

The Official Newsletter of HR Tampa

Advancing HR through Technology

May Sponsor

BalanceDiet™

Explore the current HR Technology landscape and learn how businesses can advance HR through technology. The presentation will provide details around the HR technologies available in the marketplace today and how best to leverage those for your organization's benefit. Learn the "10 Commandments of HR Technology" to ensure that the technologies you utilize are delivering the anticipated results.

- **Location: Centre Club**
123 S. Westshore Blvd
Tampa, FL 33609
- **Date: Wednesday June 20, 2012**
- **Time: 5:30 pm**



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

Advancing HR Through Technology	1
From the President.....	3
June Speaker	4
Sponsor Spotlight	4
Special Events.....	5
Diversity Spotlight.....	6-7
Legislative Update	8
Tampa Bay HR Student Chapter.....	9-10
Certification	11
Membership Update.....	12
Workforce Readiness.....	13
Volunteer Opportunities	14-15
Join HR Tampa!	16
Sponsorship Opportunities	17
Creating an I-9 Compliance Plan	18
Board of Directors	19

When I joined HR Tampa, I had two goals - one was to network and meet other HR professionals and the second to gain additional knowledge from experts within the field. What I didn't consider at the time was the volunteer leaders who each month make all of this possible. These are the folks who open registration on the calendar, process credit cards, plan our annual Expo, find professional speakers, submit for HRCI credit and ensure a meal is available to each member and guest.

As April marked Volunteer Appreciation Month, please take a moment to join me in thanking each of the individuals who volunteer their time to make HR Tampa one of the leading professional HR associations in the country! Each of these individuals contributes countless hours behind the scenes and effortlessly manages their professional and volunteer roles; roles that involve being web designers, sales people, meeting hosts, presenters and educators, to name just a few.

As simple as the words are, I cannot think of anything else more appropriate to say than, "Thank you!"



Toni Mayros,
MA, PHR President



Scott Millson

Scott Millson brings over 22 years of HR, benefits, operational, and technology expertise to the clients that he serves. Scott began his career at Hewitt Associates, a global leader in human resource solutions for Fortune 500 companies. During his

17-year career with Hewitt (7 as partner/owner), he developed and launched two national businesses that centered on HR technologies. In these executive-level positions, Scott oversaw all aspects of the businesses and led them through considerable growth periods.

Scott most recently served as an executive with a regional provider of HR technologies for small to mid-market businesses. During his time as the President of HR Outsourcing, he successfully led the business through a period of significant growth and expansion. Through Scott's leadership, the HRO business led the industry in client satisfaction and client retention (93%).

Today, Scott shares his expertise, knowledge, and objectivity with the HR community through MillsonJames, an HR Technology Advisory Firm he founded in 2010. MillsonJames leverages its depth of knowledge and industry expertise to make the selection, decisions, and utilization of HR technology simple and compelling.

Scott earned his Bachelor of Science degree from the University of Florida.

Sponsor Spotlight

Everyone's body - and everyone's life - is different. At the **BalanceDiet™ Company**, we personally tailor a plan to address your body's needs and goals, showing you the best way to lose weight and keep it off forever. More than simply another weight loss program, **BalanceDiet™** gives you:

- Private, one-on-one coaching from highly trained lifestyle experts
- Individualized nutrition and wellness plans that fit your lifestyle
- A total "transformation" approach to weight loss... body, beauty and mind
- Positive, contemporary, and encouraging environments and programs to keep you motivated
- A highly-effective array of weight-loss tools and supplements to help you achieve your goals more quickly
- Grocery store and restaurant food you love, in the combinations your body needs
- Results guaranteed with many of our programs!

With multiple locations across the United States to serve you, a **BalanceDiet™** is the perfect choice for those of us who crave an "in person," one-on-one program to guide us toward our lifestyle goals. Our team will guide you through our award-winning strategies, ensuring you don't fall into the "boredom trap" when it comes to healthier food choices. With their help, you'll be motivated to stay on track and keep shedding the pounds, no matter what life throws your way.

Take the first step toward increased vitality and energy and improving your overall physical fitness. Contact us today! <http://www.resultsweightloss.com/>

BalanceDiet™

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 from 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!

May: Asian/Pacific American Heritage Month

by Grace Yang

May brings the arrival of Asian/Pacific American Heritage Month. The month usually includes a variety of events to celebrate the many contributions – business, cultural, historical, scientific, social, artistic, and culinary, for example – of Asian and Pacific Islanders in the United States.

The history of Asian/Pacific American Heritage Month

Representative Frank Horton of New York and Representative Norman Mineta of California introduced a bill in 1977 in the U.S. House of Representatives to request a week in May to honor the contributions of Americans of Asian and Pacific Islander descent. Senator Daniel Inouye and Senator Matsunaga, both of Hawaii, introduced a similar bill in the U.S. Senate. Supporters wanted to designate a week in May in recognition of two significant, historical dates. First, May 7, 1843 was the date the first immigrants arrived from Japan to the United States. Second, May 10, 1869, also known as Golden Spike Day, was the date that the first transcontinental railroad was completed. Many laborers from China contributed to the historic railroad project.

On October 5, 1978, the U.S. Congress passed Public Law 95-419, resolving that the president of the United States was authorized and requested to issue a proclamation designating the seven-day period beginning on May 4, 1979 as Asian/Pacific American Heritage Week. President Jimmy Carter issued Presidential Proclamation 4650 accordingly.

Under the administrations of Presidents Jimmy Carter, Ronald Reagan, and George H.W. Bush, proclamations were issued annually to observe Asian/Pacific American Heritage Week. Then, the U.S. Congress passed Public Law 101-283 in 1990 to authorize the president of the United States to designate the month of May as Asian/Pacific American Heritage Month. President George H.W. Bush issued Presidential Proclamation 6130 on May 7, 1990 accordingly. The U.S. Congress then approved and passed Public Law 102-450 on October 23, 1992 to designate May of each year as Asian/Pacific American Heritage Month.

Census figures

According to the most recent 2010 U.S. Census figures, over 14.6 million people or about 4.8% of the total population, reported that they identified with an Asian race. Over 540,000 people or about 0.2% of the total population reported that they identified with the Native Hawaiian or other Pacific Islander race.

Demographic forecasts predict that Americans who identify with the Asian or Pacific Islander race will continue to be a growing segment of the U.S. population. To learn more about Asian/Pacific American Heritage Month, please consider visiting asianpacificheritage.gov and participating in a local event.

About the author: Grace Yang is an attorney at GrayRobinson, P.A. and sits on the Board of Directors of the Taiwanese Chamber of Commerce of Tampa, Florida as well as the Board of Directors of the Asian Pacific American Bar Association of Tampa Bay, a local chapter of the National Asian Pacific American Bar Association.

Celebrating the ADA

The American Disabilities Act (ADA) was signed into law by President George H.W. Bush in 1990. The law provides civil rights protection to individuals with disabilities equal to those provided to individuals on the basis of race, sex, color, national origin, religion and age. Employers, including state and local governments, with 15 or more employees are required to make reasonable accommodations to the known disability of a qualified applicant or employee as long as it does not cause “undue hardship” on the operation of the employer’s business. The law seeks to open up American society to the 54 million citizens with disabilities.

Originally members of Congress and the business community feared a flood of lawsuits and an excessive burden on businesses trying to comply with the ADA. However, both fears were unfounded. According to The Center for an Accessible Society, a recent survey found that three quarters of all changes cost less than \$100. Moreover, 90% of all cases brought before the Equal Opportunity Commission were thrown out and, of those that actually made it to court, 98% were decided in favor of the defendants (usually businesses).

Although the ADA has changed the way society views, accepts and integrates people with disabilities, the law has not fully eradicated discrimination against people with disabilities in the workplace. The Kessler Foundation and the National Organization on Disability conducted a Survey of Employment of Americans with Disabilities on the 20th anniversary of the ADA in 2010. The survey found that while a majority of companies have a diversity program or policy, most do not have a disability

program or policy, an education program to help employees learn to work with people with disabilities or a person or department dedicated to hiring people with disabilities. In fact, according to the survey, only 56% of those surveyed reported having hired a person with a disability between 2007 and 2010.

However, in an article on the website of the Society for Human Resource Management (SHRM), the case is made for “turning disability into a business advantage” (April 29, 2011). Employers are increasingly looking to recruit diverse individuals who are problem-solvers, innovative and self-motivated, all qualities that are easily found within what SHRM calls the “largest and fastest growing minority group in the world”, people with disabilities.

Employers who are serious about diversity also understand that by recruiting and retaining the best and the brightest people with disabilities, they are also targeting other minority groups like African Americans and Hispanics who are overrepresented in the disability population.

Education and awareness remain critical topics when discussing the ADA. However, progress has been made in the last 22 years as evidenced by the fact that more people with disabilities are being fully integrated into society and the workplace.

You can find out more about the content and application of the ADA by completing the ADA Basic Building Blocks free online training program at <http://www.adabasics.org/>



Ashlie Melillo-Banks, PHR
Diversity Director

Do Your Background Checks Meet the New Guidelines?

On April 25, 2012, the Equal Employment Opportunity Commission announced its much-anticipated new **Enforcement Guidance** on employers' use of criminal background information in making employment decisions. The new guidance came in a bit of a rush as the EEOC was about to lose its Democratic majority with the resignation of Commissioner Stuart Ishimaru, which became effective at the end of April.

Historically, the EEOC has expressed concern that the use of criminal records in employment decisions may have a disparate impact based on race and national origin, potentially violating Title VII. Disparate impact claims rely on statistics to show that an otherwise neutral screening criterion has a disparate, negative impact on one or more protected classifications of applicants or employees. Higher arrest and conviction rates for certain minority males – particularly African-American and Hispanic males – are primarily the reason that the EEOC frowns on employers' use of criminal background information.

The Recent Legal Landscape

In recent years, the EEOC has brought numerous class action lawsuits claiming that an employer's use of criminal background screening in employment decisions was unlawful because of a racially disparate impact. These cases were generally consistent with prior EEOC guidance given in 1987 and 1990. **A settlement with Pepsi Beverages in excess of \$3 million in such a case** made headlines in the press early this year. There are no signs that the EEOC is backing away from aggressive enforcement of Title VII based on its theory of the law as applied to employers' use of criminal background information – use the EEOC considers suspect. Use of arrest history has long been discouraged by the EEOC, as well as broad exclusions of applicants based on the mere fact of a conviction. However, employers could justify exclusions based on criminal convictions by showing that the exclusions were job-related and consistent with business necessity. For example, the EEOC would generally not quibble with an employer who rejected an applicant for a finance position who had a recent dishonesty-related conviction.

The New Guidance

The new Enforcement Guidance essentially assumes that a broad exclusion for any conviction (e.g., checking the "conviction box" on an application results in exclusion) is unlawful and focuses on what an employer can do to show that the criminal background information is job-related and consistent with business necessity.

According to the EEOC, there are two ways:

- * The employer validates the exclusion criterion in light of the EEOC's own Uniform Guidelines on Employee Selection Procedures (apparently by proving statistically that past criminal conduct is related to future work performance or behaviors),

- * The employer develops a "targeted screen" considering at least the nature of the conviction, the time elapsed since the conviction, and the nature of the job (factors from a **1977 decision** of the U.S. Court of Appeals for the Eighth Circuit). "The employer's policy then provides an opportunity for an individual assessment for those people identified by the screen to determine if the policy as applied is job related and consistent with business necessity."

The "individualized assessment" is described generally by the EEOC as a process in which the individual has an opportunity to show that the exclusion should not apply to him. The EEOC lists evidence the employer should consider, including (1) the facts and circumstances surrounding the offense, (2) the number of convictions, (3) the age of the applicant at the time of the conviction/release from incarceration, (4) evidence of related incidents, if any, (5) rehabilitation, (6) employment or character references, (7) fitness for the position, and (8) bonding. If an applicant fails to supply additional information, the employer may make a decision without any additional evidence (apparently giving some reasonable time for submission of the evidence).

However, even after the employer jumps through all of these hoops, a Title VII plaintiff may still prevail by showing that the employer refused to use a less discriminatory alternative employment practice that would have served the employer's legitimate interests as effectively as the challenged practice.

"Best Practices"

In an effort to potentially assist employers with complying with its new guidelines, the EEOC included a list of "best practices" for employers. The agency recommends eliminating broad policies excluding applicants based on "any criminal record" and management training on the law, conducting individualized assessments, good record-keeping and confidentiality.

The EEOC recommends that employers not ask about criminal convictions on job applications and that, if and when they make such inquiries, the inquiries be limited to convictions for which exclusion would be "job related for the position in question and consistent with business necessity." This is essentially a recommendation to "ban the box" or at least customize it based on the position applied for. Whether this would be realistic for an employer who typically uses one application form for all applicants remains to be seen.

The complete list of "best practices" is in the appendix to the Enforcement Guidance document linked in the first paragraph of this Bulletin.

Employer's Legal Limbo

Employers can find some solace in the fact that the EEOC stayed on course with its past guidance and did not, through interpretation and guidance, essentially outlaw use of criminal records as a factor in employment decisions. It may have done this in part because, as the EEOC recognized in the guidance, some employers are subject to other federal laws and federal regulations (1) that prohibit the employment of individuals with certain criminal records in certain positions and in certain industries and (2) that have licensing and/or security clearance requirements that prohibit employment of individuals with certain criminal records.

On the other hand, compliance with state or local law as a reason for an employment decision offers no safe harbor. According to the EEOC, the employer cannot disqualify an applicant or employee based on a requirement of state or local law unless the exclusion is job-related and consistent with business necessity.

Through these guidelines, the EEOC has put a heavy burden on employers either to validate statistically their use of criminal conviction information as a factor in employment decisions or conduct detailed individualized assessments for all people screened out by use of a criminal record criterion. The individualized assessments are sure to take time and money and present more opportunity for lawsuits claiming that the assessments were themselves somehow tainted with unlawful discrimination and use of subjectivity. And even after the employer makes a persuasive justification for a practice, the plaintiff can attempt to show that a less discriminatory practice should have been used.

Employers are left carrying more burden and risk of discrimination claims on the one hand and negligent hiring or retention claims on the other. We can only hope that state courts will find that compliance with the federal requirements is a defense to a negligence claim.

However, before anyone scraps their criminal background checks, they should contact their employment counsel and discuss the ramifications of such a decision and make sure that any hiring practices are not going to actually expose the company to other potential lawsuits.



David Steffen,
Esq. Director of
Legislative Affairs

DIRECTOR OF CORPORATE RELATIONS

The College Relations Committee is looking for a volunteer "Mentorship Director" who will welcome student members and help them to prepare for entry into the HR world by assigning HR professionals to help them as they progress through school. The mentor's purpose is to build self-esteem, confidence, and self-worth, supplementing the work of parents, teachers, counselors and other social and educational professionals. You will assist by:

- Assigning Mentors and Students
- Preparing a letter to both the Mentor and the Protégé outlining the program.
- Following up each month with the Mentor to obtain a status report or activities update and reporting to the Director of College Relations.
- Once the Mentorship ends, sending a survey to both the Mentor and Protégé and submitting both to Director of College Relations for analysis.

We currently have a list of potential mentors and students who need to be paired and this will be a great starting place. If you like to help counsel and motivate people, you'd be perfect for this position! Please contact Sue Styx., Director College Relations, ssstyx@hinshawlaw.com, for more information.



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 slsru@yahoo.com.

Are you scrambling for some last-minute recertification credits? You may already have them! You can earn up to 20 recertification points (during your 3-year recertification period) for on-the-job experience, as long as it's a first-time work experience that adds to your understanding of the HR body of knowledge. For example, did you research and design a new benefits plan or diversity program for your organization? Participate in labor negotiations? Develop an employee handbook? Just make sure you include how the experience added to your HR knowledge when you submit it for credit.

For more information, go to **www.hrci.org** and click on the Recertification link. Go to "How to Recertify," then "Recertify through professional development."

<http://hrci.org/Recertification.aspx?id=2147483992>

GLOBAL AFFAIRS – SUCCESS!

The Global Affairs committee of HR Tampa hosted its first learning and networking event Wednesday evening, April 25, 2012 at the Small Business Development Center (SBDC) at the University of South Florida located at 1101 Channelside Drive, thanks to SBDC employees, **EILEEN RODRIGUEZ** and **MARIA YEPES**, who are also members of the Tampa Bay Organization of Women in International Trade (TBOWIT). Due to her dual membership, thanks to **AMY CARRASCO** for initiating the HR Tampa / TBOWIT partnership for this event.



Our panel speakers presented insightful and practical knowledge:

MADDY KRASNE: Residential Purchasing

JENNIFER ROEPER: Keeping I-9's legal

SHERRY MOORE: www.GlobalResources

OLGA PINA: International Contracting

Sharing the lectern, **LAUREL DEMATTIA** opened with introductions and **TONI MAYROS** moderated throughout the presentations and discussions.

To enjoy more successful events such as this one, your feedback has already told us to maintain the HRCI credits with advanced and varied topics. We hear you and we agree – See you at the next Global affairs event!



Global Affaris



Patricia Sullivan,
MS, SPHR
Co Director-Certification



Jennifer Currence,
SPHR
Co-Director-Certification

[Back to Table of Contents](#)



WELCOME TO HR TAMPA!

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

- Wanda Ruiz-Johnson – Human Resources Manager
- Paige Michaelis, SPHR – Owner of 1 Minute Mommy
- Kristin Lacey – Staffing Coordinator
- Valerie Fulbright, SPHR – VP Talent and Total Rewards
- Brian Zaas – Director
- Michael Swain, PHR – HR Employment Manager
- Joseph Wessel – Training and Development
- Paulette Hines, PHR – HR Generalist

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 **Lisa Murfield** and **Michelle Pryor**
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, CoDirector

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) 965-5520 or **WorkforceReadiness@hrtampa.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!!

HR Prodigy



The Workforce Readiness Committee of HR Tampa and the HR Prodigy Group (student interns) were guests of News Channel 8 television station on Tuesday, April 24, 2012. Matt McGuire, Digital Specialist, for Tampa Bay Online, graciously provided a tour of the facilities and offered insightful commentary on the day-to-day operations and the impact that Channel 8, Tampa Bay Online, and the Tampa Tribune have on the Tampa Bay community. Human Resources Director Kimberly Campbell provided a very informative presentation about working in the field of Human Resources and how HR professionals provide valuable and needed service to various industries.

Committee members and mentors in attendance: Angel Barton, Cheryl Brown, Kim Boulahanis, Marie Haskins, Deborah Erdahl, Amanda Osmera, Sabrina Permuth and Kathy Meloy. HR Prodigy Group interns in attendance: Anubia Guyton-Lewis, Michael Nguyen, Lavina D'Souza, Abygale Hickey, Kara Hartman, Nathaniel Moreau, Caitlin Fahrson and Janine Parker.



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.

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2012 MEETINGS STILL AVAILABLE!

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**Contact Lori Golden or Kelly Hooker at Sponsors@hrtampa.org
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OTHER GREAT SPONSORSHIPS ALSO AVAILABLE!

- College Relations – CollegeRelations@hrtampa.org
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- Workforce Readiness – WorkforceReadiness@hrtampa.org



It's Only A Matter of Time: Creating an I-9 Compliance Plan and Preparing for Government Investigations and Raids

May 15, 2012

501 E. Kennedy Boulevard, Suite 1700
Tampa, Florida 33602

8:00 - 8:30	Registration
8:30 - 10:00	Program

Continental breakfast will be served
1.5 hours HRCI Credit Approved
\$25 Registration Fee

Presented by:

L.T. Lafferty, Shareholder, Fowler White Boggs P.A.

Jennifer G. Roeper, Shareholder, Fowler White Boggs P.A.

R.S.V.P. to Angela Brooks at 813.228.7411
or abrooks@fowlerwhite.com

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