

The Official Newsletter of HR Tampa

On the Horizon: New and Developing Employment Laws and Related Challenges

January Sponsor



February Sponsor



Human Resources professionals need to understand the impact of new employment laws, proposed employment legislation and recent employment cases and agency decisions. This session will help HR professionals identify likely trends in legislation, government enforcement and judicial decisions with respect to workplace matters and consideration of practical, proactive steps employers can take in light of these developments.

- **Location:** Centre Club
123 S. Westshore Blvd
Tampa, FL 33609
- **Date:** Wednesday, February 15, 2012
- **Time:** 5:30pm



HR Tampa can now be found on Facebook and LinkedIn. Just search for HR Tampa. However, you must be a HR Tampa member to join.



SHRM Chapter #0074

Table of Contents

One the Horizon: New and Developing Employment Laws.....	1
Letter from the President	3
February Speaker Bio	4
Diversity Award	5
Legislative Updates	7
Tampa Bay HR Student Chapter	8-9
HR Certification Institute Update.....	10
Membership Update.....	11
Volunteer Opportunities	12-13
HR Tampa 2012 Memberships	14
Sponsorship Opportunities	15
Board of Directors	16



HR Tampa Rocks....

As we begin 2012, I'd like to wish you each a Happy New Year! As I reflect on our accomplishments for 2011, I'd like to take a moment to thank our 2011 Board of Directors. The ongoing commitment each of these individuals has to advancing and serving our profession is outstanding. Our successes were imperial this past year, including being awarded the Diamond Class Award from HR Florida for our Workforce Readiness program, HR Prodigy. We also increased the HRCI approved credits for the year through our monthly meetings and Expo (with up to 7 being available for the Expo alone!).

Continuing our theme of HR Rocks, we have an amazing line-up for you this year. We've introduced a new board position, will be hosting networking events, will host joint events with our sister chapters in Pinellas and Sarasota, and will later this year announce a first to any chapter nationwide - a global conference.

We are excited to introduce the Director of Global Affairs position this year to HR Tampa's Board of Directors. As we continue to grow as a global economy, this position is, in my opinion, a necessary addition to our Board. Led by Laurel DeMattia, GPHR, this role has been designed to bring additional GPHR certified events and a greater awareness of our global marketplace and our ever-changing role as global HR practitioners.

With over 700 members, HR Tampa is a powerful network! One of our initiatives this year is to hold networking events designed for making connections and building your professional network. This will also be strengthened by joint events with both the Pinellas and Sarasota chapters.

As we move into 2012, I encourage you to get involved and become active within our chapter. We have aggressive goals and cannot accomplish them without support from our members. Involvement ranges from a variety of activities, from checking in members and guests at a meeting, to serving on a committee such as College Relations or Workforce Readiness. Another way to help is by supporting our sponsors and utilizing the services provided by them. Their contributions have allowed us to maintain membership rates for the past several years and expand our services through Day in the Beltway, HR Florida registration raffles and, most recently, Day on the Hill. Please show your appreciation for them and the benefit their commitment makes to our chapter.

Thank you for your support and commitment to HR Tampa. Please do not hesitate to reach out to myself or anyone of your Board of Directors throughout the year. I look forward to a great 2012 with enhanced programs and opportunities for our chapter.



Toni Mayros, MA, PHR
HR Tampa President



Kristen Allman

CONSTANGY
BROOKS & SMITH, LLP
The Employers' Law Firm, Since 1946

Kristen Allman has been practicing labor and employment law, representing management, for more than 20 years. She is currently of counsel to a national employment law firm, Constangy, Brooks and Smith, and was previously a shareholder at two other national employment law firms, as well as former senior corporate counsel for a Fortune 500 subsidiary. Ms. Allman is certified in labor and employment law by The Florida Bar and is an adjunct at the University of South Florida's Continuing Education Program in employment law compliance.

Diversity Spotlight

2011 HR Tampa Diversity Award

It was a privilege to recognize our 2011 HR Tampa Diversity Award winner at the January meeting. HR Tampa's annual Diversity Award recognizes Tampa Bay organizations that are committed to and practice diversity and inclusion through their infrastructure, programs, activities and support systems. Throughout the year, the Diversity Committee solicits nominations through our membership for organizations that demonstrate how they value diversity and inclusion in their workplace. Each month a nominee is featured in the HR Tampa newsletter. The Diversity Committee encourages our members to submit an organization that deserves to be recognized for their focus on and passion to diversity.

We had outstanding nominees in 2011 and were impressed to see the creative programs and initiatives the applicant companies implemented. Their sincere dedication to diversity and inclusion was apparent in their actions and successes. We thank each of the applicants for their submissions and, more importantly, their outstanding efforts and commitment to diversity.

Previous HR Tampa Diversity award winners are:

- 2007 - Checkers, Inc.
- 2008 - American Cancer Society, Florida Division
- 2009 - Hinshaw & Culbertson LLP
- 2010 - PricewaterhouseCoopers

2011 HR Tampa Diversity Award Winner Morning Star School

WHERE FUTURES BEGIN

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.

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. 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's 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.

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 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."



Jovanka Rodriguez (Diversity Committee member), Eileen Daly and Paul Reed (from Morning Star School), Ana Swiger, Co-Director, Membership



Ashlie Melillo-Banks, Director of Diversity, Ana Swiger, Co Director Membership, Paul Reed, Morningstar School



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Hurry! Offer expires February 29, 2012

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THE SUNCOAST NEWS

The NLRB “Recess” Appointments

On January 5, 2012, President Barack Obama announced “recess” appointments to the National Labor Relations Board of his three currently-pending Board nominees, two Democrats and one Republican. National Labor Relations Board Chairman Mark Gaston Pearce swore in recess appointees Sharon Block (D), Terence F. Flynn (R) and Richard F. Griffin (D) as board members on January 9, 2012. With these appointments, the Board again will be at full strength with five members: three Democrats and two Republicans. The appointments also restore the quorum that was lost when Member Craig Becker’s recess appointment expired on January 3, leaving Chairman Mark Pearce, a Democrat, and Brian Hayes, a Republican, as the only two remaining Board members. In 2010, the U.S. Supreme Court held, in *New Process Steel LP v. NLRB*, that the authority of the five-seat board could not be delegated to a panel with fewer than three members.

Under the Constitution, the President and the Senate share the power to make appointments to high-level policy making positions, such as the members of the National Labor Relations Board. The process normally involves a nomination by the President and confirmation by the Senate. Recess appointments are authorized by Article II, Section 2 of the Constitution, which states: “The president shall have power to fill up all vacancies that may happen during the recess of the Senate, by granting commissions which shall expire at the end of their next session.” A recess is a break in House or Senate proceedings, and may not last more than three days without the consent of the other chamber. The Constitution is silent about how long the Senate must be in recess before the President can make a recess appointment.

With respect to the latest appointees, “recess” is in quotation marks because it is debatable whether Congress was technically in recess on January 5 when the President made the appointments to the NLRB. On January 5, the Senate was on an intrasession recess. Unlike an intercession recess, which is the period of time between the adjournment of one session and the beginning of another, an intrasession recess is a recess taken within a session. Typically, these intra-session recesses occur around the holidays.

Congress was scheduled for intrasession recess for the period of December 20, 2011 until January 23, 2012. The schedule provided for pro forma sessions to be held at least once every three days. Pro forma sessions are short meetings held to prevent a recess of more than three days, thus avoiding the need to obtain consent of the other House. Within the last several decades, Presidents have made both intrasession and intercession appointments.

The White House has taken the position that the break with pro forma sessions is the equivalent of a recess, but the matter is unresolved. The White House insists the appointments are legal and appropriate. Democrats criticize Republicans for holding the pro forma sessions for the sole purpose of attempting to prevent recess appointments. Republicans question the legitimacy of both the appointments and the NLRB itself. How this and any other challenges to the appointments play out will definitely be worth watching.

What’s Next

On January 12, 2012, the Department of Justice released a memorandum opinion providing the Department’s position on the lawfulness of the appointments. The opinion was given to the President orally on January 6, 2012. The Department opined that the President’s actions were supported by the Constitution. Finding that the pro forma sessions did not have a legal effect of interrupting an intrasession recess that would otherwise qualify for purposes of recess appointments, the Department noted that the President had discretion to make appointments during these periods. Department memorandum opinions are binding on the Executive Branch. Nonetheless, the Republicans have not backed down, questioning the opinion’s effect on the separation of powers and calling the opinion legally incorrect.

There is much speculation about the legal challenges to the appointments that can be expected. The challenges are expected to have a constitutional dimension, implicating the balance of powers between the Executive and Legislative branches of the federal government, particularly since Congress was still technically in session when the “recess” appointments were made. It appears, for now, that threatened lawsuits, like that from the U.S. Chamber of Commerce, are on hold. Most likely, the challenge will be from a person or company regulated by the NLRB who will claim that the appointees holding office were not legally installed.

The Appointees

Sharon Block. Sharon Block (D) was Deputy Assistant for Congressional Affairs at the U.S. Department of Labor. Press reports indicate that before her DOL position, she was an attorney in private practice, an attorney at the Board, Assistant General Counsel at the National Endowment for the Humanities, and Senior Labor and Employment Counsel for the Senate Health, Education, Labor, and Pensions Committee, working for now-deceased Sen. Edward M. Kennedy (D-Mass.). Separately from the “recess” appointment, she was nominated to the NLRB through the normal process on December 14, 2011, but she has yet to be confirmed by the Senate.

Richard Griffin. Richard Griffin (D) was most recently General Counsel of the International Union of Operating Engineers and a member of the AFL-CIO Lawyers Coordinating Committee. Before his lengthy career with the IUOE, he served two years as a lawyer at the Board. Like Block, Griffin’s “normal” nomination to the Board is pending Senate confirmation.

Terence Flynn. Terence Flynn (R) is a former management-side law firm attorney who most recently served as Senior Counsel to Member Brian Hayes (R). Flynn was nominated for a seat on January 5, 2011, but his nomination stalled in the confirmation process.

Caren Skversky is an associate at Constangy, Brooks & Smith, LLP. Ms. Skversky has been practicing law in the Tampa Bay area since 2001. Ms. Skversky represents employers in all areas of employment law and with a focus on employment litigation. She represents private and public sector employers in workplace matters in federal and state court and administrative forums.



David Steffen,
Esq. Director of
Legislative Affairs

“Student Chapter: What It can do for ME!”



Student/Chapter Resources

- Awards & Scholarships
- Career Center
- Chapter Resource Center
- SHRM Student Focus Magazine
- Student Conferences
- Case Competition Information
- Student Chapter Affiliation
- Directory of Student Chapters
- Mentorship Program
- Internship Program

Check www.shrm.org/Communities/StudentPrograms for information on these exciting and useful Chapter Resources!

SHRM Foundation Scholarships

The SHRM Foundation offers education scholarships for both graduate and undergraduate students, as well as scholarships to sit for the new Assurance of Learning Assessment.

Scholarship applications will once again be accepted in September 2012, so keep checking back for the open application dates! All applicants must be SHRM student members.

Top 10 Best Jobs

By Tara Kalwarski, Daphne Mosher, Janet Paskin and Donna Rosato

MONEY Magazine and Salary.com researched hundreds of jobs, considering their growth, pay, stress-levels and other factors. These careers ranked highest:

1. Software Engineer
2. College Professor
3. Financial Adviser
- 4. Human Resources Manager**
5. Physician Assistant
6. Market Research Analyst
7. Computer IT Analyst
8. Real Estate Appraiser
9. Pharmacist
10. Psychologist

Human Resources Manager

Why it's great At more and more companies, HR is no longer about benefits administration and the employee newsletter. Those tasks are increasingly outsourced, and directors and vice presidents are considered strategic planners.

Even lower-level managers are expected to design employee programs that also benefit the bottom line. International HR and compliance are especially hot. There's a wide variety of work, from self-employed benefits specialists to corporate recruiters and HR generalists.

What's cool The mission: to make work more rewarding for workers. You help shape corporate culture and strategy.

What's not Fighting the “fluffy HR” stereotype; firing people.

Top-paying job Senior HR directors make around \$285,000; at the C-suite level, it's more like \$1 million-plus.

Education Bachelor's degree, often followed by master's level work or professional certification.

You Are Important to Our Future!

Host companies are needed for Tampa Bay HR Student Chapter monthly meetings.

The purpose of SHRM student chapters is to educate and mentor our future HR professionals. Meetings can be held the third or fourth week of the month from 5:30 to 7:30 and the host company can choose the day of the week that is most convenient for them.

As the host, you will have the opportunity to facilitate a presentation or discussion relevant to HR issues affecting your company or industry. To learn more about available dates, contact Diane Berry, Tampa Bay HR Student Chapter Director of Corporate Relations, at diane.berry@phoenix.edu or 813-342-5641. The difference between try and triumph is a little umph....



Building Employee Growth Through Higher Education

The Tampa Bay Higher Education Alliance provides higher education opportunities to businesses and organizations within the Greater Tampa Bay area.



www.TBHEA.org

[Back to Table of Contents](#)

Thank You GTE Federal Credit Union!



GTE Federal Credit Union provided HR Tampa their training room in the fall for the PHR/SPHR Prep Course, as well as for our 5-Hour PHR/SPHR Crash Course. The entire staff was so very helpful. The study group is grateful for the comfortable, friendly, professional environment provided. We look forward to listing our newly certified participants in next month's newsletter, thanks to your hospitality!

Tools for Certified Professionals

To maintain your certification, you must recertify your designation every three years. The Human Resources Certification Institute provides guidance, tools and resources for earning recertification credits. Remember, you worked hard for those letters. Work harder to keep them!

Go to www.hrci.org, log in, and click on the HR Certification tab on the top left and then click "Tools for the Newly Certified" (which is not only for newly certified). You will see:

- Recertification Handbook – detailed instructions on how to recertify
- Low-Cost Recertification Tips – suggestions for low- and no-cost recertification activities
- Searchable Directory of Pre-Approved Events – for finding activities by dates, location, certification type and more
- Employer Notification Request – to notify your boss about your accomplishment (go to your Online Profile)
- Earning Strategic Business Management Credits – Tips for recertifying your SPHR

HRCI Credit Opportunities

- HR Tampa Monthly Meetings – Attend our monthly meetings and earn 1 HRCI each month.
- SHRM E-Learning – Earn credits online: <http://www.elearning.shrm.org/>
- CEBS – Certified Employee Benefits Specialist www.cebs.org; or locally visit the HCCfl.edu site.
- Constangy, Brooks & Smith, LLP – offers local legal seminars and workshops on a regular basis.
If you are not on their email list you may want to 'sign up': www.constangyfyi@constangy.com
- Thinking of going back for a master's degree or contemplating getting your bachelor's? There are lots of great online and live course options available for grad work and several local options for undergrad. And EVERY HR course counts toward HRCI credits.
Remember to view the HRCI handbook (online) for specifics about how to get credits from work you are currently doing and/or new programs/projects you begin.

Want to GET Certified?

HR Tampa's Study Group has started in the beginning of February. Books have already been ordered. But if you have a set of recent learning materials, contact us to see if any seats are available. See the HR Tampa website for day/time/location/etc. Contact Patti Sullivan at: certificationHRTampa@yahoo.com.

HCC has several upcoming PHR/SPHR and GPHR Prep courses scheduled. Some start as late as March and April:
<http://www.tampatraining.com/training-courses/course-details.cfm?ID=606>

Villanova University has an excellent 12-week online program, with synchronistic/live classes once per week.

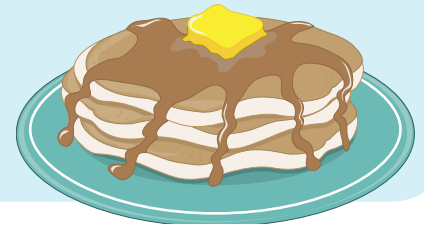
USF offers PHR/SPHR Prep Courses as well.

HCC also offers CEBS (Certified Employee Benefits Specialist) prep courses.
<http://www.tampatraining.com/training-courses/human-resources.cfm?subid=72>. Or go to the CEBS site: www.cebs.org

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 be eligible to bring a guest for a breakfast or dinner meeting on us!



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 Ana Swiger or Melissa Robinson at hrtampamembership@yahoo.com.

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



Ana Swiger,
MBA, SPHR
Membership, Co-Director



Melissa Robinson,
MBA, SPHR
Membership, CoDirector

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.

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
Director

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 pm.

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!

For more information, please contact Patricia Sullivan or Jennifer Currence at certificationhrtampa@yahoo.com

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 ssstyx@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 Ashlie Banks at ashliemelillo@yahoo.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! For more information, please contact Ana Swiger or Melissa Robinson 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! For more information, please contact Lori Golden or Kelly Hooker at hrtampasponsors@gmail.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 David Steffen at dsteffen@constangy.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 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).

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.

2012 Sponsorship Opportunities

2012 MONTHLY MEETING SPONSORSHIP

2012 MEETINGS STILL AVAILABLE!

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 Lori Golden or Kelly Hooker at hrtampasponsors@gmail.com
for more details!**

OTHER GREAT SPONSORSHIPS ALSO AVAILABLE!

- College Relations – contact Susan Styx - sstyx@hinshawlaw.com
- Membership – contact Ana Swiger or Melissa Robinson - hrtampamembership@yahoo.com
- Workforce Readiness – contact Cheryl Brown - Cheryl.brown@gtefcu.org

2012 Board of Directors

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Supervisor and Leadership Training

Enhance Business and Individual Performance

In today's business industry the demands are higher, more competitive and deadlines are shorter. Employers need their employees adequately trained to perform at their highest level; which can be overwhelming. At HCC's Institute for Corporate and Continuing Education (ICCE), we understand. That's why we've developed specific training classes to help you, your company and your employees grow and improve.

ICCE offers both customized training, certification programs, seminars and workshops targeted to

your specialized needs. Our programs zero in on critical areas such as:

- Business and Management
- Communication Skills
- Computer and Information Technology
- Professional Industry Certification
- Sustainability and Green Technology
- Health and Wellness
- Lifelong Learning

1. Instill customer-driven company culture in team
2. Motivate employees to go above and beyond
3. Continuously improve product quality
4. Improve employee morale while reducing expenses

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