

The Official Newsletter of HR Tampa

Leading from the Front for Success

August Sponsor



September Sponsor



Anyone can become a stronger leader. Organizations that have leaders at all levels are most effective. These are the leadership truths that Sean Lynch learned while serving as an F-16 fighter pilot in the US Air Force. Sean's talk focuses on why being a leader is important, what the title "leader" really means, and practical ways one can take their leadership skills to the next level. Come enjoy an engaging presentation from a leadership expert who works with high performing leaders of today's top companies.

• **Location:** Glazer Children's Museum

110 W. Gasparilla Plaza

Tampa, FL 33602

• **Date:** Wednesday September 19, 2012

• **Time:** 7:30 am



HR Tampa can now be found on Facebook and LinkedIn. Just search for HR Tampa. However, you must be a HR Tampa member to join.



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September brings a new meeting location for HR Tampa!

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 me (president@hrtampa.org) or any other member of the board.



Toni Mayros,
MA, PHR President

September Speaker Bio



Sean Lynch

Sean has found success by living his life as a leader. After graduating from Yale University, Sean's early leadership achievements came while serving as an officer and F-16 fighter pilot in the United States Air Force. Upon completing military service, Sean became a commercial airline pilot where he advanced within the airline industry. Ultimately, Sean's passion for building effective leaders and teams inspired him to join Lead Star. As a Senior Consultant, Sean is recognized for his exceptional abilities as an instructor, his uncanny ability to understand cultural nuances of client organizations, and his valuable curriculum design expertise.



Pint-sized fun waits in this hands-on museum that lets kids take on many roles at a variety of play stations. From becoming tug boat captains and working on a cruise ship to following the journey of water and “working” as an engineer, children will be the stars of their own adventures.

Designed for children ages 10 and younger, the \$20 million museum has hands-on activities to spark imagination and curiosity about how the world works. It has 12 theme areas and 170 “inter-activities.”

The Glazer Children’s Museum is located at 110 W Gasparilla Plaza, downtown Tampa. Admission is \$15 for adults, \$9.50 for kids ages 1 to 12 and free to kids under 1. Go to glazermuseum.org or call (813) 443-3861.

Networking Event

HR Tampa is hosting our third networking event for 2012!

This event is FREE!

The event will be held on Wednesday, September 26th, from 5:30 pm-8pm at Ogletree Deakins located at 100 N. Tampa Street, Tampa FL 33602

What this event is:

An opportunity to discuss leading-edge trends in Human Resources and Talent Management with peers, corporate practitioners and leaders.

A chance to engage in dialogue on a variety of topics including social media, recruiting, diversity, retention, metrics, employee engagement, ROI, and more.

A chance to meet and network with some of the best and brightest in the business.

Complimentary appetizers, water, wine and beer will be provided.



2012 HR FLORIDA CONFERENCE & EXPO

August 27 – 29, 2012



Rosen Shingle Creek, Orlando, Florida

www.hrfloridaconference.org

follow us: @HRFlorida



Attention, HR Tampa members. Plan on attending HR Florida? Stop by and show your support for our chapter at the At-Large Member Reception being held, Tuesday August 28th. Check your conference program for time and location.



Forty years ago, thirteen downtown Tampa churches set aside their denominational differences to work together to serve the homeless and those at risk of becoming homeless. From this inclusive act, Metropolitan Ministries was founded as a single room food pantry. It has provided more than 2 million meals for hungry people and serves more than 45,000 homeless and struggling families each year. This work would not be possible without the time and talents of the entire Tampa Bay community, regardless of their race, religion, or other identifying factors. The clients we serve come from a variety of backgrounds and our volunteers, staff, and donors reflect that diversity.

As a nonprofit, we rely heavily on volunteers and more than 12,000 people give their time each year to make the mission of Metropolitan Ministries a reality. In addition to our volunteer partnerships with local schools, universities, faith organizations, and corporations, we engage both service-disabled veterans and adults with developmental disabilities. Through our relationships with the Veterans Administration Vocational Rehab and Suncoast New Options, these volunteers are able to increase their activity and improve their work readiness while giving back to their local community. Critical volunteers also come to us through work-study programs, college internships and the AARP.

The needs of homeless and struggling families in the Tampa area are not simple. Metropolitan Ministries has recruited a diverse and multi-faceted staff of professionals to meet these needs and reflect the diversity of the community we serve. Staff has expertise in fields as varied as culinary arts, counseling, project management and fundraising. This work has even greater meaning for many of our employees, as homelessness and poverty has personally touched their lives.

We are particularly proud of our new social entrepreneurship initiative, Inside the Box Café and Catering (www.itbcafe.org), which provides job training and employment opportunities for formerly homeless individuals. As they prepare and serve high-end box lunches at meetings around town and at our downtown storefront on Tampa Street, the clients in our culinary arts program gain customer service and food preparation skills that will help them secure employment. Moreover, each meal purchased at our café or catering service provides a meal for a neighbor in need, because 100% of the proceeds go directly back into feeding our community.



Ashlie Melillo-Banks, PHR
Diversity Director

June 13, 2012

HR Tampa
Ms. Ana Swiger, SPHR
Co-Director of Membership
P.O. Box 26554
Tampa, FL. 33623



Dear Ms. Swiger,

We wish to send a memento of our appreciation to you, Ms. Ashlie Melillo-Banks, Ms. Jovanka Rodriguez and to all at HR Tampa for having been awarded the 2011 HR Tampa Diversity Award.

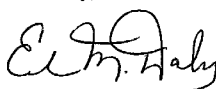
All of us at Morning Star School in Tampa have celebrated and highlighted the HR Tampa Diversity Award throughout the 2011-2012 school year. We have shared this recognition with our teachers and staff, with our families and with others in the community who appreciate our mission of helping children with learning disabilities and related learning difficulties reach their greatest potential.

Many new parents and caregivers visiting our school are quite impressed when they learn of our HR Tampa Diversity Award. This award reinforces what we share with our visitors – Morning Star School embraces children with diverse learning needs and welcomes youngsters from all backgrounds.

The children in this photo are wonderful achievers who are overcoming their learning disabilities. They are great examples of kind, hard-working children from a wide variety of backgrounds who have embraced the specialized and caring educational environment here at Morning Star School. These children are enrolled in our Primary, Transition, Intermediate and Junior High departments. Rafael and Jacob, two students from our Junior High Department, are in the back row of the photo. In the front row are Celine, Tania, Samantha and Earnest. They all enjoyed having their picture taken for you.

Thank you again. We shall always value and celebrate this very special recognition.

Sincerely,



Ms. Eileen Daly
Principal



Paul Reed
Administrative Coordinator



210 East Linebaugh Avenue
Tampa, Florida 33612
(813) 935-0232

The National Labor Relations Act – Recent Developments Affecting the Non-Unionized Workplace

In the last year, the National Labor Relations Board has aggressively expanded its enforcement efforts beyond the traditional unionized workplace, challenging common employer practices in an attempt to regulate a larger group of employers in the name of protecting employees' rights to engage in protected concerted activity. The Board has become increasingly active, filing complaints, issuing reports and overruling the decisions of Administrative Law Judges that are not in line with the Board's objectives. While the Board's interpretations of social media policies have been highly publicized, its criticism of internal investigations and handbook acknowledgement forms has been less public.

The Board has justified its efforts as an increase in its enforcement of employees' rights under Section 7 of the National Labor Relations Act. Section 7 guarantees employees the right to engage in concerted activities in matters related to the terms and conditions of their employment. Concerted activity can be a group activity, involving more than one employee, or the activity of a single employee, if the employee is acting on behalf of a group or preparing for a group activity. Activities unrelated to union organization are entitled to the same protection and privileges as organizational activities. Employers are prohibited from interfering with or retaliating against employees who exercise their Section 7 rights and may be held liable under Section 8.

Below is a summary of several recent developments arising from the Board's enforcement of these provisions.

Social Media Policies

The NLRB has taken the position that an employee's use of social media to discuss the terms and conditions of employment may be protected concerted activity. In the last twelve months, the Acting General Counsel of the NLRB has issued three reports in an attempt to clarify the NLRB's position and identify the employer actions believed to be in violation of the Act. Generally, all three reports have found that over regulation of social media has a chilling effect on the exercise of Section 7 rights.

The most recent report, issued in May 2012, focuses on employer social media policies. In a nutshell, the report finds that overly broad policies will violate the Act while limited policies containing specific details may be acceptable. Of the seven employer policies reviewed for the report, only one was found to be adequate. The noted concerns in the offending policies included prohibiting the disclosure of confidential information using ambiguous terminology; using a disclaimer as an attempt to save an otherwise unlawful policy; and prohibiting online communications with co-workers regarding matters that are also prohibited in the workplace, without a clear definition of those inappropriate communications.

Internal Investigations

In an opinion dated July 30, 2012, the NLRB found that an employer's procedures for handling internal investigations violated Section 8(a)(1) of the Act. The employer's Human Resource Consultant testified that she routinely asked employees involved in workplace investigations to refrain from discussing the investigation with co-workers while the investigation was pending. Despite the employer's argument that these procedures were necessary to preserve the integrity of its investigations, the Board found that the employer's concerns were insufficient to outweigh the impact on the employees' Section 7 rights. The Board held that in order to minimize the impact on Section 7 rights, it was the employer's burden to first determine whether, in any given investigation, (1) witnesses needed protection, (2) evidence was in danger of being destroyed, (3) testimony was in danger of being fabricated, or (4) there was a need to prevent a cover up. Without this analysis, the Board determined that the rule had a reasonable tendency to coerce the employees and was therefore an unlawful restraint on Section 7 rights. It made no difference to the Board whether the employer ordered employees not to talk or merely suggested employees refrain

from talking about the investigation, if the employer did not first engage in the above analysis.

"At-Will" Disclaimers

Most employee handbooks contain provisions requiring employees to acknowledge that their employment is "at-will" and may be terminated at any time. These disclaimers often include language stating that the "at-will" relationship cannot be amended in any way or can only be altered in writing with the approval of the employer. On two separate occasions within the last six months, the NLRB has addressed the "at-will" disclaimer's interference with Section 7 rights.

In a decision issued on February 2, 2012, the Board determined that these disclaimers may be viewed as an employee's relinquishment of his or her right to engage in concerted action to change the employee's "at-will" status through union representation or collective bargaining. The acknowledgment form at issue read "I further agree that the at-will employment relationship cannot be amended, modified or altered in any way." The Board held that the signing this form was essentially a waiver in which an employee agrees that his/her at-will status cannot change, thereby relinquishing his/her right to advocate concerted activity. The clause chilled protected activity because it premised employment on an employee's agreement not to enter into any contract, to make any efforts, or to engage in conduct that could result in union representation and in a collective-bargaining agreement, which would amend, modify, or alter the at-will relationship. The Board also noted that mere maintenance of this language was enough to violate Section 8, even absent any effort by the employer to enforce the language. Of particular concern to the Board was that the employer changed the language of the acknowledgement, but did not take any specific steps to assure employees that there would be no interference with their Section 7 rights.

Shortly after this decision was issued, the NLRB's Acting General Counsel filed a complaint against another employer alleging, among other things, that the employer's policy of requiring employees to sign an acknowledgment of receipt of the employee handbook, which contained a broadly written "at-will" employment disclaimer, violated Section 8. The offending language included the statement "I understand that my employment is at-will." The employer settled the matter before any hearings were held.

So What Does This Mean For Human Resource Professionals?

It is important to remember that the NLRB's opinions are not always echoed by the Court and employers should take a practical approach to revising company policies. Employers should bear in mind that narrow language will be easier to defend. Current policies and practices should be reviewed to determine whether they may be construed as prohibiting or chilling concerted activity. Finally, employers should consider the use of a disclaimer that excludes any interpretation of a policy or practice that would prohibit the exercise of Section 7 rights. While these disclaimers are not infallible, they may be helpful to show that the employer did not intend to interfere with protected activity.

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, 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. ...



Merit Award!



We are pleased to announce that the Tampa Bay HR Tampa Student Chapter has earned a Merit Award for the 2011-2012 merit award period.

Tampa Bay HR Tampa Student Chapter is one of 31 Student Chapters from across the nation to earn this designation.

Completing a Merit Award application is a great way to review and evaluate a chapter's progress towards its goals. Winning a Merit or Superior Merit Award provides the chapter with national recognition for a job well done!

Merit Award designation is based on chapter size, with smaller chapters (those with fewer than 20 members) completing at least 29 but fewer than 38 activities for a Merit Award and larger chapters (those with 21 or more members) completing at least 38 but fewer than 49 activities for a Merit Award.

Award Level	# Chapters
Superior Merit	89
Merit	31
Honorable Mention	8
Total:	128

For the 2011-2012 Merit Award cycle, the following awards were granted to SHRM student chapters:

Congratulations to all participating student chapters for their achievement

Sitting for YOUR CERTIFICATION in December/January?

It's not too late! There's still time to register for HR Tampa's free (to members) study group for the PHR and SPHR. Classes continue for 12 weeks and are facilitated by credentialed HR professionals.

The sessions will begin September 11, 2012, and will be held on Tuesday nights, from 6-8:30, 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 [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.

For more information or to register, visit

<https://m360.hrtampa.org/ViewEvent.aspx?id=56617&instance=0>

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

Recertification Tip:

Did you know? You can receive up to 20 credit hours towards your HRCI recertification via videoconferences, audiotapes, webcasts and podcasts. Remember that they must be certified through HRCI to obtain proper credit.



MERCER'S 2012 CURRENT TOPICS IN HEALTH PLAN MANAGEMENT

TOOLS FOR IMPROVING YOUR POPULATION'S HEALTH AND HEALTH REFORM UPDATE



SPEAKER – MATTHEW SNOOK
Partner, Mercer

DATE

September 20 – Grand Hyatt Tampa Bay

TIME

Registration/Breakfast – 8:30–9:00 am
Meeting – 9:00–11:00 am

FOR MORE INFORMATION OR TO REGISTER,
call Lynn Woodall +1 813 207 6347 or register at

www.seeuthere.com/register/m1312d87-3KO68LJH39ED



2 general credit hours for
PHR, SPHR, and GPHR
professionals



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:

- Ann Gutierrez, SPHR – Executive Director, HR
- Anne Carney, CEBS – Executive Vice President
- Cecilia Prater – Major Accounts District Manager
- Christian Halper – Tanning Consultant
- Cynthia Martell
- Ellorine Jershun, PHR – Health & Benefits Analyst
- James Dowis, PHR – VP Human Resources
- Kathleen Reiff Jackson, SPHR – Senior Recruiter
- Kiana Wilson, PHR – Training Manager
- Linda Hawk
- Linda Teresi – Investigator Associate
- Melissa Mustain, PHR – HR Manager
- Pamela Valentine – Director, Human Resources
- Thomas Topping

SHRM NATIONAL 2012.



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



Introducing our HR Prodigy Interns for 2012



Caitlin Fahrson, completed her 11th grade at Leto High School with a 2.2 GPA. She will graduate in 2013.

During her junior year, Caitlin was the Club President of the Ecology Club. The Ecology Club moderator commented that she displayed remarkable growth and leadership qualities. She diligently completed club duties in addition to maintaining the same standards with her class academics. She also has been involved with Students Working Against Tobacco (SWAT); Italian Club (President); Junior Class Club, Thespian Club, German Club (Vice President), Falcon Friends Club (helping special needs children) and Relay for Life.



Lavina D'Souza, completed her 11th grade at A.P. Leto High School with a 3.2 GPA. She anticipates graduation in 2013.

Lavina interests include human resources, law and the military. She takes great pride in active involvement in the community and school sponsored programs. She has volunteered at St. Joseph Women's Hospital and participated in leadership roles in ROTC and the AVID program for the past five years.

We are very proud Caitlin and Lavina and look forward to sharing feature stories of our other remaining two HR Prodigy Group (Anubia Guyton-Lewis and Janine Parker).

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

On August 15th, HR Workforce Readiness committee members have been invited to present a special presentation to a group of Wharton High School teachers. Presentations to the schools in end of September through mid October for "Open Enrollment" will help to share the HR Prodigy program with high school students who would like to learn about HR and the exciting career opportunities in human resources. Applications from new Prodigy candidates will be received and considered for the third HR Prodigy Group.

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. Hillsborough County Public Schools, Learey Technical Center, Busch Gardens, Hiregy and Belac, LLC, my Matrixx, The Boys & Girls Clubs of Tampa Bay, Health Integrated, Inc. and ProVest LLC have provided their generous support and confidence in our program and interns.

We encourage and invite other company sponsorships – our sponsorship forms can be found at <http://hrtampa.org/associations/1682/files/WorkforceReadiness.cfm> (sponsorship form access at the bottom of the page).



GREAT FUTURES START HERE



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 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.

2012 Board of Directors

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Educational opportunities abound
in the Tampa Bay Region.

Do your employees know about them?

Let TBHEA coordinate an Education
Fair event at your company.

We make it EASY and it's FREE

Invite up to 30+ regionally accredited colleges
& universities.

Reserve your date NOW for 2012-2013



Contact Diane Berry at
813.342.5641 or info@tbhea.org
For more information visit www.tbhea.org

2013 HR Tampa Board Nominations

Would you like to become more involved with HR Tampa? Know someone who would be a great addition to our team? The nomination window is now open!

From September 1st until Midnight of September 15th the membership shall have the opportunity to nominate individuals for the HR Tampa 2013 Board of Directors.

All candidates for the Board of Directors must be either a professional or associate member of the chapter in good standing at the time of nomination and for their complete term of office. Each board member must also a current member in good standing with SHRM throughout the duration of his/her term in office.

Interested? Please visit www.hrtampa.org and download the volunteer application located on the home page. Complete and send to David Steffen at pastpresident@hrtampa.org