

The Official Newsletter of HR Tampa

Joint Diversity Meeting With SHRMA October 20th, 2010

October Sponsor



November Sponsor



In a time of uncertainty, change, and slow growth, how does Corporate America, small, medium, large, and non-profit, continue to implement, grow, and maintain their diversity initiatives and inclusion programs, when most programs are scaling back? Questions and take-aways at this meeting: How is the Tampa Bay Workforce going to meet the demands of engagement, recruiting & hiring top talent, and providing leadership training and development if we don't have a contingency plan to prepare for market needs and workforce in 2011 and beyond?

As the recessionary environment has shown, the removal of either key senior leadership or key diversity executives can result in the disintegration of a diversity initiative and years of solid work. Learn the 4 stakeholders' engagement model and how to use key empirical data to baseline a new form of engagement: diversity initiative engagement. Hear a live case study from Adecco in North America to see how the model works. Also learn about cutting-edge interventions that create empirically proven improvement in diversity engagement and results in business integration and sustainability.

- **Location:** Centre Club • 123 S. Westshore Blvd • Tampa, FL 33609
- **Date:** Wednesday, October 20, 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.

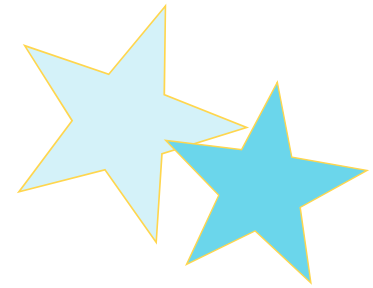


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You Can Make The Difference Through Teamwork



We've all been there and experienced the infamous "group project." Many approach it with fear and trepidation and others see it as an adventure. We wonder if our fellow team members will carry their weight or shirk their responsibilities and still reap the benefits.

Webster's Dictionary defines teamwork as "a joint action by a group of people in which each person subordinates his or her individual interests and opinions to the unity and efficiency of the group." We in human resources understand that when you have synergy within a team, you can accomplish anything.

For the last five years, I have had the pleasure of being a part of HR Tampa and have seen amazing examples of teamwork within our chapter. Each success story has helped HR Tampa to reach continually higher levels of excellence.

As we saw in the definition, great team members put their own interests behind them as they strive together to make the difference for their organizations. This month I will recognize three Directors and their committees for the unselfish way they served not only the profession, but human resource professionals.

Each year the HR Florida State Council bestows seven awards in the areas of Membership, Certification, Diversity, SHRM Foundation, Legislative Affairs, Workforce Readiness and College Relations. I am proud to announce that HR Tampa received three of those coveted awards in the areas of Certification, Legislative Affairs and Diversity. The awards represent the best initiatives in the state for that category in 2010. Let me put this into perspective: There are 28 chapters in the State of Florida, so there can be up to 28 submissions for each award. This is a huge accomplishment!

Certification was honored for their efforts in coordinating and offering PHR, SPHR and GPHR study groups. Jenni Stone and Patti Sullivan have worked very hard to plan the curriculum and identify instructors who are subject matter experts in their area. They and the instructors have unselfishly spent many hours preparing the students to achieve their goal of certification. A special "thank you" goes to our former Director of Certification Sharon Marsh who set the standard for Jenni and Patti to follow. The synergy of their group has led to excellent passing rates and waiting lists for their upcoming classes!

Legislative Affairs was honored for their efforts to make the difference in Capitol Hill through the Day in the Beltway. We have been fortunate to work with the SHRM Governmental Affairs department to bring five members of HR Tampa to Washington D.C. for the experience of a lifetime. These members had the opportunity to speak to Florida-elected officials regarding legislation that affects human resources. If you don't think that HR Tampa can make the difference in D.C., ask those who have participated. Thank you to David Steffen who had the foresight to coordinate this activity and to Debbie Dube who is keeping the tradition going and taking the area of Legislative Affairs to the next level.

Last, but not least, Diversity was honored for their initiatives to bring diversity to the front and center of human resource professionals. Their activities have included coordinating the joint diversity meeting with the Suncoast Human Resource Management Association (SHRMA) and also the HR Tampa Diversity Award. This year, ten companies have been featured in our HR Tampa newsletter which has given us practical examples of how diversity can be successfully achieved in our organizations. Special thanks go to Debbie Dube, former Diversity Director and Kristen Drago and Ana Swiger, our current Diversity Co-Directors.

As I mention these three areas, I do not want to forget all our other hardworking Directors and their committees. They have united together because they have a passion for human resources and HR Tampa. I am privileged to work with such a phenomenal Board of Directors and have learned so much from them. They never cease to amaze me with the initiatives they bring to the table, their creativity and the things they accomplish by working as a team. I am also blessed to have met so many of our chapter members who are also achieving tremendous things for their organizations. Both our Board and chapter members have truly adopted the team concepts of unity and selflessness.

Thank you to all of you who have and will make the difference through teamwork!

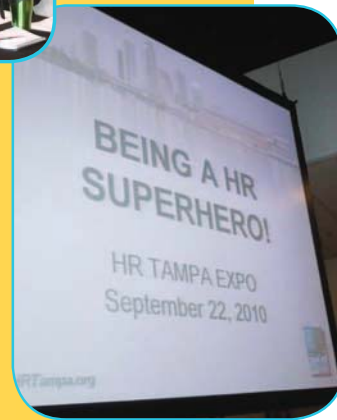
Lisa Murfield,
MBA, SPHR, GPHR
President, HR Tampa



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Thank you to everyone who helped make the 2010 HR Tampa Expo,
“BEING A HR SUPERHERO!,” such a successful event.

EXPO



Speakers



Reminder – Speakers’ Presentations from our recent HR Tampa Expo can be found at the HR Tampa website under Calendar of Events, and then by scrolling down to Expo 2010 Presentations

Vendors



Vendors & HR Tampa Give Away Winners





Key Provisions of the HEALTH CARE REFORM ACT

What the Patient Protection
And Affordable Care Act
Means For Your Business

Webinar: Wednesday, November 17, 2010

Date:

Wednesday,
November 17, 2010

Time:

9:00 am – 11:00 am EST

Registration Fee:

HR Tampa Members:

\$75 per phone line

Non-Members:

\$85 per phone line

**REGISTRATION
DEADLINE**

Sunday, 11/14/10

(No refunds after 11/14/10)

Please Note:

**Log-in information will
be sent via email on
Monday, November 15, 2010**

**Join HR Tampa Members for a 2 hour, comprehensive webinar discussing
the key provisions of the new Health Care Reform Act.**

Online registration is available at

<http://www.hrtampa.affiniscap.com/calendar.cfm>

For more information about this webinar, contact

Deborah Dube at 813-626-3544 or ddube@lazydays.com

Webinar presented by:

David A. Pearson, Constangy Brooks & Smith LLP.

David Pearson is a partner at Constangy Brooks and Smith. He is a graduate of Harvard Law School and received his Master of Law degree from New York University.

Dave represents employers with respect to their employee benefits and tax issues. He counsels clients on all types of retirement plans, including pension, profit sharing, 401(k), employee stock ownership plans (ESOPs), age-weighted and cross-tested plans. He helps employers implement non-qualified deferred compensation plans, stock options and bonus plans. In the area of non-retirement benefits, Dave advises in the design of cafeteria plans, health plans, as well as life insurance and disability plans.

For Dave Pearson's complete bio, please visit:

<http://www.constangy.com/people-72.html>



Mentor Assistance Needed!

Workforce Readiness and College Relations will be participating in the Career and College Fest event held at the Fairgrounds by Hillsborough County Public Schools. We will offer a break session that will educate high school students on resume writing, interviewing skills, proper etiquette, and networking skills.

Workforce Readiness will offer a HR Internship program to 11th graders in January 2011 to get them acclimated to the HR discipline. We are expecting between 15-20 students to participate in the program. **We are asking for mentors to assist in being a resource for the students.** We hope to assign a mentor per student and, outside phone calls, the mentor will be required to participate in 3-4 meetings within the 12 month period. If you are interested, please contact Cheryl Brown @ 813-414-6215 or cheryl.brown@gtefcu.org.



Cheryl Brown,
MBA, PHR
Workforce Readiness



CAREER & COLLEGE FEST



Wednesday, November 3, 2010

10:00 a.m. - 2:00 p.m. (Middle School and Family Session)

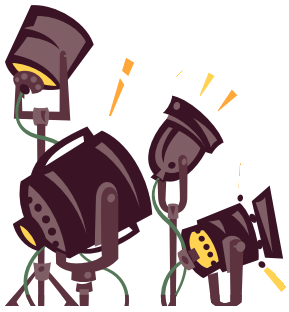
4:00 p.m. - 7:00 p.m. (High School and Family Session)

Florida State Fairgrounds Special Events Center

Dr. Martin Luther King, Jr. Entrance Tampa, FL

- ✓ CTE Program Representatives
- ✓ Live Demonstrations
- ✓ Technical Centers & Colleges
- ✓ Industry-led Breakout Sessions

**Questions? Call (813) 231-1860 or visit
www.sdhc.k12.fl.us/CTE**



SPOTLIGHT ON THE HR TAMPA DIVERSITY COMMITTEE

The **HR Tampa Diversity Committee** would like to share some of the events we have been involved with this year:



Kristen Drago,
Diversity Director

NSHMBA – 2010 Career Management Event

Recently, the HR Tampa Diversity Committee participated in a NSHMBA (The National Society of Hispanic MBAs) Career Management Event, a premiere event to prepare their members to manage their career to the next level.

NSHMBA was created in 1988 as a non-profit organization. Widely known as the “Premier Hispanic Organization,” NSHMBA serves 32 chapters and over 8,000 members in the U.S. and Puerto Rico. For further information about NSHMBA, visit the organization’s web site at www.nshmba.org

HR Tampa professionals participated and helped NSHMBA participants to hone their interviewing skills and edit their resumes. HR Tampa members assisted with Mock Interview sessions, structured in 15-minute rounds. Additionally, the Resume Critiques portion was extremely well received and well attended. The Career Management Event included opportunities for NSHMBA members to participate in:

- Mock Interview Sessions
- Resume Critique Panels
- Networking 101 Workshops
- Career Fair Strategies Presentations
- Selling Your Value Statement Clinics



Tampa Bay Metro Business Leaders’ Network

The HR Tampa’s Diversity Committee attended the Tampa Bay Metro Business Leaders’ Network (BLN) meeting at the SunTrust Bank. Leslie Wilson, President and CEO from Wilson Resources, Inc., presented on the topic “Is Your Company Disability Friendly?”

Also discussed was a new certification tool which was developed by Business for Business, a Cooperative Project of the Miami-Dade and First Coast and the National Certification and Training Center (WRI), a Division of Wilson Resources, Inc. The purpose of this certification is to recognize businesses for their outstanding efforts to include and meet the needs of employees and customers with disabilities. The Certification program is supported by the HR Florida.

Recruiter Network Group of Tampa Bay – Diversity Meeting

HR Tampa Diversity Committee members attended a Recruiter Network Group of Tampa session where Joel Howell, a diversity leader at PricewaterhouseCoopers, provided a wonderful discussion on the best practices from a recruiting perspective covering Diversity Strategy, Dimensions of Diversity, Diversity Best Practices and Diversity Change Management Initiatives.

Tampa Bay Diversity Council

Some of the Tampa Bay Diversity Council meetings were attended by the HR Tampa Diversity committee members. At one of the meetings, the success of the Young Women's Symposium was discussed and Laurie Holloway from Grow Financial was identified as the Committee Chair for the 2011 Young Women's Symposium. In addition, the date of the annual Florida Diversity Council conference was announced: January 14, 2011 at UCF.

At another Tampa Bay Diversity Council meeting, Bonnie Monych, author of *Get Your Shift Together*, gave a presentation on generational diversity and the four different generations currently in the workplace.

The Power of Women Network Forum

The Tampa Bay NAAHR (National Association of African Americans in Human Resources) and the Fifth Third Bank presented the Power of Women Networking Spring Forum earlier this year. HR Tampa Diversity Committee members attended the event which featured a professional business women discussion panel. Additionally, Diversity Committee members reached out and attended several of the Tampa Bay NAAHR chapter meetings.



2010 Tampa Bay Young Women's Leadership Symposium

Earlier this year, HR Tampa's Diversity Committee members volunteered at the 2010 Tampa Bay Young Women's Leadership Symposium. Approximately 130 young future female leaders attended and HR Tampa members participated as event coaches and shared their experiences, success and insight throughout the day. The Diversity Committee looks forward to participating in next year's event to help positively influence our next generation of leaders.

WELCOME NEW MEMBERS & GUESTS!



Name	Certification	Company	Title
Silvia Robinson		Sunflowerfolios Company Inc	
Jamie Lombardi	SPHR	Chase	HR Manager
Christine Hayes	SPHR	WellCare Health Plans	Director, Human Resources
John Evangelista		SPX Corporation	Vice President Human Resources
Mike Berschauer			
Todd McCullough	PHR		HR Professional
Jenice Armstead			

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 greet guests and new members at the monthly meetings. If interested, please contact Jill Conklin, PHR at hrtampamembership@yahoo.com



Jill Conklin, PHR,
Membership Director

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WELCOME

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.



DONATIONS: Boxes of Joy

Every year, we seek to make a difference in our community and last year we gave to Metropolitan Ministries through donations and volunteer efforts onsite. Because we were successful in making a positive impact, we are asking for our HR Tampa members to get involved once again. Metropolitan Ministries has a "Boxes of Hope" and "Boxes of Joy" programs and they are asking for us to touch a minimum of 25 families this year. Please see the flyers for more information. Monetary donations are welcome. The amount will be given to Metropolitan Ministries to purchase items needed for the families. We will collect donations at the monthly meetings for the rest of the year.

In addition, HR Tampa plans to participate in the "Holiday Tent" event with your support. We are hoping for a huge group of our members to volunteer a day of their time to help with the Holiday Tent event. More information coming soon.

FYI-Metropolitan Ministries has an "Inside the Box Constructive Catering" Program where they offer Executive Box Lunches for businesses and all proceeds go to assisting all of the programs at Metropolitan Ministries. See the link attached.

<http://www.metromin.org/whatwedo/inside-the-box-catering.aspx>

Be Someone's Angel.



OUR HOPE
of + RSH

(DUQ-RXU LQJV RUJ

(DUQ-RXUZ LQJV

Our neighbors are hurting and in search of hope. They need your donated food, financial support and prayers. A Box of Hope provides a nutritious holiday meal for a family of four who may otherwise be without food. Thank you for your compassion to help change lives.

+ RWD IRRG GRQDMRQ GULYH

1. Contact 813.209.1034 to host a Drive or log on to metromin.org to donate.

2. Collect all the items below for a full Box of Hope.
(Bold items are needed most)

- | | |
|--|--|
| ☐ turkey or gift certificates | ☐ 1 bag or box of stuffing mix |
| ☐ 1 box of cereal (hot or cold) | ☐ 1 can or box of potatoes |
| ☐ 1 can of fruit | ☐ 3 cans of black beans |
| ☐ 1 loaf of fresh bread | ☐ 2 cans of cranberry sauce |
| ☐ 4 cans of vegetables | ☐ 1 can or packet of gravy |
| ☐ 2 cans of yams | ☐ 1 box of dessert mix |
| ☐ 1 bag or box of dry beans | ☐ 1 package of cookies or pastries |
| ☐ 1 bag of rice | ☐ 1 family box of Jell-O or pudding |

+ RQGD IGRQDMRQ DQG GLVMLEXMRQ GDMV

(Accepting Holiday Donations November 2-December 24 8:30am-1:30pm on Sat, 10am-1:30pm Sun)

Thanksgiving Distribution Nov 18-24

Christmas Distribution Dec 14-24

Additional drop off and holiday centers available in Hillsborough, Eastern Hillsborough, Pinellas, and Pasco counties. For specific hours of operation and locations, call 813.209.1000 or visit metroin.org

21000 Florida Ave. Tampa, FL 33612

& RP SDMLRQ \$ FMRQ

+ RQGD I3DUQHUV

(Accepting donations and serving clients)

Pasco County Holiday
Joining Hands Community Mission
3214 Highway 19 N. Holiday, FL 34691
813.931.3218
joininghandsmission.org

Pinellas County Pinellas Park
(St. Petersburg)
Taking it to the Streets Ministries
3204 4th St. N. Pinellas Park, FL 33781
813.444.4444
takingittothestreets.org

Eastern Hillsborough Brandon
First Baptist Church of Brandon
2100 North Carson's Ave. Brandon, FL 33510
813.89.1204
fbcbrandon.org

Compassion + ACTION
METROPOLITAN MINISTRIES COMMUNITY OUTREACH

METROPOLITAN MINISTRIES
HOPE LIVES HERE

Lori Goldsmith, SPHR, GPHR, is the HR Florida Certification Director. Many of you know Lori well since she is a member of HR Tampa and was previously the HR Tampa Certification Director. Lori provided us with a synopsis of a white paper that reflects the value of being PHR/SPHR/GPHR certified. So, instead of rewriting her beautifully written summary, we're sharing her work with you. If there was any doubt as to your need for certification, this may sway you to start the preparation to become certified.

The Value of HR Certification Around the World

HRCI's recent release of this study is for every leader and HR professional. Approximately 1600 HR professionals in 37 countries worldwide participated in the study. The purpose of the study was to explore awareness, perceptions and value of HR and other professional certifications, certificates and degree programs by organizations of varying sizes, from within the U.S. and outside of the United States.

Some of the key findings include:

- 97% of respondents believe it is important for people in HR to be professionally certified.
- 62% of U.S. employers and 82% of outside-of-U.S.-employer respondents consider professionally certified employees to have a strong impact on a company's profitability.
- Most professionals and employers feel that the demand for professional certification in the HR field will grow in the next three to five years.
- With the exception of price, on nine out of ten dimensions, professional certification outscores almost all credentials. The value of professional certification outweighs its costs, while certificate programs are considered less valuable for the money spent.
- HR employee's rate professional HR certification as being very highly valued because it reflects the practical and professional experience of the certified HR professionals along with a commitment to lifelong learning and helps with career advancement.
- Recertification is valued for keeping knowledge current and skills sharp while enhancing the relevancy and validity of the professional certification process.

Link to the full white paper:

http://www.hrci.org/uploadedFiles/Content/Certification/Why_Certification/VOCWhitePaper.pdf

Thanks, Lori, for providing the content for this month's Certification content!

If this doesn't convince you to get the initials that reflect your professional acumen, knowledge, and dedication to continuing professional development, consider one last point. I am recruiting for two HR Managers at two high performing organizations. Both organizations require (not prefer) their HR Managers to be PHR, SPHR, or GPHR certified.

The next exam window is Dec-Jan. Now is the time to crack open the books, get studying, and register for the exam.

Sending well wishes to all of you currently learning the exam content; good luck to those in our HR Tampa Study Group (and what fabulous HR professionals you are) and to all those learning the content in the many study programs/systems you are using.



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.
January and February 2011 Meetings SOLD!**

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.

**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

The Background Investigator

YOUR INFORMATION RESOURCE

The Background Investigator • PMB 1007 Box 10001 • Saipan • MP • 96950 • Ph: 866-909-6678 • Fax: 866-909-6679



The First Pre-employment Screening Conference for HR Professionals

\$99 for SHRM TAMPA members, including cocktail and all educational sessions (valued at \$365).

Celebrity Keynote Speaker Joe Calloway to speak on the Secrets to Innovative Service - NOT TO BE MISSED

Sheraton Sand Key, Clearwater Florida

November 7-10, 2010

Conference Information Hot Line - 866-374-3904

www.thebackgroundinvestigator.com

phyllisn@search4crime.com

Conference Highlights

- Learn how pre-employment screening works
- A chance to meet the leaders of the pre-employment screening industry
- Variety of International speakers
- Exceptional networking opportunities
- Joint cocktail and luncheons with the 8th Annual Pre-employment Screeners conference
- Fantastic conference location
- Excellent value for money

Conference Agenda 2010

Sunday, November 7

5:00 PM Registration

7:00 PM Cocktail Reception

Day 1: Monday, November 8

7:45 AM Registration

8:00 AM Continental Breakfast

9:00 AM Welcome to the 6th Annual Conference

9:15 AM Crimes, Criminal, and False Credentials, Safe Hiring and Pre-Employment Screening

10:45 AM Coffee Break

11:00 AM Keynote speaker - Joe Calloway - Secrets to Innovative service

12:00 PM Lunch

1:30 PM Ding Happens! How to Quickly Make The Most of Whatever Life Throws At You, Keynote

3:00 PM Coffee Break

3:30 PM Crimes, Criminal, and False Credentials, Safe Hiring and Pre-Employment Screening, continues

5:30 PM Exhibit Hall Showcase, Hors d'oeuvres

Day 2: Tuesday, November 9

8:00 AM Continental Breakfast

9:15 AM Using Facebook, MySpace, and Other Social Networks for Pre-Employment Screening

10:30 AM Coffee Break

10:45 AM FCRA 101, FCRA Applications in Real Life Situations

11:45 AM 5 Core Principles to Increase the ROI for Your Pre-Employment Background Check Results

12:30 PM Lunch

1:30 PM Applicant Tracking Systems

2:30 PM Academic and Job History Verifications

3:30 PM Coffee Break

3:45 PM What's Up Internationally, Steven Brownstein

4:45 PM How Can I Improve My Background Screening Process

5:30 PM CAUSE Certification, Lucia Bone

6:00 PM Exhibit Hall Showcase, Hors d'oeuvres

Day 3: Wednesday, November 10

8:00 AM Continental Breakfast

8:45 AM The Safe Hiring Mock Trial

11:15 AM Closing Remarks

2010 Board of Directors

OFFICERS

President Lisa Murfield, MBA, SPHR, GPHR murfieldld@yahoo.com	President-Elect David Steffen, Esq. dsteffen@constangy.com	Secretary Lynnette Holsinger, SPHR lynnetteh@naturecoastems.org	Treasurer Inass Riyad, MS, SPHR, GPHR inass.riyad@att.net	Immediate Past President/ Foundation Director Iggy Garcia, Esq. ignacio.garcia@ogletreedeakins.com
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DIRECTORS

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