

The Official Newsletter of HR Tampa

Around the Employment World in 80 Minutes— A survey of global employment obligations.

March Sponsor



April Sponsor



Multinational companies have long struggled with the daunting task of understanding their employment obligations in various international jurisdictions. The practices and procedures developed in one country or region are often wholly inappropriate elsewhere in the world. This seminar identifies key economies in both the developed and developing world and seeks to provide an understanding of the rights and obligations applicable in hiring, managing and terminating foreign-based employees. From super seniority to works councils, we will examine the employment rules across the Americas, Europe and Asia.

- **Location:** Centre Club
123 S. Westshore Blvd
Tampa, FL 33609
- **Date:** Wednesday April 18, 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

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BAKER & MCKENZIE

Jonathan D. Cocker is an employment lawyer with the international law firm of Baker & McKenzie LLP. Based in Toronto, Ontario, Canada, Mr. Cocker's practice involves advice and representation to companies in labor, employment, and related regulatory matters, including all areas of employment management, collective bargaining and workplace privacy law. Mr. Cocker is frequently invited to speak across North America on employment issues affecting multinational companies.

Sponsor Spotlight

Incepture was incorporated in October 2001 with a vision of providing clients top talent and service excellence. In today's fast-paced, ever changing environment, having the assets and resources that allow your business to adapt and change quickly is paramount. Through our comprehensive suite of Staffing and Managed Solutions, Incepture's goal is to provide those critical success factors in a manner that result in cost-effective, measurable outcomes for our clients. Born out of the health care and information technology sectors, Incepture has an unmatched depth of industry knowledge, experience and expertise. For more information, please visit www.incepture.com





HR Tampa is hosting the 1st premier networking event for 2012! The event will be held on Wednesday, March 28th, from 5:30pm-8pm, at Hillsborough Community College, Institute for Corporate and Continuing Education, located at **39 Columbia Dr., Tampa, FL 33606**.

What this event is:

- An opportunity to discuss leading-edge trends in Human Resources and Talent Management with peers, corporate practitioners and leaders.
- A chance to engage in dialogue on a variety of topics including social media, recruiting, diversity, retention, metrics, employee engagement, ROI, and more.
- A chance to meet and network with some of the best and brightest in the business.

Complimentary food, water and soft drinks provided. Cash bar.

Please visit <https://m360.hrtampa.org/frontend/portal/viewcalendar.aspx> to register.

Limited space available!

A special thank you to Hillsborough Community College, Institute for Corporate and Continuing Education, for their sponsorship of this event.

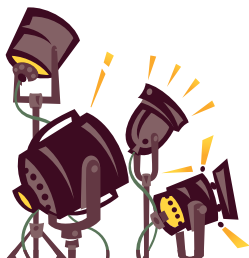
Sponsors still needed for the June and September Networking Events. Please email Lynnette Holsinger at PresidentElect@hrtampa.org for more details.

2012 HR Florida Conference and Expo



The HR Florida State Conference & Expo is the annual conference of the HR Florida State Council, a state affiliate of the Society for Human Resource Management (SHRM). Each year, the event attracts 1,500+ human resource professionals and vendors throughout the state of Florida and across the nation. These individuals represent virtually every industry and companies ranging from small businesses to large industrial centers.

Programs presented at the annual conference cover all aspects of the SHRM Body of Knowledge. In addition to multiple educational opportunities, attendees will also be able to network with fellow human resource professionals, check out the latest and greatest services offered by an expo hall full of the top human resource vendors and have some fun at our social event. Save the date!



The Diversity Committee is looking for companies or organizations that have a focus and passion for Diversity to highlight in our monthly Newsletter. If you would like to nominate your company, or know of a worthy organization that should be featured, please contact the Diversity Director, Ashlie Banks, for details at **Diversity@hrtampa.org**



Ashlie Melillo-Banks, PHR
Diversity Director

April Diversity Spotlight

FORD & HARRISON^{LLP}

Diversity touches every aspect of our law firm, our practice and modern world. With 200 lawyers in 24 offices from coast to coast, including five in Florida, Ford & Harrison's goal is to ensure that diversity is central to our culture through proactive leadership, dedicated mentoring and on-going professional development for our lawyers. At Ford & Harrison, our diversity speaks for itself through the superior client service that can only be provided by a diverse team with a sophisticated range of experience, perspectives and skills working together and moving forward.

Diversity must be a top-down priority of the firm's leadership in order to be successful. Consequently, the firm's seven-person Executive Committee includes two female partners and one African-American partner. The Office Managing and Administrative Partners for five of our offices are female and one is gay. In fact, the Office Managing Partner of the Firm's second largest office is Tracey Jaensch, the current president of the Florida Diversity Counsel. Our Firm's Million Dollar Club, highlighting individuals with books of business of one million dollars and above, includes three women and one minority. Our commitment to diversity and inclusion spans from our partners to our associates and staff.

The Firm's commitment to diversity and inclusion is evident in its innovative programming and initiatives. Led by its Diversity & Inclusion Partner, Dawn Siler-Nixon, and partners like Tracey Jaensch, the Firm has developed programs to enhance the personal and professional growth of everyone within our firm, with a special emphasis on diversity and inclusion. In an effort to meet our goal of grooming and positioning a diverse group of lawyers in leadership roles across the firm to ensure that diversity and inclusion are at the center of the firm's culture, we launched the Ford & Harrison Leadership Academy. The objective being to develop lawyers with exceptional leadership potential by providing individualized, focused resources and to facilitate relationships and teamwork across the firm

by bringing this diverse talent pool together regularly. As a result, Tracey and many of her partners have moved into leadership positions within the firm, including office managing partners, practice group leaders and committee chairs.

As a compliment to the Leadership Academy the firm also introduced a business development program called LEAP. The primary objective of LEAP is to transition our salaried or limited equity partners to equity partner status, with a specific focus on increasing the number of female equity partners, to ensure the continued inclusion, balance, growth and development of our firm. LEAP is an integrated, two-year program that focuses on the individual needs of the participants and includes comprehensive attorney business plans, monthly personal coaching, client development and other competency training, group sessions and mentoring support. Through LEAP our limited equity partners are quickly moving forward into equity partnership.

Mentoring, training and professional development are also among the top priorities of the firm and Tracey is one of our premier mentoring partners. As part of the firm's Diversity Pipeline Initiative, which focuses on recruiting and retention of women and minority associates, the firm developed an expanded mentoring network for minority associates. This mentoring circle included four mentors, strategically selected to enhance our associates' ability to matriculate through their career into partnership. Tracey was one of the first to volunteer. She volunteers to mentor not only all of the associates in her office, but multiple associates across the country.

Through Tracey's work as the Chair of the Florida Diversity Council for the past three years, she has exemplified Ford & Harrison's commitment to inclusion as a way of life. She has raised awareness and inspired countless others, people of all descriptions and backgrounds, to be the best they can be. As a

result, the Tampa office that Tracey leads is one of Ford & Harrison's most diverse offices throughout the country.

Our individual and collective passion for diversity and inclusion has been recognized both regionally and nationally. In 2011, the firm was awarded the coveted Thomas L. Sager Award for the Southwest/South Region by the national Minority Corporate Counsel Association. The Thomas L. Sager Award is given to a law firm that demonstrates a sustained commitment to improving the hiring, retention and promotion of minority attorneys. In addition, we ranked 17th for women and 4th for African Americans in MultiCultural Law Magazine's Top 100 Law Firms for Diversity 2011 edition.

Tracey says it best, "Our firm succeeds by having a common commitment to excellence in providing professional services. We come from a lot of different backgrounds. We learn from each other, and we each have something to contribute. That's how I view diversity, and how I think it should work."

Written by: **Tracey Jaensch**,
Managing Partner - Tampa Bay



The Pendulum Begins to Swing - Limiting the Authority of the EEOC

In late February 2012, the Tenth Circuit Court of Appeals upheld a District Court decision declining to enforce a subpoena issued by the Equal Employment Opportunity Commission (EEOC) in the case of EEOC v. Burlington Northern Santa Fe Railroad (BNSF). The EEOC action stemmed from two individuals who filed administrative charges with the EEOC alleging that BNSF rejected their applications for employment in violation of the Americans with Disability Act. Both applicants had received conditional offers of employment, subject to a medical screening procedure, but were not hired after the procedure was complete.

While investigating the allegations of these two individuals, the EEOC requested the Company provide any computerized or machine-readable files created or maintained by BNSF that contain electronic data about or effecting current and/or former employees throughout the United States. The Company refused to comply with the request. The EEOC re-issued the request in a subpoena, claiming it was now investigating a “pattern and practice” case, which justified the need for the nationwide data. The EEOC subsequently filed an enforcement action against BNSF in a Colorado federal court, asking the court to enforce the subpoena. The Company opposed this action, arguing that the EEOC had not presented evidence justifying such an expansive investigation into their national records.

The U.S. District Judge, John L. Kane, determined that the EEOC had failed to demonstrate a widespread pattern and practice of discrimination on BNSF’s part that would support the wide-ranging information request. He noted that “the demand for data on a nationwide basis with two individual claims involving only applicants in Colorado is excessive...and while ... wide deference to the scope of the subpoenas is given, it does not transcend the gap between the pattern and practice investigation and the private claims that have been shown here.” The EEOC appealed the decision, but the Tenth Circuit agreed. The Court found that “any act of discrimination could be part of a pattern or practice of discrimination, but not every charge of discrimination warrants a pattern or practice investigation.” The Court found that nationwide record-keeping data is not relevant to charges of individual disability discrimination filed by two men who applied for the same type of job in the same state.

The Tenth Circuit decision is a victory for employers who have seen a rise in EEOC subpoenas and enforcement actions. This increase began around April 2006, when the EEOC adopted recommendations from an internal task force report that focused on strengthening the Commission’s nationwide approach to investigating and litigating systemic cases. The EEOC defines systemic discrimination cases as those with a pattern or practice, policy and/or class cases where the alleged discrimination has a broad impact on an industry, profession, company or geographic location. During the April 2006 meeting, the Chair of the EEOC issued a goal to make the systemic program the centerpiece of the EEOC’s enforcement system.

For the last few years, employers have seen the result of the Chair’s goal as they faced increased enforcement of the EEOC’s subpoena authority as the Commission shifted its focus towards systemic investigations. The EEOC became emboldened by the Courts who often approved of the Commission’s aggressive use of its investigatory powers, requiring employers to produce nationwide data in response to a single employee charge that the EEOC believed could support a more systemic investigation. Numerous courts granted orders supporting the EEOC’s authority and for a time it appeared that all that was required was some sort of allegation that could lead to a “pattern and practice” of discrimination. In 2010, the Third Circuit found that the EEOC’s investigatory power is broader than the four corners of the charge; it encompasses not only the factual allegations contained in the charge, but also any information that is relevant to the charge. Some courts even allowed enforcement of a subpoena after the charging party had settled with the employer.

By May 2011, however, the pendulum began to swing the other way. A District Court Judge in Pennsylvania refused to enforce a subpoena in a single charge case where the EEOC sought broad data from multiple employer locations. The Judge suggested the EEOC investigate the underlying charge before attempting to “launch an inquiry into a tangential alleged systemic violation.” The Commission was undeterred, however, and in a June 2011 meeting, discussed continuing to increase their efforts in this area.

The Tenth Circuit Decision, however, shows that the Courts may no longer be willing to provide unfettered access to the EEOC. It will be interesting to see how the other circuits react. It is important to note, however, that the Tenth Circuit did not prohibit the EEOC from investigating the two original charges, which could lead to a broader investigation down the road. Employers should be cautious when they receive requests from the EEOC and understand that in some circumstances, the employer may not be required to comply; however, such decisions should not be made without careful consideration as to what could happen if the company contests the EEOC’s efforts.

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



Tampa Bay HR Student Chapter



www.hrtampa.org

CALL FOR APPLICATIONS

2012 HR Tampa Student Committee Positions

WE NEED YOU!

- ☐ **Spring Workshop Position**
- ☐ **Student Board Position**



OPEN POSITIONS

Applications online

<https://m360.hrtampa.org/frontend/portal/viewcalendar.aspx>



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.



CHAPTER STUDENT MEETING

Mark Your Calendar!

Wednesday, March 28, 2012

St Leo University Tampa Education Center

Go to www.hrtampa.org for more details!



HR FLORIDA DAY ON THE HILL

Lynn and I had the opportunity to attend the HR Florida Day on the Hill event in Tallahassee on February 15th and 16th, 2012. It was an amazing experience! The event started Wednesday evening with a wine and cheese Welcome Reception for all the HR Florida Professionals. During the reception, Lynn and I had the opportunity to introduce ourselves as representatives of the Tampa Bay HR Student Chapter. The attendees were impressed and enthusiastic that we were the first students to attend this type of event in Tallahassee on behalf of our Student Chapter.

The following morning, we had breakfast at the Hotel Duval, followed by a series of informative presentations about employment law that included Senate Bill 518 and House Bill 815, which would require all Florida employers to participate in E-Verify; Federal HR Public Policy Update 2012 Washington Outlook presentation; and Employment Discrimination Against the Unemployed, where the speakers included Damian Taylor and Iggy Garcia, both HR Florida Government Affairs Directors, and Robert Carragher, SHRM's Manager of Government Relations, along with several other wonderful speakers. We had the unique opportunity to spend some time with Mr. Carragher who was extremely gracious and pleased to share his experiences with us.

After the session, Lynn and I toured the Capitol along with a group of other HR professionals, and then we had a short meeting with one of the legislator's staff. We attempted to talk with S202 – Senator Joyner, Florida Senate but, since that did not pan out, we took the opportunity to take some great pictures of the Capitol.

This event provided us as students, the chance to interact with HR Florida Professionals and to visit the Capitol where we could experience first-hand the political and legislative processes that enhanced our understanding of the importance of HR's role in developing and influencing employment law. We also had a chance to acquire new knowledge and experience in the HR field. It is one of the reasons that we enjoy being part of our HR Student Chapter.

Giovanna Dodson

Student President

Tampa Bay HR Student Chapter

Lynn Hazard

Student Vice President

Tampa Bay HR Student Chapter

Get Certified

The HR Tampa Study Group is well under way. Lots of like-minded, dedicated professionals are working to successfully pass the upcoming exam testing window. If you are interested in sitting for the May-June PHR/SPHR exam, and have not yet begun your prep, here are some options to consider:

- HCC – Offers a 12-week, Tuesday evening PHR/SPHR Prep Course starting 3-20-12
- HCC – Offers a 6-week, Saturday PHR/SPHR Prep Course starting 4-21-12
- Villanova University – Offers a 12-week online PHR/SPHR Prep Course starting the 1st of every month

Stay Certified

Are you looking for free recertification credits for your PHR, SPHR, or GPHR? Webcasts are a great way to not only earn credits, but also to stay on top of what's trending in HR! To access several free webcasts as a SHRM member, visit www.shrm.org, click on the "Education" tab, then on "Webcasts." If you carve out one hour per month to watch one webcast in addition to your monthly HR Tampa meetings, you will have your 60 recertification credits at the end of three years!

If you'd like to share creative ways to earn recertification credits and educational opportunities with fellow HR Tampa members, please send them in an email to: certification@hrtampa.org.

THANK YOU!

We wanted to send out a great big "THANK YOU" to our PHR/SPHR volunteer facilitators. For the past several years, we've had wonderful volunteers who lead the various topics as our members prepare for their upcoming exam. In the Fall class and this class, we want to thank:

Dr. Kim Campbell, SPHR
Richard Daniel, MA, SPHR
Iggy Garcia, Esq.
Lorri Kindberg, SPHR
Mike Malfitano, Esq.
Barbara Matsumoto, SPHR
Dr. Lorrie McGovern, SPHR
Phillips Russell, Esq.
David Steffen, Esq.
Jenni Stone, MM/HRM, PHR
Leigh Ann Thomas, PHR
GTE Federal Credit Union (who provides the space for our weekly classes)



WELCOME TO HR TAMPA!

We are excited to welcome the following new members to the chapter:

- Richard Osorio is a Human Resources Officer with the United States Air Force
- Dale Spivak, PHR, is a Benefits Manager with the Tampa Metropolitan YMCA
- Terri Burns
- Sal Ruggiero, PHR
- Donna DeGagne is a Human Capital Director at TriNet
- Mindy Turba, PHR, is a Human Capital Consultant at TriNet
- Jonell Raid is a Human Resource Data Specialist at Jabil Circuit, Inc.
- Ernest Kassoff is a Director of Business Development at United Van Lines
- Chelsea Heath is an HR Coordinator at Ideal Image
- Jeanneth Vargas-Macias is a Human Resource Office Manager at Employment Partners, Inc.
- Martha Alongi is an EEO Officer at Parsons Brinckerhoff
- Leesa Burns

ROCKSTAR REFERRALS!

Thank you to **TERRI BRIDGES** of **IDEAL IMAGE** for referring a new member to the chapter!

Please remember to honor the privacy of others and refrain from using contacts made through the HR Tampa membership for the purpose of commercial solicitation unless invited to do so.



Ana Swiger,
MBA, SPHR
Membership, Co-Director



Melissa Robinson,
MBA, SPHR
Membership, CoDirector

HR Tampa's Workforce Readiness Committee has made a commitment to the Society for Human Resource Management's (SHRM) vision to advance the profession by creating a Human Resources (HR) Internship Program for 11th grade high school students who are interested in learning more about the HR discipline. The initial schools to participate in the program were Hillsborough, Middleton, Chamberlain, and Robinson High Schools. All students wishing to enter the program completed an application, submitted an essay, letter of recommendation, and transcripts to be recommended for the program. Eight students were inducted into the first class. Each student was provided with a mentor to guide them throughout the 12 month program. At the start of the program, the students worked together to create a name for the program as well as a logo. They are known as the "HR Prodigy Group".

The 2011 program has ended with great success. All eight students completed the program and three received scholarships in the amounts of \$500, \$1000, and \$1500. We held a combined event at Busch Gardens on Saturday, February 11th, where we conducted an orientation and welcome for the eight new students entering the program, as well as a graduation for the students completing the program. The entering students received a welcome presentation, including an interactive PowerPoint of what they will learn about from the program highlighting the six core areas of HR. We encouraged the current students to take the opportunity to share with the group what they learned from the program and why they thought others should enter and also had the incoming students share why they chose to participate in the program. We invited the three scholarship winners to read their essays that they submitted as a final requirement for the program. It was truly inspiring how much the program impacted the students and the knowledge of the HR profession that they will now carry with them. We presented all the graduating students with certificates of completion to end the ceremony and they spent the remainder of the day enjoying the park, compliments of Busch Gardens.

It took a great deal of perseverance by our committee, as well as the school system, to bring this program to fruition, but those involved know it was well worth it! We are definitely "Advancing Our Profession."



2011 Interns and Mentors



2012 Interns and Mentors



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 or Barbara Matsumoto at Hospitality@hrtampa.org

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 Certification@hrtampa.org

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 Sue Styx at CollegeRelations@hrtampa.org

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 Diversity@hrtampa.org

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 Membership@hrtampa.org

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 Sponsors@hrtampa.org

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 PastPresident@hrtampa.org

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 WorkforceReadiness@hrtampa.org.

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 the 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 Sponsors@hrtampa.org
for more details!**

OTHER GREAT SPONSORSHIPS ALSO AVAILABLE!

- College Relations – CollegeRelations@hrtampa.org
- Membership – contact Ana Swiger or Melissa Robinson - Membership@hrtampa.org
- Workforce Readiness – WorkforceReadiness@hrtampa.org

2012 Board of Directors

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DIRECTORS

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