

The Official Newsletter of HR Tampa

Advancing HR Through Technology

July Sponsor



August Sponsor



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 August 15, 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
Message from the President.....	3
August Speaker Bio.....	4
Sponsor Spotlight	4
Networking Event.....	5
Diversity Spotlight.....	6
Legislative Update	7
Tampa Bay HR Student Chapter.....	8
HR Florida Student Games	9
Certification	10
Membership Update.....	11
Workforce Readiness.....	12
Volunteer Opportunities	13-14
HR 2012 Memberships.....	15
Sponsorship Opportunities	16-17
Board of Directors	19

We are pleased to announce that beginning in September, HR Tampa's monthly meetings will be held at the Glazer Children's Museum. The museum is located in downtown Tampa near the Performing Arts Center.

While we are sad to say good-bye to the Centre Club, we are thrilled to bring to you a space with state-of-the-art equipment, meeting space for up to 300 members and guests and a meeting space that is 100% dedicated to HR Tampa during our monthly breakfast or dinner meetings.

We will be sending additional details as we get closer to our moving date in September, including parking information, location address and any other information needed to make a smooth transition to our new meeting location.

If you have any questions during the transition, please do not hesitate to reach out to myself (president@hrtampa.org) or any other member of the board.



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

TAKE CONTROL OF YOUR HEALTH™

There is an alternative in managing your healthcare. You are empowered to take control of your health, on your terms. ANY LAB TEST NOW® offers a revolutionary healthcare lab testing expertise by providing thousands of standard lab tests in a convenient, affordable and customer-focused manner.

THE DIFFERENCE At ANY LAB TEST NOW®,

you don't need an appointment and we're open during convenient, work-friendly hours. Are you in a situation where you don't have insurance or have a high deductible? No problem! Our test prices are affordable and transparent - you know what it will cost upfront. We respect your privacy. Testing is discreet and confidential.

EMPOWERING AND INFORMING OUR COMMUNITIES

Whether you are a business that needs one single solution for a broad range of lab tests or an individual, we are here to help. Our certified and supportive staff is truly what separates us from others. We understand the anxiety associated with your personal situation and lab testing in general. That is why we're near where you live or work, committed to helping you from that first call through delivery of your test results.



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

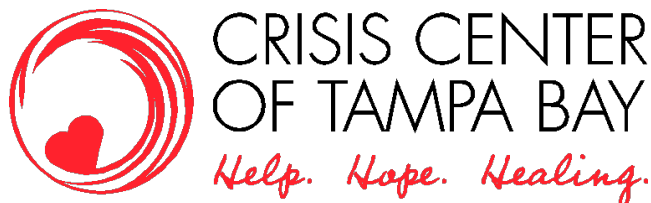


HR Tampa is raffling off full conference registrations!

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!



The Crisis Center of Tampa Bay - Serving a Diverse Population with Diverse Programs

The Crisis Center of Tampa Bay offers some of the most diverse programs and services to a most diverse population in the Tampa Bay area. From a crisis hotline to counseling to helping families and victims of sexual assault, the Crisis Center of Tampa Bay has offered help, hope and healing to people facing serious life challenges in our community for 40 years.

Crisis Center services include:

- Suicide prevention, education and support for at-risk individuals and their families
- Telephone reassurance for socially-isolated elderly and disabled adults
- Services for families in crisis; short-term financial assistance; long-term case management
- Trauma recovery services and therapy
- Forensic exams, crisis counseling and advocacy for victims of sexual assault
- Free STD/HIV testing
- Emotional wellness educational programs and workshops
- TransCare Medical Transportation Services for mental health and medical transportation

In 2011, the Crisis Center's **2-1-1 Crisis Hotline** answered over 140,000 calls; 48,770 were crisis calls while 44,002 were information and referral calls. In addition, volunteers made 76,607 calls as part of our **Telephone Reassurance Program**. Our newest service is the **Florida Youth Suicide Prevention Program**. This collaboration between USF and the Crisis Center will identify and serve youth at risk for suicide by enhancing services, networks and support for 10 to 24-year-olds. There are free training sessions and materials to support these efforts.

Family Stabilization Services, which provides case management and financial counseling for families and individuals, helped 6,423 families stabilize their finances.

Trauma Recovery Services, which offers specialized counseling for children, adults, elders and families who have experienced any type of trauma, held 8,978 counseling sessions for children and adults. TRS also provided treatment for youth with sexual behavior problems.

SAS Services

Sexual Assault Services for victims of rape in Hillsborough County, ages 13 through adult, both male and female, 120 hours post assault. Last year, SAS provided sexual assault forensic examinations to 287 survivors. These services are free and the Crisis Center prides itself on providing client-centered care. A new initiative, focused on implementing primary prevention and education to change existing community attitudes surrounding violence and gender perception within the Hispanic community, was recently introduced by SAS and an education and prevention specialist has been hired to implement it.

Transcare Medical Transportation Services offers basic life support and provided mental health transportation to 4,685 people and medical transportation to 25,070 people. TransCare was recently awarded the prestigious Commission on Accreditation of Ambulance Services (CAAS) designation, the gold standard in the ambulance industry. TransCare is one of only 9 CAAS accredited agencies in the State of Florida.

The Crisis Center of Tampa Bay also offers several other specialized programs which help individuals and families including:

Child & Family Safety, a service of the Crisis Center of Tampa Bay, affords local school children an opportunity to hear a safety education presentation which includes school and community safety planning, awareness, cyber safety and bullying.

Trauma Informed Care – the agency recently hired a Director of Trauma Informed Care who is responsible for overseeing the Center's ongoing efforts to become a center of excellence for the practice of trauma informed care (TIC) and trauma specific interventions and services. The eventual result will be services and programs that are designed to be more supportive of trauma survivors, and thereby, avoid re-traumatization and promote self-healing. The Crisis Center of Tampa Bay has assumed a leadership role in implementing trauma informed care practices and trauma specific services.

Every Cent Counts – helping real people with real needs in real time. A new program of the Crisis Center of Tampa Bay, 100% of a donor's dollar goes to families in need. Every need request is vetted for veracity and every cent truly does count. It's a web-based program that allows individuals to donate directly to those in need. To help fulfill a need today and make a difference now, visit www.everycentcounts.org



Ashlie Melillo-Banks, PHR
Diversity Director

Gender Identity and Sex Stereotyping in the Workplace

The U.S. Equal Employment Opportunity Commission has recently found that discrimination against transgender employees is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Although courts are not legally bound to follow the decision, it essentially creates a new “protected class” as far as the EEOC is concerned and thus can be expected to impact both private and public sector employers.

The Case

In **Macy v. Holder**, a police detective who was born a male and still presented as a male at the time, applied for a position as a ballistics technician at the Bureau of Alcohol, Tobacco, Firearms, and Explosives. Macy was assured that the position would be his assuming no problems arose during the background check. However, during the hiring process, Macy disclosed that he was in the process of transitioning from male to female. Shortly thereafter, Macy was informed that the position was no longer available due to federal budget reductions. Macy later learned that another applicant was hired for the position.

Macy, by now a transgender woman, filed a discrimination complaint against the ATF, claiming that the ATF failed to hire her based on “gender identity” and “sex stereotyping.” The EEOC accepted the complaint, but required that it be processed under the policies of the U.S. Department of Justice, which offer more limited remedies than are available under Title VII and do not provide the right to a hearing. Then the EEOC issued a “correction,” saying that it would accept the case but under the agency’s “policy and practice” rather than Title VII. After Macy’s appeal, however, the EEOC agreed with Macy that the complaint was more appropriately a discrimination claim based on “gender identity” and “sex stereotyping.” The EEOC relied heavily on the 1989 U.S. Supreme Court decision, **Price Waterhouse v. Hopkins**, in determining that discrimination against transgender workers is tantamount to sex discrimination. In *Price Waterhouse*, the Supreme Court held that Title VII barred not only discrimination based on biological sex, but also discrimination based on gender stereotyping. Following the reasoning of *Price Waterhouse*, the EEOC concluded that discrimination against transgender employees amounts to gender stereotyping, which is prohibited by Title VII.

The Macy holding is binding on the EEOC and its offices, but not on the courts. However, courts frequently defer to the EEOC’s interpretations. Moreover, some federal courts have already held that Title VII protects transgender employees, and some **state laws** prohibit transgender discrimination.

Impact on Employers

Macy will open the door for the EEOC to accept charges against private employers based on transgender discrimination. Employers should continue to demand equality and respect among all employees in the workplace and ensure that supervisors and managers are aware of this new “protected category.” Here are some additional suggestions:

- 1) Educate managers and supervisors about what it means to be a transgender individual.
- 2) Make sure that even non-management employees understand that discrimination or harassment based on transgender status or “sexual stereotypes” is strictly against company policy and may be illegal.
- 3) Revise and supplement employee handbooks, applications, orientation and training materials, personnel forms, and policies and procedures to include gender identity.
- 4) Avoid “overcorrecting” by, for example, requiring employees to “affirm” “diverse” behavior that may violate their religious beliefs. It’s sufficient to prohibit discrimination and harassment and to require employees to treat each other with respect and courtesy. Being more aggressive than that, however, could bring on a religious discrimination charge.



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.

[Back to Table of Contents](#)

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!

CONGRATULATIONS TO OUR RECENTLY CERTIFIED MEMBERS

Congratulations

Ann Geiger, PHR

Tiffany Hallback, PHR

Lori O'Rear, PHR

Lisa Williamson, PHR

Jennifer Woldman, PHR

Cheryl Brown, SPHR

Another testing window is complete. Our May/June Certification window has come to an end. We wanted to celebrate with you some of the newly certified professionals who participated in the spring Study Group and/or the April 5-Hour Crash Course. For all those happy in this professional accomplishment, consider doing something special to celebrate the success (we do it for our employees, so take time to celebrate your own success too!)

If you have recently earned your HR designation, please let us know, and we'll add you to our list of Recently Certified Professionals on our HR Tampa Certification page.

Newly recertified, please remember to:

1. Update 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. Contact hospitality@hrtampa.org so our Hospitality team can order new name tags, identifying your newly earned designation.

The idea is to help you celebrate your success!

Sitting for YOUR CERTIFICATION in December/January?

HR Tampa will be holding its Study Group in the fall. The sessions will begin in September and will be held on Tuesday nights from 6p-8p (or 6p-8:30p if we can arrange this longer session), at GTE Federal Credit Union in Ybor City. This study group runs for 12-weeks.

Participants will be expected to have the SHRM Learning System, which HR Tampa can purchase at a discount. Go to the [HRTampa.org/HR Resources/Certification](http://HRTampa.org/HRResources/Certification) page for information.

If you are interested in a full instructor-led course, you might want to investigate HCC, USF, and Villanova for live and/or online options.

Wishing to Create a GPHR Study Group?

If you are interested in organizing a study group for Global HR professionals, please contact Patti Sullivan at certification@hrtampa.org



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:

- Bradley Rahr, Sr. Labor Relations Specialist
- Curt Rodgers, CFO
- Diane Blevins, HRSC Manager
- Jennifer Murphy, Sr. HR Consultant
- Jennifer Woldman, AVP Education Coordinator
- Nancy Bettinger

- Roxanne Gilmore
- Tersia Budricks, Global Compensation & Corporate HR Director
- Zoraida Perez, PHR, Human Resources Director & EEO Officer

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 **Todd York** and **Ann Geiger** 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 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!!



Cheryl Brown,
MBA, PHR
Workforce Readiness
Director



HR Prodigy 2012 Interns



Abygale “Abby” Hickey, completed 11th grade at Robinson High School with a 3.94 GPA. She will graduate in 2013.

In addition to school, Abby is a member of AVID and Travel and Tourism/DECA. She was a Life Captain/student leader for the youth group for Relay for Life. Abby also participated in the Marketing Communication Competition. She has a strong interest in volunteering with youth group activities where she shares her knowledge in planning and advertising events, resume writing, communications, teamwork and dress-for-success.



Michael Nguyen, completed 11th grade at A.P. Leto High School with a 3.44 GPA. He anticipates graduation in 2013.

Michael's aspirations include becoming a model or actor, game designer or marine biologist. One of his educators shared that Michael is always diligent and hard working. He is serious about academics and the pursuit of excellence.

The HR Prodigy group has internship program goals and activities to complete during the summer break which includes visits to organizations and companies in the Tampa Bay area to introduce themselves as HR interns and gain hands-on experience in various HR departments.

If your company or organization would like to invite one or more of our interns to visit your place of business, please email Cheryl Brown, Workforce Readiness Chairperson, at ccbrown965@gmail.com.

Sponsorship is what helps to make HR Prodigy scholarships and the opportunity for HR Tampa to sponsor this program to introduce our high school juniors and seniors to the exciting field of Human Resources and the rewarding career path in our industry. We especially thank Hillsborough County Public Schools, Learey Technical Center, Busch Gardens, Hiregy and Belac, LLC for their generous support and confidence in our program and interns. We encourage and invite other company and organization sponsorships. Our sponsorship forms can be found at <http://hrtampa.org/associations/1682/files/WorkforceReadiness.cfm> (sponsorship form access is at the bottom of the page).

We are very proud of Abby and Michael and look forward to sharing feature stories of our other remaining four HR Prodigy Interns (Anubia Guyton-Lewis, Lavina D'Souza, Caitlin Fahrson and Janine Parker).



Career & Technical Education
Hillsborough County Public Schools

HR SUPER HERO VOLUNTEER OPPORTUNITIES

Would you like to become more involved with HR Tampa?

Check out the exciting volunteer opportunities below and make the difference today!

Hospitality Committee

Volunteers are needed for our Hospitality Committee! Hospitality Committee Volunteers assist at the registration desk before our monthly meetings. Duties include greeting members as they enter the meeting, checking names against the registration list, collecting meeting fees, and issuing badges to attendees. Hospitality Committee volunteers stay busy, but also have fun and have the opportunity to meet many HR Tampa members. After the registration process has finished, volunteers are free to enjoy the HR Tampa program and meal.

Volunteers are needed for both our morning and evening meetings. We ask morning volunteers to arrive at the meeting by 7 am and evening volunteers to arrive by 5 pm.

For more information, please contact Shaun Androff or Barbara Matsumoto at Hospitality@hrtampa.org

Certification Committee

Want to get more involved in HR Tampa Certification? We have volunteer opportunities for study group speakers.

If you are a current certified member of HR Tampa and would like to help facilitate one or more of the study sessions, please contact Patricia Sullivan at certificationhrtampa@yahoo.com. The study groups meet once per week for 12 weeks to provide an overview of the major areas of Human Resources: (1) Strategic Management, (2) Workforce Planning and Employment, (3) Human Resource Development, (4) Total Rewards (formerly Compensation and Benefits), (5) Employee and Labor Relations and (6) Risk Management (formerly Occupational Health, Safety, and Security). The Study Groups focus on learning through participation and shared learning.

By helping to present at one of the study group sessions or helping with the facilitation of the study group, the individual will be eligible to receive re-certification credits.

This is a wonderful opportunity to receive re-certification credits and help others become a professionally certified member of SHRM!

For more information, please contact Patricia Sullivan or Jennifer Currence at Certification@hrtampa.org

College Relations Committee

The College Relations Committee focuses on the future of the HR profession, overseeing the Tampa Bay HR Student Chapter, the mentor and internship programs and career workshop.

Volunteer Opportunities Include:

- College Relations - general volunteer assisting with monthly meetings and student chapter events
- Monthly Meeting Host
- Career Workshop - resume' review, mock interview, speaker, vendor or sponsor
- Become a mentor
- Host an intern

For more information, please contact Sue Styx at CollegeRelations@hrtampa.org

Diversity Committee

The Diversity Committee is responsible for spearheading the effort to diversify HR Tampa's membership and to publicize successful diversity programs in the Tampa Bay community.

We meet on a monthly basis at a time that is convenient for most of the committee members. As a volunteer on the Diversity Committee, you could participate by helping to organize diversity-related events, writing newsletter articles, researching Tampa area resources and events, developing materials to distribute to our members, helping out at monthly meetings or special events, or by participating in the initiatives that the committee develops each year.

For more information, please contact Ashlie Banks at Diversity@hrtampa.org

Membership Committee

Do you want to be a Membership Ambassador?

If you can give an hour before the meetings to be a greeter and resource to our guests and new members, then the HR Tampa Membership team wants you! For more information, please contact Ana Swiger or Melissa Robinson at Membership@hrtampa.org



Non-Dues Committee

We are seeking individuals who are willing to make a commitment and donate their time and energy to assist in promoting HR Tampa to the Hillsborough-area Community. We need forward-thinking, creative individuals with a marketing background, excellent relationship building and communication skills and a good reputation within the media. You will also need to have the support of your company since some of the projects will require the ability to work during normal business hours.

A sound understanding of social media is essential to help promote our organization through your LinkedIn, Facebook and Twitter accounts.

You must be a member in good standing of HR Tampa and SHRM. The rewards are endless if you are willing to give of your time and energy. You'll make lifetime friends while being recognized for a job well done! For more information, please contact Lori Golden or Kelly Hooker at Sponsors@hrtampa.org

SHRM Foundation Committee

The SHRM Foundation was founded in 1966 as a non-profit affiliate of SHRM. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign.



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

Individuals and Chapters are encouraged to donate to this worthwhile cause; HR Tampa truly believes in the Foundation's efforts and is one of the leading chapter's in the Nation for contributions.

Committee members will assist in continuing the Chapter's efforts for the Foundation and their cause by determining, assisting and participating with Chapter activities to raise money for the Foundation. Become a committee member – let's have fun, raise money and give back to the profession to continue its growth!

For more information, please contact David Steffen at PastPresident@hrtampa.org



Workforce Readiness Committee

Workforce Readiness' vision is to reach out to the community to strengthen the workforce through skill and professional development, coaching, and mentoring programs by a collaborative effort between HR Tampa members, the local community, State and Federal government, and local businesses. We also advance the Human Resources professional by partnering with local schools, technical colleges, and two and four year colleges.



We assist individuals in developing their skills to become more competitive in our local and global economy. We partner with small businesses by providing expertise, training, and support in Human Resources practices through education and hands-on training. We also encourage students' interest in the Human Resources profession through education and on-the-job-training.

For more information, please contact WorkforceReadiness@hrtampa.org.

IT'S A GREAT TIME TO JOIN HR TAMPA

Choose your level of membership

PREMIUM Membership \$275

Dues plus all regular monthly meeting costs inclusive - a value of over \$505 (\$100 is applied towards annual operating costs). This premium membership status allows access to the HR Tampa Website, Directory, Newsletter, Free Job Postings for your company and ALL Monthly Meetings and most Special Events included per year.

BASIC Membership \$100

Dues Only - Meeting Fees and Events paid separately. This standard membership status allows access to the HR Tampa Website, Directory, Newsletter, Free Job Postings for your company, and ALL Monthly Meetings and Special Events on a pay-per-use basis.

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Please designate HR Tampa as your local chapter (#074) when joining SHRM.

HR Tampa is committed to bringing you the most meaningful programs to supplement and enhance your HR knowledge and have fun at the same time. We hope you choose to be a part of one of Florida's largest and most active chapters.

The success of the National Society for Human Resource Management (SHRM) depends on local chapters. Our HR Tampa chapter depends upon your membership. Joining HR Tampa is an excellent way to be involved. Our chapter services/programs will benefit you in several ways:

- Regular monthly breakfast and dinner meetings featuring expert speakers on current pertinent human resource topics (many meetings qualify for HRCI credits) generally held the 3rd Wednesday of the month.
- Keep current with HR developments, trends, position openings, and events etc. on our website
- Networking with over 400 local HR Tampa members
- Free study group (for active Basic & Premium paid members) for PHR/SPHR certification
- Monthly electronic newsletter featuring legislative updates, local HR news and events
- Joint diversity meeting with the Pinellas chapter providing further professional development and networking opportunities
- Association with professional HR industry focused vendors
- Assistance in HR internship programs and finding candidates
- Professional Mentor programs for college students
- Access for your company to advertise open HR positions on our Job Board for Free or discounted rate (\$100 cost per posting for non-members).
- Volunteer opportunities in the community in your profession
- Special Events, Conferences, and Expos to earn continuing education credits
- Reduced rates at the annual FL State Conference

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Our chapter receives additional quarterly funding from the SHRM Chapter Financial Support Program for each member who joins our chapter. This allows us to bring a higher quality of events and services to our members. Annual dues for the National SHRM membership are approximately \$160. National SHRM regularly has \$145 dues specials for first-time members. You can complete your membership application with SHRM on-line and automatically receive a membership number. Please designate HR Tampa as your local chapter when joining SHRM.

2012 Sponsorship Opportunities

2012 MONTHLY MEETING SPONSORSHIP

2012 MEETINGS STILL AVAILABLE!

NEWSLETTER ADVERTISING

Quarter Page Ad – 3.625 x 4.5 - \$ 150.00

Half Page Ad – 7.75 x 4.5 - \$ 250.00

Full Page Ad – 7.75 x 10.25 - \$ 400.00

Volume discounts can be negotiated for multiple ads.

RESOURCE DIRECTORY ADVERTISING

\$125.00 per business specialty listing – calendar year.

**Contact Lori Golden or Kelly Hooker at Sponsors@hrtampa.org
for more details!**

OTHER GREAT SPONSORSHIPS ALSO AVAILABLE!

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



2012 HR Tampa Expo Sponsorship Packages

Location: A LA CARTE EVENT PAVILION,
4050 Dana Shores Drive Tampa, FL 33634

Wednesday, November 7, 2012 • 7:30am – 4:30pm



(1) Platinum Sponsor - \$3,300 Early Bird 8/31/12 \$2,800)

- One (1) booth in expo hall and general session area with banners displayed if provided
- Five (5) minutes of microphone time from the podium at the Main Lunch General Session
- Sponsor of lunch with company table-top signage
- Four (4) full Conference Registrations including lunch
- Logo in 3 or 4 Tampa Tribune Conference advertisements
- Logo displayed in on-site conference program
- Logo displayed on PowerPoint Presentation at beginning of all general sessions
- Full page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- 4 sponsor ribbons identifying sponsorship level
- Post-conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

**Sold
Out**

(2) Gold Sponsors - \$2,750 – (Early Bird 8/31/12 \$2,450)

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officer thanking company
- Two (2) full Conference Registrations including lunch
- Sponsor of Breakfast or afternoon break with company table-top signage
- Logo in Tampa Tribune Conference advertisement
- Logo displayed in on-site conference program
- 1/2 page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- 2 sponsor ribbons identifying sponsorship level
- Post-conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

(2) Silver Sponsors - \$1,650 (Early Bird 8/31/12 \$1,350)

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officer thanking company
- Logo displayed in on-site conference program
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Two (2) full Conference Registrations including lunch
- Post conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

(20) Bronze Sponsors - \$1,000 (Early Bird 8/31/12 \$800)

- One (1) booth in expo hall
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Two (2) full Conference Registrations including lunch
- Post conference participant and vendor lists
- Your company name will automatically be included in the scholarship program that HR Tampa has set up for area high school and college students to further their education in HR.

Deadline: Early Bird Rates Expire after 8/31/12

All Sponsorship payments must be received ASAP, but no later than 9/15/12. For sponsorship information, contact Non-Revenue Co-Chairs: Lori Golden 813.494.5234 or Kelly Hooker 727.244.9333 • hrtampasponsors@gmail.com • Please send payment to: HR Tampa, P.O. Box 26554 Tampa, FL 33623-6554 •

Sponsorship Cancellation Policy

Due to time, printing and budget constraints, it is the policy of HR Tampa to disallow sponsorship cancellations.

HR Tampa Cancellation Policy

In the event of unpreventable circumstances, e.g. hurricanes or other occurrences beyond our control, HR Tampa will work with event sponsors to either reschedule the sponsored event or arrange for a refund. This is the only circumstance under which a sponsorship refund may be made available.



Invitation



CREATING REAL CONVERSATIONS FOR RESULTS.

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Learn to hold any difficult conversation—anytime, anywhere. Increase your skill to increase your will! Learn to talk about what matters most.

The conversations you are having—or not having—could be the crux of your personal or professional challenges. When faced with the issues that matter most, people often avoid talking for fear of what they perceive to be the possible consequences. The way for you to resolve these issues—and get what you want most—is to hold **REAL** conversations.

WHAT IS A REAL CONVERSATION?

- **REAL** conversations get results, increase respect, and build relationships—unlike counterfeit conversations, which generate lots of talk, but nothing ever improves or changes.
- **REAL** conversation uses the skills of effective dialogue to increase engagement, contribution, and candor to talk about important issues.

Come and discover how Fortune 500 companies like Lockheed Martin, Comcast Cable, and Cox Communications are using the DialogueWORKS® training to increase performance, enhance personal accountability and commitment, and improve their bottom line.

Tuition for this valuable event is only \$67. Registration is required; visit us at www.DialogueWORKS.com/events to enroll.

Date: Thursday, August 2, 2012

Time: 8:30 a.m. – 12:00 p.m.

Place: Westminster Palms
830 North Shore Drive Northeast
St. Petersburg, FL 33701

Tuition: \$67 per individual.

Space is limited; Registration is required for those who plan to attend.

To Register: Visit www.DialogueWORKS.com/events and press “Enroll” to complete and submit the registration form.

After registering and creating a login at www.DialogueWORKS.com, don’t forget to complete the free assessment on the “Resources” page. Bring it with you to the event!

If you have any specific questions, please feel free to contact us via email: RSVP@DialogueWORKS.com or call: 1 (801) 491-5010

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[Back to Table of Contents](#)