

The Official Newsletter of HR Tampa

Dancing With The Feds: Dealing with onsite investigations.

July Sponsor



August Sponsor



Join us as we look at why the DOL and EEOC conduct audits, how to prevent such audits and what information to provide when the EEOC and DOL audit your company. The presentation will also examine how to allow witness interviews to be conducted by the EEOC and DOL and when to allow the EEOC and DOL on to your worksite to conduct witness interviews and review documents, and how to limit such once they are on site.

- **Location: Centre Club**
123 S. Westshore Blvd
Tampa, FL 33609
- **Date: Wednesday, July 20, 2011**
- **Time: 7:30 am**



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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IGNACIO GARCIA
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.



Bio:

Mr. Garcia provides counseling and litigation services on employment and equal employment opportunity issues. He advises clients on matters under Title VII, the ADEA, the ADA, and other federal and state employment laws. He represents employers and management in employment discrimination and wrongful discharge cases, among others. Mr. Garcia was also voted on to Florida Trend magazine's "Florida Legal Elite Up and Coming Attorneys" list, as well as Florida Super Lawyers magazine's "Rising Stars" list.

In addition to counseling clients on employment issues, Mr. Garcia handles the following:

- Litigates employment law cases in state and federal courts and before administrative agencies
- Briefs employment issues on appeal in state and federal courts
- Has successfully achieved summary judgment in several race, national origin, gender, sex, and age discrimination claims
- Provides employer training, lectures and seminars on various employment topics in both English and Spanish
- Has successfully achieved no-cause determinations in various sex, age, and national origin discrimination claims
- Represents employers in various restrictive covenant matters

Education:

J.D., Florida State University College of Law, 2000 (Member, Land Use and Environmental Law Journal; Member, Moot Court; Member, Mock Trial Team) B.S., magna cum laude, Florida State University, 1997

Admitted to Practice:

Florida

U.S. District Court, Federal District

U.S. District Court, Northern, Southern and Middle Districts of Florida

Activities:

Florida Bar Association, Tampa Bay Hispanic Bar Association, Hillsborough County Bar Association

Wal-Mart v. Dukes: Supreme Court Rejects Nationwide Class Action

Author: Caren Skversky
Constangy, Brooks & Smith, LLP

On June 20, 2011, the U.S. Supreme Court issued its decision in *Wal-Mart v. Dukes*, a highly followed sex discrimination case brought under Title VII of the Civil Rights Act of 1964. In sum, the Court affirmed that members of a putative class must have enough in common with each other that it makes sense to treat them as “one” for purposes of the litigation. The Court also said that individualized claims for relief, including monetary damages and injunctions, must proceed under rules that allow putative class members to “opt out” and that provide procedural safeguards for defendants. The Supreme Court’s decision appears to be a victory for employers, as it effectively will make it more difficult for plaintiffs to bring class claims. This should serve not only to reduce the number of class action claims, but should also significantly reduce the “leverage” that plaintiffs have traditionally been able to exert, often pressuring employers to agree to large settlements to avoid financial devastation.

Case Background

The *Dukes* case was appealed to the Supreme Court from a decision from the U.S. Court of Appeals for the Ninth Circuit. The Ninth Circuit had affirmed certification of a nationwide class consisting of roughly 1.5 million women who were current or former employees of Wal-Mart. Although Wal-Mart had policies prohibiting sex discrimination, the company allowed most employment decisions to be made by local management. Among other things, the plaintiffs alleged that this “delegation of authority” tended to prevent women from advancing in the organization as quickly or far as their male counterparts. However, according to Justice Antonin Scalia, who wrote for the 5-4 majority, the lawsuit would have involved the challenge of more than a million discrete employment decisions made by thousands of managers at local levels. The procedural rules governing class actions require, among other things, that the class members share “common questions of law or fact.” The majority, consisting of Scalia, Chief Justice John Roberts, and Justices Samuel Alito, Anthony Kennedy, and Clarence Thomas, found that there was no “commonality” among the members of the putative class. “Without some glue holding the alleged reasons for all those decisions together,” Scalia said, “it will be impossible to say that examination of all the class members’ claims for relief will produce a common answer to the crucial question of why I was disfavored.”

In addition, the Court said that the Ninth Circuit improperly applied to the case a procedural rule that would allow damages claims to be calculated for the entire class more or less “automatically,” according to a formula. According to Justice Scalia, another rule, which allows putative plaintiffs to “opt out” of the class and allows the defendant to present defenses tailored to the claims, should apply instead. Notably, Justice Ruth Bader Ginsburg, joined by Justices Stephen Breyer, Elena Kagan, and Sonia Sotomayor, agreed with this portion of the majority opinion, making it unanimous. (These justices did dissent from the “commonality” portion of the decision, however.)

Reaction from Employees

Not surprisingly, the *Dukes* decision was not well received by everyone. Employee and womens’ rights advocates have already been showing support for legislation to overturn key elements of the *Dukes* decision, a strategy that has succeeded in the past on issues like back pay, disparate-impact law and the scope of coverage of the Americans with Disabilities Act (ADA). Marcia D. Greenberger, Founder and Co-President of the National Women’s Law Center (NWLC), issued a statement that this “devastating decision undoing the rights of millions of women across the country to come together and hold their employers accountable for their discriminatory practices” has “set back efforts by a large group of women who have been fighting for ten years to challenge the discrimination they described in receiving lower pay and fewer promotions — even when the women had higher performance ratings than their male counterparts.” She continued that beyond this case and these plaintiffs, the ruling “undermines the very purposes of the class action mechanism and is tantamount to closing the courthouse door on millions of women who cannot vindicate their rights one person at a time.”

Members of Congress have spoken out on what they perceive to be the ramifications of the *Dukes* decision as well. Representative Nancy Pelosi and other House Democrats also reacted strongly to the opinion and vowed to take action. Indeed, as Greenberger states, “Congress must do all it can to ensure that this decision does not stand, including by passing the Paycheck Fairness Act. The women of Wal-Mart — and women everywhere — must have a real chance to gain equal pay and a fairer workplace.”

The Effect of *Dukes* on Employers

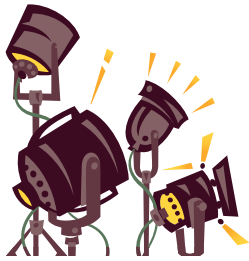
While the *Dukes* decision is welcome for employers, a few cautions are worthy of discussion. As a preliminary matter, the Supreme Court did not rule on the merits of the plaintiffs’ claims, so Wal-Mart may face thousands of individual or multiple-plaintiff lawsuits alleging that a particular manager or supervisor discriminated against women, and the plaintiffs may still prevail. Second, although the majority affirmed the delegation of decision making authority to local management, employers will want to make sure that their policies, procedures, and related materials prohibit the use of impermissible considerations and that local management is adequately trained about their equal employment opportunity obligations. Third, the “commonality” portion of the ruling could be overruled depending on the outcome of the 2012 presidential election and who appoints the next Supreme Court justice. Employers should also be aware that they remain vulnerable to class litigation if the plaintiffs can identify a *common* policy or practice that results in discrimination.

Cherie L. Silberman

Cherie is an attorney with Constangy, Brooks & Smith, LLP. Cherie represents employers in all areas of employment law and focuses her practice in the area of employment litigation. She can be reached at csilberman@constangy.com

Debbie Dube,
 MS, SPHR,
 Legislation Director





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 Diversity Director Ana Swiger for details, aswiger@travelers.com



Ana Swiger,
Director of Diversity

July Diversity Spotlight



By: Paul Reed
Administrative Coordinator

Morning Star School in Tampa has been a school focused on inclusion and serving underserved populations of children with disabilities since the school began in 1958.

Morning Star School is a non-profit school that opened its doors with a mission to provide specialized education for children with physical disabilities. In the mid-1960's, the needs of the community began to change from the physically impaired child to that of the educable mentally handicapped youngster. Morning Star School adapted to meet the changing needs of families in the Tampa Bay community. During this time, Morning Star relocated and built a new school adjacent to Most Holy Redeemer Catholic School. This was done so that Morning Star School students would have a greater opportunity to interact with non-handicapped children.

As educational services for the mentally handicapped population became more accessible in the public school system, the demand for services for children with learning disabilities increased. Since the mid-1970's, Morning Star School has been educating elementary to junior-high age children with learning disabilities and related difficulties. Children from families living in Hillsborough, Pinellas and Pasco Counties attend Morning Star School in Tampa. Parents work closely with the Morning Star School team to ensure that their children receive the type of specialized, caring education they need to achieve greater success in their lives. To help students transition into a more traditional high school setting, Morning Star School students have the opportunity to participate in educational, social and sport-related activities with their peers at Most Holy Redeemer Catholic School. Due to the proven approach utilized by Morning Star School, approximately 95% of the school's junior high graduates earn their high school diplomas, with some going on to attend college.

Morning Star School offers a full academic program in a caring environment. Although Morning Star School is a Catholic Diocesan school, its mission is to serve children with disabilities regardless of faith, ethnicity or socioeconomic status. Approximately 60% of students are Catholic and 40% are non-Catholic. In recent years, the student population has shifted significantly. The number of female students has increased each year and now comprises almost 40% of the total student body. In terms of ethnicity, the student population has a growing number of minorities and is quite diverse. Approximately 50% of students are from minority ethnic groups: 31% Hispanic, 8% Asian, 7% African American, and 4% multi-racial.

The Diocesan School and Morning Star School leadership come from diverse backgrounds and bring multiple talents and experiences to benefit the children and families we serve. Special Education instructors, a Licensed Guidance Counselor and a dedicated administrative staff team work together with parents and other service providers, such as speech and occupational therapists, to meet the academic, psychological, emotional, physical and spiritual needs of each child. Children attend small classes (10-12 students) where they build upon their individual strengths. Students learn how to compensate for their specific disabilities and become

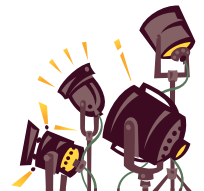
advocates for themselves. These children develop the understanding that they are unique and valued. They are sensitive to the needs of others and become actively involved in service projects designed to help others in our community.

The teachers at Morning Star School are Special Education Instructors. They formulate an Educational Information Plan (EIP) for each student and use a variety of instructional strategies and approaches to meet each student's unique individual needs. Every activity included in the school program is structured as a learning experience. One-on-one teaching, small group education, and school-wide initiatives are used in conjunction with manipulatives, role playing, class discussions, cooperative learning groups, assistive technology, audio-visual materials, and other techniques to provide an effective learning experience.

Morning Star students experience a wide variety of disabilities and exceptionalities that make it more difficult for them to process and/or retain what they learn, and more difficult for them to communicate with others. The types of disabilities and related learning difficulties represented within the school are diverse and include/ have included such conditions as:

- Specific Learning Disabilities:
 - Dyslexia – difficulty processing language
 - Dyscalculia – difficulty with math
 - Dysgraphia – difficulty with writing
 - Dyspraxia (Sensory Integration Disorder) – difficulty with fine motor skills
 - Auditory Processing Disorder – difficulty hearing differences between sounds
 - Visual Processing Disorder – difficulty interpreting visual information
- Attention Deficit Disorder (ADD)/Attention Deficit Hyperactivity Disorder (ADHD)
- Speech Impairments
- Specific Language Impairment (SLI), a developmental language disorder
- Asperger's Syndrome
- Developmentally Delayed
- Emotionally Handicapped
- Mild Intellectual Disorders
- Visual Impairments
- Deaf or Hard of Hearing
- High Functioning Autistic
- Pervasive Development Disorders
- Sensory Integration Disorder

The Morning Star School family is a closely knit one. We strive to live up to our motto: "Morning Star School – A safe and caring school where each student is valued and his or her uniqueness is celebrated."





DIRECTOR OF CORPORATE RELATIONS

The College Relations Committee is looking for a volunteer “Director of Corporate Relations” who will contact and coordinate hosts and speakers for the College Relations Chapter meetings. In this position, you will identify various topics of interest to student chapter members, invite hosts/speakers to present, send a confirmation letter with the time, date, topic and directions to the host location, and send thank-you notes to the host/speaker after the event. You will also generate a host/speaker calendar and maintain a host/speaker database to keep track of past hosts/speakers and topics.

We currently have a list of potential hosts and speakers that will be a great starting place. If you like to talk to people, if you like to learn about new companies and organizations, you’d be perfect for this position! Please contact Sue Styx., Director College Relations, ssstyx@hinshawlaw.com for more information.

Sue Styx
College Relations
Director



Workforce Readiness

Workforce Readiness Needs You

The success of the Workforce Readiness Intern program depends on the generosity of our sponsors. If you or your organization would be interested in getting involved by donating toward our scholarship fund, or if you are a HR Professional who would be interested in giving the students a tour of your HR department and discuss your role, please contact Cheryl Brown at (813) 414-6215 or cheryl.brown@gtefcu.org or Rachel Salley at (609) 851-0370 or rachel.salley@gmail.com.

Workforce Readiness is thrilled and privileged to work with our high school community! This is one of the ways your membership is giving back, so thank you!!



Cheryl Brown,
MBA, PHR
Workforce Readiness
Co-Director



Rachel Salley, SPHR
Workforce Readiness
Co-Director

Have Breakfast or Dinner On Us!

By referring a NEW member to HR Tampa who successfully joins, you will be eligible to have a meal on us! * E-mail hrtampamembership@yahoo.com with your name and the person who you referred or have them add your name in the referral box when they sign up!

*Premium members will eligible to bring a guest for a breakfast or dinner meeting on us!



Jill Conklin, PHR,
Membership C0-Director



Layla Jamil, PHR
Membership C0-Director

Reminder from the Membership Co-Directors:

Please keep your profile current at all times including your SHRM information. We are presently looking for Ambassadors to greet guests and new members at the monthly meetings. If interested, please contact Jill Conklin or Layla Jamil at hrtampamembership@yahoo.com.

We wish everyone a successful year and please do not hesitate to contact us with any questions.

HR Florida

HR FLORIDA 2011 CONFERENCE & EXPO

August 29 - 31, 2011

Keynote Speakers



Tony Hsieh
CEO, Zappos.com



Lisa Ling
Acclaimed Journalist on
Oprah and CNN



Daniel Pink
Author of *Drive* and *A Whole New Mind*

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Program Tracks

- Employee / Labor Relations
- Strategic Management
- Workforce Planning
- Risk Management
- HR Development
- Compliance

2011 offers more HRCI credits than ever up to **14 HR Certification Institute Credits**



Name	Certification	Company	Title
Paul Brunelle			
Paula Rodriguez	SPHR	ResCare-WorkForce Tampa Career Center	ReEmployment Services Manager
Kimberly Whitehead			
Michael Summers	SPHR	PSCU Financial Services	
Cynthia May		Greenberg Traurig	
Robert Myers		Gallagher Benefit Services	

Congratulations!



Chris Greene was recognized as the "2011 Hero Award" recipient for her outstanding contributions to the WCFHCRA (West Central Florida Healthcare Recruiters Association) group. According to Julie Brooks, Human Resources-Manatee Memorial Hospital, "She has been a tireless worker who has gone above and beyond to assist our recruiters association. She volunteered to assist with speakers, meeting locations and various other projects when others did not respond to our request. The contributions she has made to the group have been invaluable and we do not know what we would have done without her. She is a true servant with a humble spirit and a heart of gold. We recognize how lucky we are to have her as part of our association and our community."

Julie Lewandowski, CHCR, Employment Coordinator – Helen Ellis Memorial Hospital & Chris Greene, Account Manager, Shaker Recruitment Advertising & Communications



Cheryl Brown,

Just selected as a finalist for the Tampa Bay Business Journal's 2011 Business Woman of the Year Awards.

Member News Cont.

We Want To Know

Did you win an award?

Any personal accomplishments?

Any major events?

Are you retiring?

We would like to share information about our members who deserve some recognition. Please contact Maureen Stanton at mstanton@lazydays.com to share your accomplishments.



Maureen Stanton
Communications
Director

HR FLORIDA 2011 CONFERENCE & EXPO

August 29 - 31, 2011

Rosen Shingle Creek, Orlando, FL

www.hrfloridaconference.org

Conference Discount Rate Ends May 1st

It is not too late to get the discount rate of \$520 - \$175 off the Walk-In registration

Five Masters Series Speakers



Heather Keller, Ph.D., *Examining Cultural Differences*

The workplace is global, communities are multicultural, learning how to effectively interact with people from diverse backgrounds is imperative. Heather explores differences in behaviors, values, and attitudes, across cultures, including Asia, Africa, Europe, the Middle East, and the Americas.

Ron Pilenzo, Ph.D., *A New Paradigm for HR*

Ron will demonstrate how to make a business case for moving the profession to the next level by using a building block approach in analyzing the need for a new HR paradigm.

Naomi Bloom, *HR Technology to Drive Business Results*

Organizations need to achieve business results, HR leaders must help lead that effort -- Naomi will introduce an approach to tie business outcomes, to the people side of the business all supported by the HR management delivery system and HR technology.

Kathryn Davanzo, SPHR, *The Leadership Point of View*

The evolution of leadership development is structured around activities and experiences that identify and strengthen a person's unique leadership skills. Learn how a one-size-fits-all leadership program will give way to the more effective individualized process of inquiry, articulation, and competency.

Dr. Robert Robertson, *The New China*

China the world's largest economy, again. Robert explores the impact of China's growth on the United States and identifies issues and on global human resource management.

Exceptional Conference Programs

Tracks for Senior and new HR Professionals

Program Tracks

- Employee / Labor Relations
- Strategic Management
- Workforce Planning
- Risk Management
- HR Development
- Compliance
-

2011 offers more HRCI credits than ever up to **14 HR Certification Institute Credits**

Rosen Shingle Creek



Rooms still available at the beautiful resort for only \$136 with free self parking

Register now for the 2011 Conference and Rosen Shingle Creek resort at www.hrfloridaconference.org



HR SUPER HERO VOLUNTEER OPPORTUNITIES

Would you like to become more involved with HR Tampa?

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

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 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 p.

For more information, please contact Shaun Androff at shaun@hiregy.com or at 813-767-9974.

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 Patricia Sullivan at 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 Susan Styx at sstyx@hinshawlaw.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 monthly basis at a time that is convenient for most 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 Ana Swiger at aswiger@travelers.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 or Layla Jamil to find out more at hrtampamembership@yahoo.com.

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 worthwhile cause; HR Tampa truly believes in the Foundation's efforts and is one of the leading chapter's in the Nation for contributions.

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

For more information, please contact Lisa Murfield at murfieldld@yahoo.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 cheryl.brown@gtefcu.org (or 813-414-6215) and Rachel Salley at rachel.salley@gmail.com (or 813-321-1416).



HR FLORIDA 2011 CONFERENCE & EXPO

August 29 - 31, 2011

Each year, HR Florida's Conference & Expo is made possible by volunteers. The conference is run entirely by a dedicated group of volunteers. Unfortunately, we are not able to offer discounts to the conference; however, it is a great opportunity to network with your fellow HR colleagues and form lifelong relationships. If you are interested in being part of this fun and dynamic team, you can register to volunteer online at <http://www.hrflorida.org/displayemailforms.cfm?emailformnbr=103652> and follow the links. You may volunteer in more than one target area and for multiple shifts as well. We appreciate your participation in making this year's event a success. As a token of our gratitude, volunteers are provided with an appreciation gift.

For more information or to volunteer, please contact Barbara Matsumoto, Volunteer Coordinator at Volunteers@hrflorida.org

Conference Orientation

First-time conference attendees: Don't miss this session! You've invested your time and money, now it's time to make the most of it! The HR conference of your dreams is closer than you think!

Join this session to find out how you can make the most of every conference day!

Sunday, August 28, 2011

4:30 pm – 5:30 pm

Wekiwa 6

1. Discover all the conference has to offer.
2. Create a format that fits your personal and professional needs.
3. Design a plan of action to make the most of your conference experience.

ADVANCING the HR PROFESSIONAL

The Spring HR Tampa PHR/SPHR Study Group was a learning experience for several Chapter members and provided a way to connect with other HR professionals in a small classroom setting. Facilitating this group of motivated and passionate HR professionals was a joy, as we all focused on content of the SHRM's body of knowledge for three months. Because of the time, efforts, energies, and dedication of the participants and the volunteers who facilitated classes, and thanks to DeVry University, several HR Tampa members will be positively impacting their organizations as they use the knowledge and skills gained in this safe and fast-paced learning environment.

First, to our volunteers -

Because of the talents, experience, expertise, and skills of these 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:

Jenni Stone, MSHRM, PHR
David Steffen, Esq.
Barbara Matsumoto, SPHR
David Pearson, Esq.
Richard Daniel, MA, SPHR
Phillip Russell, Esq.
Kim Campbell, PhD, SPHR
Richard Daniel, MA, SPHR

To our study group participants -

There were 12 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, giving up 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. Some of the study group members were not sitting for an exam, but were using this as a professional development tool. Congratulations to each person who came out with the objective of learning a comprehensive body of knowledge.

There were also some participants who thought they were going to be sitting for an exam, but then realized they were unable to prioritize this at this time, and decided to continue to study now, with the goal of sitting later. It was great to see this commitment, and I am confident employers throughout the community are benefiting from the knowledge learned through the readings, exercises, and preparation!

"Life is a perfect adventure, a game that cannot be won or lost, only played." (IPEC) And, you came 'to play' each week. Thank you for providing the facilitators and the other participants all you offered us!

To our newly certified PHR/SPHR members -

Congratulations, ladies and gentlemen! We hope you find 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 HR Tampa members:

Carol Brinch, SPHR
Lorri Kindberg, SPHR
Sonja Rosario, PHR
Andrea Washburn, PHR
Michael Wilson, PHR
Marlene McAfee, PHR

To DeVry University -

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



Do YOU Have a New Certification?

If you are newly certified, please let us know. We would be delighted to add your name and designation to the HR Tampa website. Please write certification at certificationhrtampa@yahoo.com.

FALL Study Group

If you have been thinking about sitting for the exam in the December/January testing window, it is time to start your prep work. The HR Tampa Study Group will meet on Thursday nights for 12 weeks starting September 1. If you'd like to attend, please register online in the HR Tampa website calendar. For questions, please write Patti Sullivan, Director of Certification) certificationhrtampa@yahoo.com.

Patricia Sullivan,
MSBA, SPHR, CEC,
Certification Director



SHRM[®] Foundation

Investing in the Future of HR

Thank you for making the difference for the SHRM Foundation!

At the June 15th dinner meeting we drew the names of four lucky winners who invested in the SHRM Foundation and their professional development. Elizabeth Johnson, Jan Tinder, Rosanna Matucan-Carson and Michele Pryor each won a full-conference registration to the HR Florida Conference and Expo! Congratulations! A huge thank you goes out to all of you who purchased raffle tickets and helped us raise over \$600 for the SHRM Foundation!

For those of you pursuing a degree or certification, the SHRM Foundation is offering \$2,000 academic and \$750 certification scholarships to those who are members of SHRM. This is a wonderful opportunity for human resource professionals. The application process is online at <http://sapphire.shrm.org/Scholarships/Default.aspx>. The scholarship applications will be evaluated according to the following criteria:

- Work experience/progression (HR involvement and future career plans)
- Volunteer activity (SHRM experience preferred, but not required)
- Financial need

The deadline for submissions is July 15, 2011. I strongly encourage you to invest in yourself and apply for an academic or certification scholarship today!

Through the generous funding of HR professionals at HR Tampa, the SHRM Foundation conducts research on important topics affecting human resources. They are available for **FREE** at <http://www.shrm.org/about/foundation/Pages/default.aspx>.

Finally, HR Tampa was recently honored by the SHRM Foundation for our 2010 initiative. We received the Chapter Champion designation for donating over \$2,500 to the SHRM Foundation. Due to the generosity of our membership, HR Tampa was able to contribute \$3,022! Thank you again for your support of the SHRM Foundation.

See you at the July meeting!



Lisa Murfield,
MBA, SPHR, GPHR
Immediate Past President/
Foundation Director HR Tampa

IT'S A GREAT TIME TO JOIN HR TAMPA

Choose your level of membership

PREMIUM Membership \$275

Dues plus all regular monthly meeting costs inclusive - a value of over \$505 (\$100 is applied towards annual operating costs). This premium membership status allows access to the HR Tampa Website, Directory, Newsletter, Free Job Postings for your company and ALL Monthly Meetings and most Special Events included per year.

BASIC Membership \$100

Dues Only - Meeting Fees and Events Paid Separately. This standard membership status allows access to HR Tampa Website, Directory, Newsletter, Free Job Postings for your company, and ALL Monthly Meetings and Special Events on a pay-per-use basis.

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Please designate HR Tampa as your local chapter (#074) when joining SHRM.

HR Tampa is committed to bringing you the most meaningful programs to supplement and enhance your HR knowledge and have fun at the same time. We hope you choose to be a part of one of Florida's largest and most active chapters.

The success of the National Society for Human Resource Management (SHRM) depends on local chapters. Our HR Tampa chapter depends upon your membership. Joining HR Tampa is an excellent way to be involved. Our chapter services/programs will benefit you in several ways:

- Regular monthly breakfast and dinner meetings featuring expert speakers on current pertinent human resource topics (many meetings qualify for HRCI credits) generally held the 3rd Wednesday of the month.
- Keep current with HR developments, trends, position openings, and events etc. on our website
- Networking with over 400 local HR Tampa members
- Free study group (for active Basic & Premium paid members) for PHR/SPHR certification
- Monthly electronic newsletter featuring legislative updates, local HR news and events
- Joint diversity meeting with the Pinellas chapter providing further professional development and networking opportunities
- Association with professional HR industry focused vendors
- Assistance in HR internship programs and finding candidates
- Professional Mentor programs for college students
- Access for your company to advertise open HR positions on our Job Board for Free or discounted rate (\$100 cost per posting for non-members).
- Volunteer opportunities in the community in your profession
- Special Events, Conferences, and Expos to earn continuing education credits
- Reduced rates at the annual FL State Conference

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Our chapter receives additional quarterly funding from the SHRM Chapter Financial Support Program for each member who joins our chapter. This allows us to bring a higher quality of events and services to our members. Annual dues for the National SHRM membership are approximately \$160. National SHRM regularly has \$145 dues specials for first-time members. You can complete your membership application with SHRM on-line and automatically receive a membership number. Please designate HR Tampa as your local chapter when joining SHRM.

2011 Sponsorship Opportunities

2011 MONTHLY MEETING SPONSORSHIP

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.

EXPO – November 2nd... Sponsors can now sign up.

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

OTHER GREAT SPONSORSHIPS ALSO AVAILABLE!

- College Relations – contact Susan Styx - sstyx@hinshawlaw.com
- Membership – contact Jill Conklin or Layla Jamil - hrtampamembership@yahoo.com
- Workforce Readiness – contact Cheryl Brown - Cheryl.brown@gtefcu.org or
Rachel Salley-rachel.salley@gmail.com



Chris Greene
Non-Dues Revenue Director



2011 HR Tampa Expo Sponsorship Packages

**Location: ALA CARTE EVENT PAVILION,
4050 Dana Shores Drive Tampa, FL 33634**

Wednesday, November 2, 2011 • 7:30am – 4:30pm



(1) Platinum Sponsor - \$3,025 Early Bird 8/31/11 \$2,525)

- One (1) booth in expo hall and general session area 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
- Four (4) full Conference Registrations including lunch
- Logo in 3 or 4 Tampa Tribune Conference advertisements
- 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
- 4 sponsor ribbons identifying sponsorship level
- Post-conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

Sold Out

(2) Gold Sponsors - \$2,525 – (Early Bird 8/31/11 \$2,225)

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officer thanking company
- Two (2) full Conference Registrations including lunch
- Sponsor of Breakfast or afternoon break with company table-top signage
- Logo in Tampa Tribune Conference advertisement
- 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
- 2 sponsor ribbons identifying sponsorship level
- Post-conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

Sold Out

(2) Silver Sponsors - \$1,500 (Early Bird 8/31/11 \$1,225)

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officer thanking company
- 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 (2) full Conference Registrations including lunch
- Post conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

**1 Sold
1 Available**

(20) Bronze Sponsors - \$900 (Early Bird 8/31/11 \$775)

- 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 (2) full Conference Registrations including lunch
- Post conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

**8 Sold
12 Available**

Deadline: Early Bird Rates Expire after 8/31/11

All Sponsorship payments must be received ASAP, but no later than 9/15/11. For sponsorship information, contact 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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