Session. HR professionals from all over the world were gathered in one place to network and celebrate our profession! After a conference welcome which literally had us dancing in the aisles, Steve Forbes addressed the attendees. During his presentation, Forbes stated that he believes HR professionals will play a vital role in economic recovery over the next two to four years. HR is poised to help their organizations get over the hurdles of regulations such as health care reform and FLSA. In addition, HR can be the leading edge for business growth. In other words, HR Can Make THE Difference!

The next day, former Vice President Al Gore encouraged HR professionals to see the opportunities and focus on the long-term challenges. HR professionals face the challenges of diversity, development of employees' competencies through continuing education and personal development and organizational development. Gore also urged HR to look ahead to build sustainability into their organizations. He remarked that HR professionals "have the power to make strategic choices" and need to have the "moral courage to rise up and solve a crisis." Again, HR Can Make THE Difference!

SHRM Board Chair, Robb Van Cleave, stated that HR professionals are becoming business leaders and "know what's next" for their companies and their profession. The time is right for HR professionals to step forward to lead, advise and seize vital opportunities now and in the future. The message again is HR Can Make THE Difference!

I urge you to step out from the status quo and take on those challenges that our organizations face. Instead of complaining that we do not have a seat at the table, let's demonstrate to management why we should. Be bold. Be confident. Be innovative. HR Tampa and SHRM are also here to provide you with the resources you need to be successful through professional development and networking with your peers.



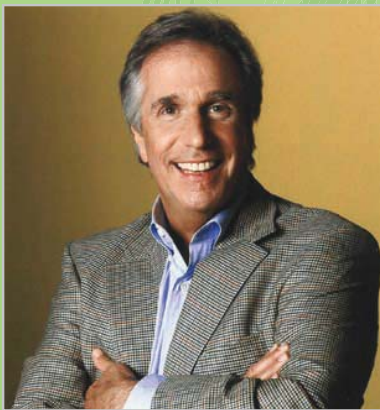
Have you made the difference in your organization? If so, I want to hear from you. Please email me at murfieldld@yahoo.com to share how HR Made THE Difference!

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:

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



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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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Congratulations to these members of HR Tampa who will be presenting at the HR Florida Conference! Check out the following presentations:

Monday, August 30, 2010



Are You Keeping Up? 9:00 a.m. to 10:00 a.m.

Linda Bailey, SPHR



What Do You Mean I Can't Wear My Nose Ring to Work? That's Unfair! 4:30 p.m. to 5:30 p.m.

David Steffen, Esq.



The ROI of Compassion 9:00 a.m. to 10:00 a.m. Book Signing - The ROI of Compassion - Monday, August 30th, 11:45am - 12:30pm

Lisa D. Murfield, MBA, SPHR, GPHR

Tuesday, August 31, 2010



How to Survive an ICE Audit 10:30a.m. to 11:30a.m.

Jeannie McCall, MS, SPHR



Unemployment Compensation Hearings—How to Win 2:00 p.m. to 3:00 p.m.

Ignacio "Iggy" Garcia, Esq.

HR Tampa Meets At HR Florida Conference

SEE YOU IN ORLANDO!!

Attending the HR Florida Conference in August and wondering what to do on Sunday when you arrive? We have two great options for you!

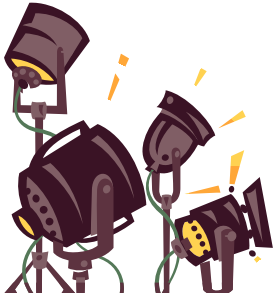
Golf Outing

Are you a golfer at heart or just feel like playing one of the finest golf courses in Florida at a super low rate? HR Tampa will be given a group rate of only \$29 for 18 holes of golf with cart at the Rosen Shingle Creek Golf Club. This award winning course is located right on the premises of the hotel. All skill levels are welcome as the club pro said we will virtually have the course to ourselves the morning of Sunday, August 29th. If you do not have clubs or golf shoes you can rent those at the pro shop.

Shaun Androff, our HR Tampa Chapter Ambassador, is in the process of putting together tee times for the group. If you are interested in playing, please contact Shaun at 813-767-9974 and we will get you set up. The more people that play the more fun games we can play like closest to the pin, longest drive, putting contests, and craziest golf outfit!! See you on the green!

Get-Together

Please plan to join your fellow HR Tampa members on Sunday, August 29 from 6:00 to 7:00 p.m. in the Headwaters Lounge at the Rosen Shingle Creek Resort. HR Tampa will provide appetizers and members will be responsible for their own drinks. Please plan to join us on Sunday evening. Hope to see you there!



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

August Diversity Spotlight



At PricewaterhouseCoopers (PwC), our focus on diversity and inclusion is about making PwC a great place to work for all of our people. This is how we best serve our clients and what we incorporate in our own people strategy. You can see and feel our commitment from the top down. Diversity and inclusion is embedded in our People Strategy, in our community and in the way we think about business.

PwC continues to demonstrate its commitment to a diverse and inclusive workplace through these organizational and programmatic efforts. The Chief Diversity Officer reports directly to the Senior Partner and Chairman of the firm and is part of the core executive leadership team. Our Chief Diversity Officer is supported by a team of Subject Matter Experts and local Diversity Leaders in the firm's 10 largest offices. A national Director of Diversity Sourcing is focused on attracting the best talent from non-traditional sources. A dedicated Director of Supplier Diversity. And lastly our Office of Diversity has developed educational solutions to empower leaders, managers and staff to manage diversity and inclusion and build cultural dexterity in their teams more effectively.

On the local level our Tampa office supports diversity and inclusion by encouraging participation in our affinity circles, demonstrated by the following:

- Our Latino Affinity Circle offers Spanish speaking classes to all staff at the firm. A portion of the funds raised from these classes go to support the United Way. This group also plays an active role within the community by raising funds to support the public school dual-language program and migrant workers Christmas. The Latino group was very instrumental in starting the local ALPFA chapter in Tampa which is the Association of Latino Professionals in Finance and Accounting.
- Our Tampa Black Circle, each year, invites middle and high school students from the community to our Martin Luther King Jr. Day event. During this day we highlight the achievements of Dr. King, show excerpts of his speech, and other historical information. In addition, we provide education around the accounting profession and show the connections between the Firm's values and that of Dr. King.
- Our GLBT (OPEN) community is a major advertising contributor to the Tampa Bay Gay and Lesbian film festival, as well as with the St. Petersburg Pride celebration and parade. This group initiated a GLBT networking circle with other area companies and was a Gold Sponsor of the Out and Equal Conference.
- Month of Diversity is celebrated via one month each year focused on diversity and inclusion that includes all staff. This occasion includes various events and educational material promoting diversity within the workplace and the community. During our last month of diversity event, we hosted a first-time program recognizing our veterans at the local ESC office. Our veterans expressed their appreciation that the firm took the time to recognize them and their contribution. As a continued effort to support our Veterans members of our diversity circle have created care packages and contributed funds to support our troops in combat and our local veterans in the Bay area.
- In the community, we have extended our services by adopting a local middle school where we provide supplies and offer tutorial assistance throughout the year.
- During the Haiti crisis, our diversity groups teamed together and created a massive relief drive within our office. Not only did we raise funds, but we were able to partner with a local Haitian church and send supplies, food and resources to aid in the rebuilding of their city.
- On the global front, we've created the Global Navigator program (GN) for our internal office. The goal of the Global Navigator program is to equip our staff and partners with the tools for managing cross-cultural and organizational differences and to best leverage these differences and similarities to work more effectively in the global environment. Together with L&E this program is currently being designed with a specific learning path for those working within the global delivery model.

As you can see, our commitment to diversity and inclusion is more than numbers on a piece of paper, but is lived throughout our organization. We truly embrace diversity as the full range of human and or organizational differences and similarities and leverage this power to reach the one common goal.

WELCOME NEW MEMBERS & GUESTS!



Name	Certification	Company	Title
Anna Marie Ciserano		Tampa General Hospital	Human Resources Consultant
Fabiola Almeida		Tampa General Hospital	Human Resources Consultant
Tiffany Hallback		Macy's Credit & Customer Services	
Patricia Conze		Tampa General Hospital	Employment Manager
Meagan Langdoc		Tampa General Hospital	Human Resource Consultant
Sunita Chadee		Tampa General Hospital	Compensation Analyst
Jessica Bozman	SPHR		
Pam Curits		Tampa General Hospital	Sr. Nurse Recruiter
William Roman		Protocol Global Solutions	North America Director of HR
Cathy Singletary	PHR	Progressive Insurance	HR Consultant
Jessica Allen	PHR	Assurant Solutions	HR Generalist III
Mark Tone			
Howard Lawson		The People Place	Owner & President
Karen Talamantez		University of South Florida, St. Petersburg	Manager
Douglas Walters		ADP TotalSource	District Manager
Barbara Swain	PHR	Motivano	Director, HR & Office Management
Amy Carrasco	SPHR	Tampa General Hospital	Sr. HR Recruiter
Amy Burnett	SPHR	Freedom Plaza (Sun City Center)	Director of HR
Deborah Brewer	SPHR	Fowler White Boggs P.A.	Director-Human Resources
Leah Martorana		The CSI Companies	Senior Recruiter





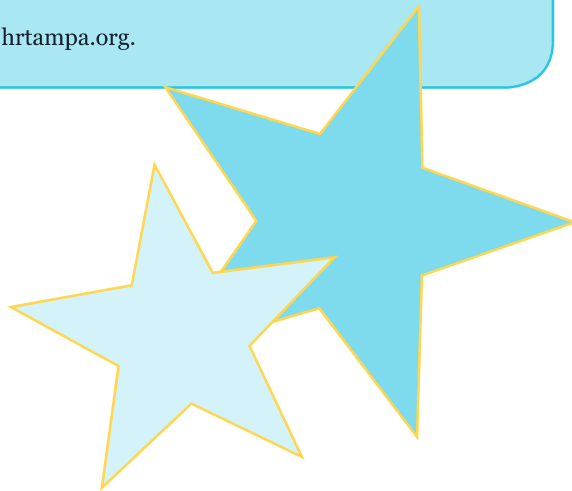
HR TAMPA MEMBERSHIP DUES CHANGE

Beginning on July 1, the Premium Membership rates will change as follows:

Premium Membership - \$175 – includes your monthly meeting costs through December 2010 and registration for the HR Tampa Expo to be held on Wednesday, September 22. A great value!

Basic Membership - \$100 – includes your HR Tampa membership through December 2010. Does not include monthly meeting cost or HR Tampa Expo registration.

To join, go to www.hrtampa.org.



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

SAVE THE DATE!

HR Tampa New Member Orientation

Friday, October 15, 2010

The Centre Club

8:00 am to 9:00 am

(Registration begins at 7:30 am with breakfast at 8:00 am)

If you are a new member from 2009 or 2010 and were not able to join us for the April New Member Orientation, please plan to join us on October 15.
Registration will be open soon!

1ST ANNUAL HR TAMPA BOWL-A-THON FOR THE SHRM FOUNDATION

HR Tampa is very excited to announce something new this year.
We are hosting our first Bowl-A-Thon to raise funds
for the SHRM Foundation!

The event will be held on Saturday, October 9, 2010

3:00–5:00 pm

at the Brandon Crossroads Bowl

609 Crater Lane

Tampa, FL 33619

SPONSORSHIPS AVAILABLE!

Lane sponsorships are available for \$250 - which includes
company lane signage, 5 entrance fees and shoe rental,
newsletter mention and website advertising.
It's a great way to promote your company!

INDIVIDUALS OR TEAMS!

The cost is \$25 per person for all HR Tampa members
regardless of membership level. Organize a team of
5 bowlers and pay only \$100.

These prices include shoe rental.

Prizes will be given to the top bowling team
and top individual bowler.

To join us on Saturday, October 9, please register at the
HR Tampa Calendar of Events page
(www.hrtampa.org)

Contact Iggy Garcia, Immediate Past President
and SHRM Foundation Director, at
Ignacio.garcia@ogletreedeakins.com
for more information



SHRM
Foundation
Investing in the Future of HR

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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:

August 11th	10:00 am - 11:30 am	Resume Development
August 13th	10:00 pm - 12:00 pm	Interviewing & Negotiation Strategies
August 16th	1:30 pm - 3:00 pm	Search Strategies
August 17th	2:00 pm - 3:30 pm	Net Search for Job Search
August 18th	1:30 pm - 3:30 pm	LinkedIn for Beginners
August 19th	10:00 am - 12:00 pm	LinkedIn for Advanced Users
August 20th	9:00 am - 12:00 pm	Entrepreneurship through Franchising
August 25th	10:00 am - 12:00 pm	Resume Development
August 26th	1:30 pm - 3:00 pm	Networking
August 27th	10:00 am - 12:00 pm	Interviewing & Negotiation Strategies
August 30th	1:30 pm - 3:00 pm	Search Strategies
September 1st	9:30 am - 11:30 am	LinkedIn for Beginners
September 2nd	10:00 am - 12:00 pm	LinkedIn for Advanced Users

To register for one of the upcoming webinars go to:

<http://www.hrflorida.org/displayemailforms.cfm?emailformnbr=103332>

Right Management's Tampa Location: 5201 W. Kennedy Blvd., Suite 525 – 813-287-2855

SHRM

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.

REFER A SHRM MEMBER AND GET REWARDED!

SHRM needs your help to recruit members so that our association can be an even larger and more powerful voice for the HR profession.

From now until July 31, you can be a part of our Member-Get-A-Member campaign and for every new member that joins SHRM, YOU GET REWARDED!

\$ For each of the first 5 new members recruited, you receive \$10 to Amazon.com.

\$ For more than 5 new members recruited, you also will be entered to win a \$150 American Express gift card.

For more information go to www.shrm.org/getamember or the HR Tampa website link!

Being a HR Superhero!

No matter how big or small, employees contact the human resources department when they have problems. While some are routine questions that can be handled without any difficulty, other situations require a human resources representative to resolve a company's everyday employment emergencies. By understanding the employment laws that impact our decisions and implementing ways to enhance our employees' interactions with each other, human resources personnel can effectively improve a company's operations and become true Superheroes to the people we support on a daily basis.

HR TAMPA EXPO 2010

Wednesday, September 22, 2010

7:30am - 4:15pm

On-site registration begins at 7:30am

A LA CARTE EVENT PAVILION

4050 Dana Shores Drive, Tampa

Special Thanks
to our
GREAT SPONSORS!!!

Registration is NOW OPEN!

Register NOW for great DISCOUNTED RATES through August 31, 2010:

- ☐ Members: \$75 (\$65 if registered by 8/31/10)
- ☐ Non-Members: \$125 (\$115 if registered by 8/31/10)
- ☐ Non-Members who wish to join HR Tampa: \$135 (cost includes Basic membership for remaining 2010 meetings and Conference registration - a \$200 value)
- ☐ Natl SHRM member who is not a member of HR Tampa: \$100 (\$80 if registered by 8/31/10)

You do not have to be a member of HR Tampa to attend the Expo. Anyone responsible for HR policy and procedures or who needs to receive HRCI Recertification Credits is welcome to attend!

Opening Speaker

- ☐ Linda DiBona Keane, President, MAPEX, Inc., ☐ Change Reactions: Relationship Building: Align Rather Than Bridge the Generations

Morning Breakout Sessions

- ☐ David Pearson, Attorney, Constangy, Brooks & Smith, LLP, ☐ Employee Benefits - Health Care and the Other Developments That Affect You
- ☐ Michael VanDervort, Labor Relations Strategist, Human Race Horses
☐ Social Media Tools for HR

Afternoon Breakout Sessions

- ☐ Ignacio Garcia, Attorney, Ogletree, Deakins, LLP, ☐ Accommodations Galore
- ☐ Mike Temkin, VP, Strategic Planning & Development, Shaker Recruitment Advertising & Communications, ☐ Making Retention a Long-Term Objective ☐ Not a Short-Term Reaction

Closing Speaker

- ☐ John R. Stoker, President, Light Storm Consulting, ☐ How Do You Ruin Everything by Being You?

Platinum Sponsor



Gold Sponsors



Silver Sponsors



**Recertification credit hours toward PHR/SPHR recertification through the Human Resource Certification Institute (HRCI) are pending. Please check back for updates!



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 Human 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 Human 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
coming soon.

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CONGRATULATIONS! THANK YOU! YOU MADE THE DIFFERENCE!!

The spring HRTampa PHR/SPHR Study Group was a grand success. And because of the time, efforts, energies, and dedication of the participants, the volunteers who facilitated classes, and DeVry University, some very passionate HR professionals will be positively impacting their organization as they use the knowledge and experience gained in this experience. This study group met for 12 weeks, each Thursday night, for two hours.

First, to our volunteers —

Because of the talents, experience, expertise, and skills of 10 facilitator/instructor volunteers, the participants received an abundance of diverse knowledge focused on the six major areas identified by HRCI for the certification exams. We would like to thank these professionals who shared their passion and their time with the study group. Thank you:

- _____ Dujhe Colaso, MSHRM, SPHR, GPHR
- _____ David Steffen, Esq.
- _____ Richard Daniel, MA, SPHR
- _____ Nancy Santo, PHR
- _____ David Pearson, Esq.
- _____ Guilene Theodore, Esq.
- _____ Tony Griffin, Esq.
- _____ Kim Campbell, PhD, SPHR
- _____ Toni Mayros, PHR
- _____ Barbara Matsumoto, SPHR

To our newly certified PHR/SPHR members —

Congratulations, ladies and gentlemen! We hope you found a way to celebrate this personal accomplishment and professional success. You deserve to enjoy the feeling that comes from recognition of your efforts. Here's to our newly certified HRTampa members:

- _____ Ashlie Melillo, PHR
- _____ Bridget Maguire, PHR
- _____ Kari Downing, PHR
- _____ Larry McCafferty, SPHR
- _____ Layla Jamil, PHR
- _____ Letitia Washington, PHR



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



Jenni Stone, PHR,
Certification Co-Director

To our study group participants —

There were 11 participants who showed up consistently each and every week. In spite of work schedules and family responsibilities, apart from hours of reading and studying and taking practice tests, despite the luxury of leisure, these serious professionals showed up. Not just in body, but in mind and spirit as well. They were ready to learn. Several of the study group members were not sitting for an exam; they were using this as a professional development tool. Congratulations to each person who came out and played. "Life is a perfect adventure, a game that cannot be won or lost, only played." (iPEC) And, you came each week of this adventure. Thank you for providing the facilitators and the other participants all you offered us!



THANK YOU, DEVRY UNIVERSITY, for providing a wonderful learning environment and state-of-the-art classrooms for the study group and for the PHR/SPHR Crash Course. We appreciate the comfort, service and on-going support that you provided each and every week and we look forward to holding our fall Study Group at your new location: 5540 W. Executive Drive, Suite 100, Tampa FL 33609

GPHR Success!

Just say it out loud - 100% success!
It sounds wonderful, doesn't it?
Under the leadership of Heather Blattner, MHRM, GPHR, there were 6 HRTampa members and 1 Nature Coast member working diligently on learning the GPHR content. This study group met once a week for 10 weeks; all tested in the May 2010 window, with a 100% pass rate. Congratulations for a job well done! Here's to our newly certified HR professionals:

Carolyn Moore, SPHR, GPHR

Inass Riyad, MS, SPHR, GPHR

Lisa Murfield, MBA, SPHR, GPHR

Nancy Diaz Thurber, SPHR, GPHR

Rebecca Bell, PHR, GPHR

Mary Persky, SPHR, GPHR

Jennifer Rey, Esq, SPHR, GPHR
(member of Nature Coast Chapter)

Is It Time for You to Become a Certified HR Professional?

If you have been thinking about sitting for the exam, it is time start your prep work. The HR Tampa Study Group is at capacity with 25 registrants. If you'd like to be put on the waiting list, please send your notice of interest to Jenni Stone and Patti Sullivan (co-Directors of Certification) certificationhrtampa@yahoo.com.

If interested in joining a GPHR study group, the group is meeting on Tuesday nights from Sept 21 to Nov 30 at the Urban Center (Kennedy & West Shore). If interested, please contact Heather Blattner, hblattner@advantec-hr.com.

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

- 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

Sold Out

(2) Gold Sponsor - \$2,500

- 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

Sold Out

(2) Silver Sponsor - \$1,500

- 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

(20) Bronze Sponsor - \$900

- 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

**15 Sold
5 Left**

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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Oct. 22-23, 2010 Tampa, Florida Grand Hyatt Tampa Bay



Featuring presentations on team structure, team effectiveness, team leadership, virtual teams, team engagement, and more.

Don't miss out! The early registration deadline is August 28!

www.SIOP.org/LEC

The Society for Industrial and Organizational Psychology

HR Tampa members get a special discounted rate! For a discount coupon, contact: sbelow@siop.org

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