

The Official Newsletter of HR Tampa

Global Mobility Issues for the HR Professional

June Sponsor

Willis

July Sponsor

ANYLABTEST!
NOW!

This presentation will discuss the issues which can arise when employees are transferred abroad or when employees from abroad transfer to the United States and how HR professionals can address these issues.

- **Location:** Centre Club
123 S. Westshore Blvd
Tampa, FL 33609
- **Date:** Wednesday, July 18, 2012
- **Time:** 7:30 am



AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

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

Global Mobility Issues for the HR Professional	1
July Speaker Bio	3
Sponsor Spotlight	3
Special Events	4
Diversity Spotlight	5-6
Legislative Update	7
Tampa Bay HR Student Chapter	8-9
Certification	10
Membership Update	11
Workforce Readiness	12
Volunteer Opportunities	13-14
Join HR Tampa!	15
Sponsorship Opportunities	16
Board of Directors	17



Ignacio Garcia,
Shareholder



Ignacio Garcia focuses his practice exclusively on representing employers with their labor and employment needs. He has extensive experience in both federal and state courts representing employers. He has defended both individual and collective actions under numerous state and federal employment laws, including Title VII, the ADEA, the ADA, FMLA, FLSA, Florida's private whistle blower statute, and all manner of retaliation claims. Mr. Garcia has also defended employment related torts such as defamation, negligent retention, negligent hiring, assault, battery and fraud, as well breach of contract claims. Mr. Garcia has handled numerous trials and administrative hearings.

Mr. Garcia has been featured as a speaker at many human resources and legal conferences throughout Florida.

Mr. Garcia also represents employers in front of numerous administrative agencies such as the EEOC and the Florida Commission on Human Relations.

Mr. Garcia regularly advises employers on various day-to-day matters related to their employees, both domestically and internationally. He emphasizes a practical approach to problem solving while decreasing an employer's exposure to potential liabilities. Mr. Garcia's fluency in Spanish further allows him to address employee issues where language barriers would otherwise prevent such.

Sponsor Spotlight

Willis is a global insurance broker providing professional insurance, reinsurance, risk management, financial and human resource consulting and actuarial services.

Our dedication to our clients' success stretches back 182 years, from the dawn of an industry we helped establish, to the intricate, interwoven and global state of the insurance sector today.

We live by The Willis Cause. It's what drives us to deliver the world's best risk management advice and service. And it's what sets us apart from other global brokers and the thousands of smaller firms that can't match our size, scope and specialization.

Four straightforward commitments to our clients and one overriding principle that binds them together:

- **We thoroughly understand our clients' needs and their industries.**
- **We develop client solutions with the best markets, prices and terms.**
- **We relentlessly deliver quality client service.**
- **We get claims paid quickly.**

...with integrity.



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



HR Tampa is raffling off full conference registrations!

Don't miss your chance to attend the state conference for **FREE!**

The raffle tickets are available for purchase at every meeting.

Ask a board member how you can get in it to win it!



Walmart on Diversity for Associates and Suppliers

Walmart began in 1962 as one man's dream. Since then, Sam Walton's openness to new ideas has grown into a global team of individuals who represent diverse points of view, backgrounds and experiences. Our diversity speaks for itself through our commitment to unlocking the full potential of our global workforce by giving each associate the opportunity to learn, grow and advance.

Building a global workforce of 2.2 million associates that champions diversity, values its richness, and turns ordinary opportunities into amazing careers, is critical to our long-term success. We continue to refine existing programs and implement new career development options to ensure associates maximize opportunities that contribute to our continued success, which empowers associates to achieve the extraordinary.

We become a stronger team when we include different perspectives and ideas at every level and platform of our company. We foster a commitment to attracting, retaining and developing a diverse talent pool that will lead the Walmart of tomorrow.

We have a long history of promoting from within and advancing the careers of our dedicated associates. 17 years ago I started my career as an hourly associate. Nationally, nearly 70 percent of our store management began their careers the same way. We're also one of the most diverse employers in the world. More than 815,000 of our associates are female and make up 57 percent of our U.S. workforce. 35 percent of our associates are minority:

- 248,000 African Americans
- 167,000 Hispanics
- 42,000 Asian Americans
- 5,000 Pacific Islander Americans
- 14,000 American Indian and Alaska Natives

Through our commitment, we build solid careers and futures. This is the case with our Walmart Neighborhood Market Store Manager, Arianna Suarez.

Arianna began her career at Walmart after moving to Hialeah from Cuba in 2001. At age 19, she worked as a cashier and advanced her career by transferring to three other Walmart stores in Florida to work with different teams. In November 2011, Arianna returned to Hialeah to prepare for her own store's grand opening. Arianna says, "It's very exciting to be part of the first Walmart Neighborhood Market in the Hialeah community. Walmart fosters a family atmosphere. The best part of my job is getting to know people and interacting with them on a daily basis."

Arianna is currently working toward a bachelor's degree in business administration through the American Public University System (APUS). Walmart partners with APUS to provide an online degree program that allows associates to receive college credit for work experience.

From the cashier or stock boy who works his/her way up the career

ladder, Walmart is always seeking diverse talent. We recruit world-class associates from a multitude of sources such as colleges and organizations like the National Black MBA Association (NBMBA) and the National Society of Hispanic MBAs (NSHMB), along with many others.

Furthermore, developing relationships with various suppliers is a major part of our business plan. We partner with thousands of suppliers in every merchandise category. Their ideas, products and energy have helped fuel our growth for almost 50 years and they are an important part of our future. In 1994, we launched our formal Supplier Diversity program to ensure minority and women-owned businesses become an integral part of our vast network of suppliers. The program began with the procurement of \$2 million from Women and Minority Business Enterprise (WMBE) suppliers. Our program's focus on the development of minority and women-owned businesses becomes a contributor to the economic well-being of the communities we serve.

To continue to deliver on our brand purpose, we need excellence in our supply chain. We need suppliers who can ensure that our product assortment and prices are relevant to our customers' needs. In 2011, Walmart spent more than \$5.9 billion for merchandise and services with 2,326 diverse suppliers in Florida. As a result of these relationships, we supported an additional 81,000 state jobs. Some of the local diverse supplier and vendors that can be found in our aisles include: *Conchita Foods, Goya Foods, Iberia Foods, Badia Spices, Gonzalez & Tapanes, LaBella* and many more.

Our Supplier Diversity program aims to expand and advance our current pool of more suppliers through education and mentoring. As part of our efforts to stay connected to the best and brightest of diverse suppliers, we are partners with the *National Minority Supplier Development Council (NMSDC)*, *Women's Business Enterprise National Council (WBENC)*, *USBLN Disability Supplier Diversity Program (DSDP)* and several other organizations across the country to identify potential suppliers.

In 2011, Walmart was named the number two company in DiversityBusiness.com's "Top 50 Organizations" for Multicultural Business Opportunities and Walmart's "Leadership on the Move Series" was added to the list of *2011 International Innovation in Diversity Awards* by Profiles in Diversity Journal.

In Sam's Walton words, and as I've learned, "Individuals don't win, teams do." As our company continues to grow, we will continue to believe that diversity is the foundation for a successful and sustainable business.



Elise Vasquez-Warner
Vice President South Florida



Did you know that June is Caribbean American Heritage Month?

President George W. Bush signed a proclamation on June 5, 2006 making June Caribbean American Heritage Month. This month recognizes the historic relationship between the people of the Caribbean and the people of the United States. In addition, Caribbean American Heritage Month recognizes the many contributions Caribbean immigrants and their descendants have made to the well-being of America.

*Information provided by the University of Connecticut Health Center (<http://diversity.uchc.edu/observances/index.html>)



Ashlie Melillo-Banks, PHR
Diversity Director

Cat's Paw Theory Can Impose Individual Liability In Section 1981 Cases: Seventh Circuit Decision in *Smith v. Bray*

Approximately one year ago, we discussed the U.S. Supreme Court's unanimous decision holding employers liable for tangible employment actions that were influenced by supervisors who had unlawful, discriminatory motives under the cat's paw theory of liability. Those of us in the Eleventh Circuit (which includes Florida) are familiar with this theory, as it has been regularly applied by the courts in our Circuit for years. The U.S. Supreme Court affirmed the application of the cat's paw theory of liability, which arises from a fable where a manipulative monkey convinces a naïve and unusually dim cat to pull chestnuts out of a hot fire, burning the cat's paw in the process while the monkey gobbles up all the chestnuts.

On May 24, 2012, in the case of *Smith v. Bray*, the Seventh Circuit (Illinois, Indiana, and Wisconsin) extended the cat's paw theory of liability to **individual employees who cause employers to retaliate** in violation of Section 1981. Section 1981 prohibits racial discrimination in the making, performance, and termination of contracts, including at-will employment. Although Section 1981 and Title VII are similar in many respects, there are some important differences. Section 1981 does not require the exhaustion of administrative remedies and damages are not subject to the damage cap enacted in the Civil Rights Act of 1991. And, unlike Title VII, Section 1981 provides a basis for liability against individuals and has historically been used to pursue individual liability against decision makers. Now, race discrimination plaintiffs in the Seventh Circuit have an additional basis under Section 1981 to sue managers, human resources professionals and other individuals who may not have been the actual decision makers, but who participated in the decision making process.

In the Seventh Circuit case, the employee, Smith, was unable to pursue a wrongful termination action against his employer due to bankruptcy protections. Instead, he pursued a cause of action against the human resources manager, Bray, whom he believed was responsible for the employer's decision to terminate his employment. Specifically, Smith asserted that Bray ignored his complaints of racial harassment and then persuaded her bosses to terminate him in retaliation for his complaints. Smith claimed that Bray's retaliatory motive made her individually liable under Section 1981. The district court entered summary judgment in favor of Bray, and Smith appealed the decision to the Seventh Circuit. Although he ultimately lost his appeal, the Seventh Circuit found that a human resource executive who participates in an allegedly retaliatory act against an employee that complained about race discrimination may be individually liable for damages under Section 1981 under the cat's paw theory of liability.

In reaching this decision, the Seventh Circuit noted that there was substantial authority showing that the cat's paw theory would support employer liability for retaliation under Title VII, Section 1981, and Section 1983, except in some circumstances of municipal corporations.

The Court then noted that there was precedent from five other circuits for imposing individual liability on the unlawfully motivated subordinate (the monkey, in the cat's paw fable) under Section 1983. The Court, referring to the fable, held that it logically follows that an individual can be liable under § 1981 for retaliatory conduct that would expose her employer to liability under § 1981. The Court found that it was really just a matter of basic fairness - why should the 'hapless cat' (or at least his employer) get burned but not the malicious 'monkey'?

The Seventh Circuit has clearly determined that biased supervisors can no longer escape liability in situations where they have imposed Section 1981 liability upon their employers. But it will not be an easy road for employees who must still meet the burden of proof applicable to the cause of action. It will be interesting to see if this decision results in an increase in Section 1981 claims, as Title VII does not provide a cause of action against an individual.

Do what does this mean for Human Resource Professionals?

While Smith's theory of liability was accepted by the Seventh Circuit, he was ultimately unable to prove his theory with the evidence. Smith argued, unsuccessfully, that Bray's multiple communications with the decision maker prior to his termination and her involvement in the preparation of his termination report were sufficient evidence of retaliation. The Seventh Circuit held that while there was sufficient evidence to support a finding that Bray was involved in the termination decision and could be responsible under the law, Smith had not demonstrated that Bray acted with retaliatory motive and thus she was not liable under Section 1981.

Personal liability is not a new concept either under Section 1981 or many state and local statutes. The Seventh Circuit's decision just provides a new avenue to pursue individual to perform individualized investigations that examine the motives behind a supervisor's allegations or recommendations before approving an adverse employment action. Human resource professionals must be sure to avoid "rubber-stamping" disciplinary decisions. Documentation of the process remains important, and should detail the objective findings of the investigation.

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



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. ...



Host an Intern!

**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.

JUST A LITTLE BURIED?

COULD YOU USE SOME EXTRA HELP?

HOST AN INTERN!



HR Florida Student Games

Calling all Students – your opportunity to show off what you know is here! Please join us this August for the inaugural HR Florida Student Games. You'll be competing with other student chapters across the state, so we need to start preparing now to get ready to have some fun!! Following the competition, join us for two and one half-days jam packed with great HR programs and networking at the HR Florida State Conference.

When

The Games will be held Sunday, August 26, 2012, just prior to the official start of the 34th Annual HR Florida State Conference & Expo, which is slated for August 27-29, 2012 at the Rosen Shingle Creek Resort in Orlando.

Competition Overview

A one-day event, the HR Florida Student Games is a case study competition where teams of undergraduate and graduate students from various Florida colleges and universities compete in oral and written presentations. The case will be created specifically for the HR Florida Student Games and will focus on a number of HR issues. The teams will have four hours to read, evaluate and draft both the oral and written presentations. After the four-hour preparation period, the teams will provide their written presentation to one set of judges for review and then give their oral presentation to another set of judges.

Prizes

The winning team will receive an all expenses-paid trip to compete on behalf of the State of Florida in the Regional HR Games in March, 2013. The winning teams at the Regional HR Games are eligible for a purse of \$3,000 for First Place and \$2,000 for Second Place.

Eligibility

Each team can consist of no more than six students or recent graduates (one year or less) of an undergraduate or graduate program offered in the state of Florida. All team members must be members of SHRM and a SHRM student chapter. Professional SHRM members are not eligible to compete.

Registration

If you are interested in joining the Tampa Bay HR Tampa Student Chapter team, contact Giovanna Dodson, Student Chapter President, at gidodson@gmail.com no later than June 25, 2012. Teams wishing to attend the HR Florida State Conference & Expo August 27-29 following the competition should register on-line. The student registration fee is \$160 for the entire conference or \$85 for one day (student choice of day). For hotel reservations, please contact the Rosen Shingle Creek Resort at **866-996-6338** and mention the HR Florida Conference to receive the room rate.

Let the Games begin!

RECENTLY CERTIFIED?

First, CONGRATULATIONS! Congrats on this professional accomplishment and personal success. We would like to recognize you for your recent success as a GPHR/SPHR/PHR certified professional. If you have recently received your certification, please let us know by:

1. Updating your SHRM and HR Tampa profiles on the respective websites. It's a great time to look at your profile and make sure all the information is current and correct.
2. Contacting HR Tampa's Hospitality Chairs so they order name tags, identifying your newly earned designation.
3. Letting the Certification Chairs know so we can post your name on our website and in our July Newsletter.

The idea is help you celebrate your success!

GOOD LUCK to THOSE SCHEDULED TO SIT for the PHR/SPHR in JUNE

We have not forgotten that this is still the testing window. For those who have yet to sit for the exam, we are sending you lots of luck to add to your hard work. Keep up the dedicated studying and review the HRCI site for tips that help the days and weeks leading up to your exam. And think "PASS IT!" Confidence is similar to self-efficacy (know this concept for the test), and it certainly will make your days less stressful while you prepare.

THANK YOU, DEDICATED VOLUNTEERS!

Richard Daniel, MA, SPHR

Iggy Garcia, Esq.

Lorri Kindberg, SPHR

Dr. Lorrie McGovern, SPHR

Mike Malfitano, Esq.

Phillip Russell, Esq.

David Steffen, Esq.

Jenni Stone, MS, PHR

LeighAnn Thomas, PHR

There are two content-focused, effective, and well-used programs HR Tampa offers those preparing for the SPHR/PHR exams. For twelve weeks, twice a year, we offer a Study Group. These weekly meetings are facilitated by volunteers. These volunteers spend hours preparing: reading the module content, preparing presentations, designing exercises and spending 2+ hours with participants – our members who are serious about their professional development.

The other program we offer, also twice a year, is a 5-hr Crash Course (as the name states) to provide an intense, topic/content specific Crash Course.

From the students who benefited from your knowledge and support, and from the co-Directors of Certification, and from the entire Board, we want to thank **GTE Federal Credit Union** for their generosity in providing a wonderful learning center, and we want to share our gratitude to our spring volunteers.



Patricia Sullivan,
MS, SPHR
Co Director-Certification



Jennifer Currence,
SPHR
Co-Director-Certification



WELCOME TO HR TAMPA!

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

- Deborah Reker – National Accounts
- Brenda Hair, SPHR – HR Staffing Specialist
- Kimberly Carberry – Mentoring Program Manager
- Ken Perry – Vice President
- Gary Swisher II – Chief Operating Officer
- Andrew Fullerton – Global HR Manager
- Anjanette Simone – SVP, Human Capital
- William Merchant – President
- Fethanegest Coey – Student
- Jeff Jones, SPHR – Managing Partner
- Barbara Gomez, MHRM

MEMBERSHIP COMMITTEE

Do you want to be a Membership Ambassador?

The HR Tampa Membership Team can use you! If you have been a member of HR Tampa for at least one year AND can give an hour before the meetings to be a greeter and resource to our guests and new members, please contact the Co-Directors of Membership, Ana Swiger or Melissa Robinson, to find out more at Membership@hrtampa.org

ROCKSTAR REFERRALS!

Thank you to **Brenda Cooper, Lisa Murfield, Amanda Osmara, Nicole Hecht, and Layla Jamil** 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

Workforce Readiness Needs You

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

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



Cheryl Brown,
MBA, PHR
Workforce Readiness
Director



HR Prodigy



Kara M Hartman, completed her 11th grade at Robinson High School with a 3.8 GPA. She will graduate in 2013.

In addition to school, Kara works for Florida Urology Partners and maintains a busy schedule with a variety of school clubs and community service projects. She is a member of the National Honor Society, Spanish Honor Society, Secretary of Travel Deca and President of Kappa Sigma. She has a strong interest in human resources, business, medicine, law, marketing and entrepreneurship.



Nathaniel Moreu, a Middleton Senior High School student, completed his 11th grade with a 3.2 GPA. Nathaniel is very active in FFA, Junior Civitans and a member of the National Honor Society. He will graduate in 2013.

His career interests include Psychology and Sociology. In his free time, he enjoys swimming and tennis.

We are very proud of Kara and Nathaniel and look forward to sharing feature stories of our other 6 HR Prodigy Interns (Anubia Guyton-Lewis, Michael Nguyen, Lavina D'Souza, Abygale Hickey, Caitlin Fahrson and Janine Parker).

[Back to Table of Contents](#)

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.

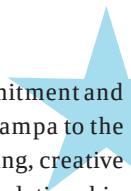


As mentioned, the Foundation promotes research, innovation and the use of research-based knowledge. Some of the major research projects the Foundation is currently funding are: Aging Workforce, Changes in the HR Function and Roles, and Global HR just to name a few.

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.

[Back to Table of Contents](#)

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

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[Back to Table of Contents](#)