

The Official Newsletter of HR Tampa

The Happiness Factor - Creating a Passionate and Engaged Workforce

April Sponsor



May Sponsor



Happiness at work is a mindset which allows employees to maximize their performance and achieve their potential. Happy employees are focused, engaged and committed to doing their best in everything they do. They are emotionally connected to the purpose, values and vision of the organization and its leaders.

Discover what successful companies know: Happiness is not a luxury—it's the secret to achieving business success.

- **Location:** Centre Club
123 S. Westshore Blvd
Tampa, FL 33609
- **Date:** Wednesday May 16, 2012
- **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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Based on feedback received, we are currently looking for a new location to hold our monthly meetings. Our goal in looking for a new meeting space is to increase capacity so we can accommodate increased registration numbers and ensure a space in which noise is limited and space is abundant. As we look for a new location, our goal remains to deliver a high quality program to our members and guests. While we hope to remain in the Westshore area, we are looking at all possible locations to ensure the highest quality location available. We welcome any feedback and will keep you updated as more information becomes available. Please feel free to contact me at: president@hrtampa.org

Traveling with Toni



While this is sometimes the case, my professional role provides me with the privilege of working with teams from all over the globe; places like Australia, South Africa, the Seychelles and the Caribbean. Partnering with nearly 400 team members, my inner geekdom comes out as it relates to employment legislation, immigration, unions, training, recruitment, benefits.... the daily rundown of every HR professional.

Working within any environment, no HR professional can say their days are the same. This is especially true in a global environment as one day may include recruitment calls for the Caribbean, creating a training session for the US and gathering work permit information for a new hire in South Africa. Hence, where the inner-geekdom comes in.... I spend time reading employment legislation, immigration processes and any other information I can get my hands on.

Recently I had the opportunity to travel to Cape Town, South Africa. This beautiful country offers one of the provisional "New Seven Wonders of Nature" (Table Mountain) and recently hosted the FIFA World Cup. It also offers employment legislation unlike that of most countries. Two examples lie within the discipline and termination process:

The discipline process is a multi-step process including verbal and written warnings and a final step of a formal hearing. This process can take upwards of a year to legally separate an individual from your business and, if not followed, could lead the employer to reinstating the employee and/or a fine up to one year's salary. When you reach the final step in the discipline process and make the decision to terminate, an employer is required to include a working or paid notice period and severance allocation based on service longevity.

Be on the lookout for additional articles and join us for one of our upcoming global events!



Toni Mayros,
MA, PHR President

Carole Gill

Carole is an Executive Coach and Management Consultant who brings practical experience from a successful 20+ year career in corporate America and more than a decade of consulting experience. Her work focuses on helping leaders and their teams attain and sustain outstanding operational results. She has designed and implemented long term organization development initiatives to create and support high performance work environments, increasing employee engagement and overall profitability.

Jim Richardson

Jim Richardson is an International Executive Coach who helps business leaders recognize their sharp edges, become more self aware, and increase their personal effectiveness as leaders. He is President of Paradigm Group, Inc., based in Tampa, Florida.

Sponsor Spotlight

HR Shield is an innovative, unique support service whose goal is to provide affordable protection to small and midsize business and help future HR professionals remain compliant and engaged. Among our offerings are phone and email support with a dedicated HR Advisor, forms and policies, training, presentations, webinars and discount services like Workers Comp support and background checks.

Through our service, we help support new or entry level HR professionals, not only in their day-to-day activities, but by strengthening their knowledge base, ultimately protecting their organizations and shielding them from liability.

HR Shield is dedicated to the development of HR professionals and will endeavor to create awareness about certification, involvement in associations and groups like HR Tampa and passion for knowledge.

HR Shield...protection you can afford.



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HR Shield | a division of Firm Consulting Group
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HR Tampa is still looking for sponsors for our future networking events!

Please contact Lynnette Holsinger at PresidentElect@hrtampa.org



2012 HR Florida Conference and Expo

2012 HR FLORIDA CONFERENCE & EXPO

August 27 – 29, 2012

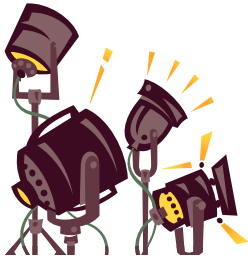


Rosen Shingle Creek, Orlando, Florida
www.hrfloridaconference.org



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!



April is Autism Awareness Month

Autism is a complex developmental disability that typically appears during the first three years of life and affects the brain's normal development of social and communication skills. Autism is a physical condition linked to abnormal biology and chemistry in the brain. The prevalence of autism has risen to 1 in every 110 births in the United States and almost 1 in 70 boys.

*Information provided by www.autism-society.org and www.ncbi.nlm.nih.gov/pubmedhealth/



Ashlie Melillo-Banks, PHR
Diversity Director

April Diversity Spotlight



MOSI is a not-for-profit, community-based institution and educational resource that is dedicated to advancing public interest, knowledge, and understanding of science, technology, engineering, and mathematics. Educational programs are offered to all ages, including elementary, middle and high school groups, home-school students, senior citizen groups, scout troops, science camp participants, college and vocational students.

Since MOSI's opening in 1982, the museum has provided public programs and exhibits which support its mission and seek to meet the identified needs of a growing, diverse, and vibrant community. The museum's diversity of staff mirrors the diversity of its surrounding community somewhat closely when looking at ethnicity, which enables us to better understand the market we serve. MOSI values and continuously strives to promote diversity as a strategic advantage.

One program we are particularly proud of is MOSI's **YES! Team** (*Youth Enriched by Science*), which is a career and educational enrichment program designed to help at-risk youth from a variety of ethnic and economic backgrounds, between the ages of 13 and 17, develop and

progress in a supportive peer-group environment. Established in 1992, the focus of the program is to provide an opportunity for students to develop self-confidence, improve communication skills, build self-esteem and exhibit leadership skills. In addition, students are encouraged and motivated to pursue science both as a career and as an essential element of their total education. As key staff and volunteers of MOSI's Education department, YES! team members are involved in all aspects of public programming which will reach close to a million people this year.

We continually revise existing goals when looking at diversity from both a recruiting and training process. Our recruiting practices include using various sources for broadening our pool of diverse qualified candidates. Our training programs and culture are designed to promote a work environment in which differences are respected, staff is treated fairly, and individual contributions are valued and rewarded.

Kelly Curington, PHR
Human Resources Director

New EEOC Rule Effects Employers In Age Discrimination Cases

In 2008, the Equal Employment Opportunity Commission issued its first notice of proposed rulemaking defining the “Reasonable Factors Other Than Age” defense (RFOA) under the Age Discrimination in Employment Act (ADEA). The amendment to the previous regulations arose after the U.S. Supreme Court criticized the EEOC’s application of the “business necessity” test to ADEA cases. The final regulation which takes effect April 30, 2012, is the EEOC’s attempt to strike a balance between protecting older workers from discriminatory, unreasonable business decisions and preserving an employer’s ability to make reasonable business decisions.

The ADEA was enacted to protect workers aged 40 and over from employment discrimination based on their age. The prior EEOC regulation required employers to prove a “business necessity” for policies that had a disproportionate effect on workers over 40. The “business necessity” test asks whether there are other ways for an employer to achieve its goals that do not result in a disparate impact on a protected class, such as older employees. This standard, also applied in Title VII cases, was used to determine the lawfulness of a neutral employment practice that disproportionately impacted older workers.

In 2005, the U.S. Supreme Court, in *Smith v. City of Jackson*, held that the ADEA authorizes recovery for disparate-impact claims of age discrimination. In other words, the Act not only protects workers from individualized age discrimination (i.e., disparate treatment), it also prohibits employers from implementing seemingly age-neutral employment practices that disproportionately affect workers 40 and over. The Court in *Smith* determined that an employer may escape liability in a disparate impact claim if it can be shown that the employment practice at issue was based on “reasonable factors other than age.”

In a second ADEA disparate impact suit, decided in 2008, the U.S. Supreme Court concluded that an employer defending a disparate-impact claim under the ADEA bears both the burden of production and the burden of persuasion for the RFOA affirmative defense. The 2008 case, *Meacham v. Knolls Atomic Power Laboratory*, marked the Court’s rejection of the “business necessity” defense for the employer, finding it had no place under ADEA.

Disparate Impact

Disparate impact essentially means an age-neutral rule that affects older workers more than younger workers. Unlike disparate treatment claims, which require the employee to establish evidence of the employer’s discriminatory intent, disparate impact cases involve facially neutral policies that affect members of a protected group more than it does others. For example, an employer may want to require that everyone in a certain job classification have a college degree. This is not discriminatory on its face because anyone, of any race, sex, national origin, or age, is capable of obtaining or not obtaining a college degree. But if, as a practical matter, this means that more of the older employees will be affected because they started work in an era in which fewer people went to college, they might have a valid disparate impact claim against the employer. This could be true even if the employer had no intention of discriminating against older employees.

The New Regulation

The new regulation defines “reasonable factor other than age” as a non-age factor that is objectively reasonable when viewed from the position of a prudent employer mindful of its responsibilities under the ADEA. The regulation appears to create a duty for the employer to reasonably avoid discrimination, shifting the focus from the reasonableness of the factor adopted by the employer to the reasonableness of the employer’s decision-making in adopting that factor.

To establish the RFOA defense under the new regulation, an employer must show (1) that the employment practice was both reasonably designed to further or achieve a legitimate business purpose, and (2) that it was administered in a way that reasonably achieves that purpose in light of the particular facts and circumstances that were known, or should have been known, to the employer. The regulation provides a non-exclusive list of considerations that the EEOC considers relevant in determining whether an employment practice is based on a reasonable factor other than age, including the extent to which:

- the factor is related to the employer’s stated business purpose;
- the factor was applied accurately and fairly;
- managers were trained on how to apply the factor to avoid discrimination;
- manager discretion was appropriately limited (especially in highly subjective situations subject to age-based stereotypes);
- the employer analyzed potential adverse impact on older workers;
- age-protected individuals were harmed; and
- the employer took steps to reduce potential harm.

Although the regulation states that all of these considerations are relevant, it cautions that the presence or absence of any listed consideration does not necessarily determine whether the defense applies. Instead, whether an employment practice is based on reasonable factors other than age must be decided based on all of the particular facts and circumstances of any given situation.

Practical Implications for Employers

The EEOC regulation provides that the availability of the RFOA defense depends not only on whether an employer based its employment practices on reasonable non-age-related factors, but also whether the employer acted reasonably in all respects when designing and administering the challenged employment practices. This paves the way for a rise in the number of ADEA disparate impact claims, and invites plaintiff’s attorneys, the EEOC and the courts to engage in extremely broad “reasonableness” inquiries when employers’ business decisions result in age-based statistical disparities.

The reasonableness considerations contained in the regulation illustrate the breadth of the inquiry contemplated by the EEOC. Although none of the listed considerations is dispositive, the regulation creates a new expectation that a reasonable employer will, in most circumstances, train its managers on how to apply selection or termination factors and avoid age-based stereotypes, conduct an adverse impact analysis when implementing

employment practices, consider what steps might reduce the impact on individuals in the protected age group and, when those measures are not onerous, implement them.

The regulation also raises the bar for employers who use subjective criteria when making employment decisions, particularly where those factors might relate to known age-based stereotypes (such as an individual’s flexibility, willingness to learn, or technology skills). In the preamble to its final rule, the EEOC acknowledges that employers might sometimes find it necessary to use subjective criteria when making employment decisions, but states that giving supervisors “unchecked” discretion to engage in subjective decision-making might result in disparate impact and, consequently, employers should take reasonable steps to ensure supervisors exercise their discretion in a manner that does not violate the ADEA.

Conclusion

The new EEOC regulation invites increased scrutiny of an employer’s actions when implementing practices that might adversely affect older individuals, such as workforce reductions, hiring programs, or promotion guidelines, and makes it more difficult for employers to prove the RFOA defense.

Employers should prepare themselves for this heightened scrutiny by ensuring that they are able to demonstrate that they acted reasonably in all respects when implementing employment practices that might result in age-related statistical disparities. This might involve (1) taking particular care to clearly (and, where possible, objectively) define applicable selection or termination factors; (2) training managers on how to implement the employment practices and comply with EEO obligations under the ADEA and other laws; (3) providing guidance or oversight to ensure managers do not apply subjective criteria in a manner that reflects age-based stereotypes; (4) where appropriate, conducting an analysis to assess any adverse impact on individuals within the protected class; and, (5) if a significant age-based disparity exists, considering what reasonable steps might be taken to reduce the impact. Ideally, employers should be doing these things anyway, but the EEOC’s rule means that they may be required to do them from now on, in order to prevail on disparate impact ADEA claims.

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....



HR Tampa Members: Are you looking to get more involved? Have a project that's got you buried? Running out of time and steam? **Host an intern!**

The HR Tampa College Relations Chapter has several viable candidates for internships and we are now seeking several host organizations (that's YOU!) in need of some amazing talent to help you with HR-related projects or to fill a void on a temporary basis. Interns can be an answer to your struggles during these economic times when workloads are ever increasing.

An intern is one who works in a temporary position with an emphasis on on-the-job training and gaining practical experience rather than merely employment. They have a vested interest in doing well!

Student members seeking internships are comprised of traditional students, adult learners returning for a B.A., M.A., or PhD, or students continuing their education and/or changing career fields. Many have a great deal of experience from other areas, but not necessarily from the HR arena - but these years of experience and their professionalism bring definite value to the table.

Internships are generally ten weeks in length with a minimum of ten hours per week; however, time span and hours can be tailored to your individual needs. We have some students who have worked internships for longer and shorter periods of time, depending upon the needs of the host organization.

Please consider an internship for your organization the next time you need some extra help or a project that needs to be completed.

For more details, contact Sandra Scott, Student Chapter Internship Director, at slshr@yahoo.com.



Crash Course Preparation For The May/June Exams

Did you register for the PHR/SPHR/GPHR this spring, but aren't 100% confident you spent the time needed to pass? Have you been preparing for hours on end, but know there is a better way to have things 'stick'? Are you nervous about your memory retention rate on the exam content? If you answer yes to any of these, here are some alternatives for you to slam dunk the exams!

HR Tampa PHR/SPHR Crash Course and Refresher

Date: Saturday, April 28; Time: Registration/Sign-In 8:00am;

Course 8:30AM-1:30PM; Location: GTE Federal Credit Union, 711

East Henderson Avenue, Tampa 33602

The decision to become a certified Human Resources Professional is an important decision. Increasingly, HR positions of significant responsibility require certification as a condition of appointment or advancement. The PHR/SPHR Crash Course is designed not only to assist those professional looking to sit for the certification exam, but also as a refresher course for those HR Professionals who have already received their certification.

This 5-hour intensive course is a perfect, inexpensive way to gain information relating to best practices and proven theories of HRM. Material to be covered includes content from Strategic Management, EE and Labor Relations, Compensation and Benefits, Workforce Planning Modules and Training & Development. The learning objectives for this course are:

- 1) To reinforce body of knowledge in Strategic Management; Workforce Planning, Total Rewards, Training & Development; and Employee and Labor Relations
- 2) To provide testing tips for those sitting for the upcoming exams
- 3) To have attendees pass their PHR/SPHR exam.

Cost: - Members \$50.00; Non-Members \$100.00

Pre-Registration required! In an effort to streamline the registration process and ensure payments are received prior to the event, we have created an online registration form. Please visit www.hrtampa.org, go to the Calendar Events page, choose April, and find the event registration for the crash course. All payments must be made by credit card for the class. No refunds will be provided for no-shows or to those who cancel within 3 days of event.

Thank you to **GTE Federal Credit Union** for providing, at no charge, a beautiful, high tech learning facility for this class and for our spring and fall study groups! We appreciate your gracious hospitality!

TEST TAKING TIPS: Making a Study Plan (from www.HRCI.org)

We want you to pass the certification exam, so we encourage you to prepare well. An important first step is to plan dates, times and places to study for the exam. If you do not make a study plan, your daily tasks may take over the time you need for study.

To be effective, your plan must fit your needs. Consider your

- **schedule:** Assess how much of your time is already committed (such as to your job and to your family) and how much you can realistically assign to study. Develop a schedule that builds in daily and weekly study time.
- **progress:** Regularly check your study plan to make sure you are on schedule and to adjust study time if you need to.
- **learning style:** For example, consider the time of day when you study more proactively. Also consider whether you learn best by yourself or in a group.
- **habits:** For example, if you tend to avoid studying, ask a friend or colleague to make sure you stay with it.
- **environment:** Set aside a workstation where you can keep your study materials and resources at hand.
- **weakest areas of HR knowledge:** Identify them, plan to study them first, and consider using resources

MAINTAINING YOUR CERTIFICATION – HR Tampa

Receive HRCI credits at HR Tampa Monthly Membership Meetings. Our goal each month is to provide topics/speakers that will be awarded HRCI credits for our members. So, join us each month; network, meet with your HR peers; keep current on news you can use; AND earn HRCI credits for the topics presented. Don't forget to pick up the certificate specifying credits before leaving each meeting.

HR Tampa will be well represented at the HR Florida & Conference (Aug. 27-29). We'd love to see you there! This is a great way to get MANY recertification credits at one time while connecting with your peers in a fun and educational setting. HRCI credits have not yet been approved for all the sessions, but last year we were able to earn many general, strategic, and global credits. HR Tampa will be holding raffles at our meetings to this 3-day Orlando event. And, you can register at <http://www.hrflorida.org/displaycommon.cfm?an=1&subarticlenbr=177>.

HR Tampa Expo - The annual HR Tampa Expo is another perfect way to meet your local HR peers and earn HRCI credits! Each year, HR Tampa presents a one-day, chock full of education, Expo. Specifics to follow.

MAINTAINING YOUR CERTIFICATION - SHRM (taken from SHRM.org) **HR Public Policy Webcast Series**

Staying up-to-date on pending and anticipated legislative, regulatory and judicial activity is vital to your career and your organization. The Society for Human Resource Management makes it easy to stay a step ahead of HR public policy matters with the HR Public Policy Webcast Series.

All the SHRM webcasts below are free of charge unless otherwise noted. **All qualify for PHR and SPHR** recertification credit, unless noted. Those qualifying for strategic or GPHR credit are indicated. For specific topics/dates, go to: <http://www.shrm.org/multimedia/webcasts/Pages/default.aspx>

SHRM also provides fee-based seminars (go to www.SHRM.org):

- HR Business Partners
- HR Generalist
- Strategic HR: Delivering Business Results
- Base Compensation
- Human Capital Analytics: Using HR Metrics to Drive Business Results

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WELCOME TO HR TAMPA!

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



- Meredith Lurty, PHR, is an Account Manager at Aerotek
- Caroline Ward is a Recruiter at Tampa General Hospital
- Marleen Geyen is the President-CEO at Geyen Group South, Inc.
- Jennie Lucier does Community Relations at Webster University
- Hanni Gould, PHR, is the Human Resources Coordinator at Ovations Food Services
- Alexandria Lock is a student at Capella University
- Sylvester Calhoun, SPHR
- Donald Doidge is a student at the University of Tampa.
- Karin Coleman, SPHR, is the Vice President of Corporate Services at Homeowners Choice, Inc.
- Christina Beran is the Human Resources Manager at USG Insurance Services, Inc.
- Wendy Boykins in the Senior Human Resources Representatives II at The Bank of Tampa
- Brian Lipinoga is a Human Resources Representative at Paychex, Inc.
- Allison Nicole is a student at Keller University seeking a Masters with an HR concentration

MEMBERS ON THE MOVE

Have you recently earned a new certification? Are you a member on the move and have found a new job? Have you been giving back to the community? Well HR Tampa wants to celebrate YOU! Please email Membership@hrtampa.org the answers to the following questions:

- Name • Job Title • Company • Certification • Achievement (3-5 sentences)

*Please note, by submitting your information you agree to your name and information being posted in our monthly e-newsletter.

ROCKSTAR REFERRALS!

Thank you to **Pat Knight** of **Right Management Consultants**, **Jenni Stone** of **HR Shield** and **Susan Styx** of **Hinshaw & Culbertson, LLC** for referring new members 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, Co-Director

The Executive Human Resources Internship Program established by the Workforce Readiness Team of HR Tampa was recognized by the Hillsborough County Public School Board (HCPSB) on April 3, 2012 during their Recognition Program. Cheryl Brown was given the opportunity to speak to the HCPSB about the Internship Program and introduce the winners of the scholarships for the 2011-2012 program.

Priscella Williams of Hillsborough High School received a \$1500.00 scholarship, Gage Bain of Hillsborough High School received a \$1000.00 scholarship, and Ledy Escalante of Chamberlain High School received a \$500.00 scholarship. The students will receive their disbursements in June 2012. The HCPSB Recognition Program was televised on local education channels and has been archived on the HCPS website.



Ledy Escalante, Angela Barton,
Priscella Williams



Priscella Williams, Cheryl Brown,
Mrs. Williams



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!

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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!

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