

The Official Newsletter of HR Tampa

Diversity and Inclusion in the Workplace

September Sponsor



October Sponsor



Driving diversity-Whose job is it anyway - Cynthia Davis-Gryce

This presentation is a discussion of some of the key components to a successful diversity process in your organization. Some ideas on how to get buy-in from senior management and how to cultivate “diversity champions” within your organization will also be offered. Organizations need to know how to promote diversity and inclusion through programs and presentations that actively include workforce participation and community involvement that expands beyond the office.

Looking beyond the surface-expanding to reach the world - Joel Howell

This session focuses on the various aspects of diversity within an organization and how to pull back the layers and recognize how diversity impacts us all at various levels and places within our environment. We know the typical US diversity identifiers however diversity runs much deeper than this. As companies move to working globally, diversity takes on a whole new meaning, one that we’ve struggled with for years. In the end, it all comes down to building effective relationships.

Helping Children Succeed - Paul Reed

This presentation discusses the importance of diversity and inclusion in the special education environment in Tampa and ideas for developing a coordinated team approach that benefits special needs children, their caregivers and employers. The presentation also discusses importance of establishing an organizational culture that celebrates and values individuals with learning challenges.

- **Location:** Glazer Children’s Museum
110 W. Gasparilla Plaza
Tampa, FL 33602
- **Date:** Wednesday October 17, 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

Diversity and Inclusion in the Workplace	1
October Speakers.....	3
Sponsor Spotlight	4
Special Events.....	4
Diversity Spotlight.....	5
Legislative Update	6
Tampa Bay HR Student Chapter.....	7-8
Membership Update.....	9
HR Prodigy Interns	10
Workforce Readiness.....	11
Volunteer Opportunities	12-13
Sponsorship Opportunities	14-16
Board of Directors	17



Cynthia Davis-Gryce

A Native New Yorker, Cynthia relocated to Tampa Bay as the Regional Personnel Director for Dean Witter in 1988. She has over 35 years of Human Resource Administration experience. The range of her expertise covers the spectrum from Employment, Compensation, Employee Relations, Benefits Administration, Outplacement, Orientation, EEOC and Diversity. Cynthia has served as the Employment Counselor for Job Services, as well as the Employment Manager for Southwest Florida Water Management District where she lead the recruitment department as well as the diversity initiative for the district. She also served as past president for the National Association of African Americans in Human Resources.

She has been a member of HR Tampa for several years serving in many positions from Program Chair to Diversity Chair. She also served as the Regional Diversity Chair for HR Florida 2000 & 2001. In 2000 Cynthia presented "Targeting Diversity – the Diversity Initiative 2000" at the HR Florida Conference. Cynthia joined the City of Clearwater as an HR Manager in 1997. In her current position as the Equity Services Manager for the City of Clearwater, she serves as the EEO Administrator as well as the Diversity Manager, conducting internal investigations and diversity training to all departments. She is Co-Communications Chair for the Florida Diversity Council and a member of Leadership Pinellas. She enjoys HR management and diversity and continues to promote the profession.

Joel H. Howell is a Human Capital Senior Manager with PricewaterhouseCoopers LLP (PwC). In this operations/project management role, Joel is responsible for the management and execution of various initiatives aligned with the Firm's people strategy and business priorities. Prior to his current role, Joel was responsible for creating and implementing the Firm's Global Navigator program. As program lead, his focus was to equip staff and partners with the tools for managing cross cultural differences, while leveraging these differences and similarities to work more effectively in the global environment. Joel joined PwC in June of 2005 and possesses over 8 years of experience in human resources management, human relations, learning and education, public speaking, coaching and brand development, networking, effective teaming and diversity and inclusion initiatives. Joel is a member of the Society for Human Resource Management, HR Tampa, and the National Association of Black Accountants (NABA). Joel holds a Bachelor of Science in Human Services from Springfield College, a master's degree in Business Administration from the University of Phoenix and he also possesses his Professional in Human Resources (PHR) Certification.

You will find Joel active in his local church and spending time with his wife Heather and his sons Judah & Josiah. They reside in the Tampa Bay area.



Joel H. Howell



Paul Reed

Paul Reed is the Administrative Coordinator for Morning Star Catholic School in Tampa, serving children with learning disabilities and related challenges. In this role, Paul works closely with the Principal, Special Education Instructors, Service Providers and Caregivers to help ensure that children with special learning needs receive the services they require and that the caregivers and children are satisfied with the quality of services provided. Paul is also involved in public awareness and resource development initiatives for the small non-profit school. Prior to his current role, Paul was a Contract Manager for the Juvenile Welfare Board in Pinellas County where he ensured that contracted services with non-profit organizations were delivered to those needing a variety of social services. These included services for domestic violence victims, homeless families and children with special needs. Prior to his transition to the non-profit sector, Paul worked for 20 years in the I/T arena. This included 17 years with IBM in marketing, training and management. His last assignment with IBM was as a Consulting Services Manager for IBM in Florida. In this role, Paul worked with a team to market consulting services. He was also responsible for the management and development of a diverse team of employees. Paul has held Board Membership positions with Morning Star School, United Methodist Cooperative Ministries and Healthy Start Pinellas. Paul holds a Bachelor of Science degree in Business Administration from Cal Poly, San Luis Obispo. Paul and his wife Valerie live in Tampa. They have two grown children, Sofia and Jonathan.



Independence. Safety. Dignity.

These are things we all want and deserve. As we age, these become harder to sustain and we're faced with life-changing decisions for ourselves, an aging spouse or parent. But a nursing home or assisted living facility doesn't have to be the only answer.

Harmony Home Health gives you sensible elder care options and the caregiver support you need to make the right decisions for you and your loved ones while staying in the comfort and security of your own home. Whether you need occasional help or round the clock care, our experienced team designs a personalized senior home care plan that fits your specific needs and budget. Harmony Home Health also offers regular Caregiver Support Groups in the area that are a wonderful resource for both families and professionals.

Visit us at www.harmonyhh.com

Networking Event

HR Tampa is hosting our LAST networking event for 2012!

This event is FREE!

The event will be held on Wednesday, October 24th, from 5:30 pm-8pm at

Mainsail Suites located at 5108 Eisenhower Blvd, Tampa FL 33634

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 the some of the best and brightest in the business.

Complimentary appetizers, water, wine and beer provided.



Human Resources is an art. When dealing with people, things are rarely black and white.

Human Resource Professionals are called upon day-to-day to enhance performance with their creativity and imagination. You are sure to gain that "artistic edge" by attending the 2012 HR Tampa Expo which will be held at the A la Carte Pavillion, November 7, 2012.

6 CREDITS (strategic and international)

Aerotek Diversity and Inclusion

Aerotek, headquartered in Hanover, Md., is a leading provider of technical, professional and industrial staffing services. Established in 1983, Aerotek is an operating company of Allegis Group, the largest provider of staffing services in the U.S. With a network of more than 200 non-franchised offices throughout the U.S., Canada and Europe, Aerotek is committed to developing a workforce that is diverse, inclusive and representative of the communities in which we serve.

Diversity is a core value of Aerotek and it impacts how we service our customers, how we recruit candidates and how we become better corporate citizens. Our diversity program is geared toward our workforce, workplace and marketplace and encompasses four key components:

Community - We strive to reflect the communities we serve.

Alliances - We partner with minority-owned staffing companies, suppliers and diverse organizations.

Responsibility - We hold ourselves accountable for creating a diverse and inclusive workplace.

Education - We are committed to the growth of our employees by enhancing cultural awareness, while providing learning and developmental opportunities.

At Aerotek, we have formed a comprehensive diversity program that includes all employees within our organization. Our Regional Diversity Boards work to integrate the diversity program throughout the company and gear initiatives toward specific regional challenges. Board members are groups of individuals selected from Aerotek's employee population that will identify opportunities to improve diversity awareness. The Southeast Regional Diversity Board partners with Aerotek directors and employees in local communities in an effort to ensure we are impacting all people in a positive manner. Each local office forms committees around our diversity and inclusion program to provide opportunities for employees to become involved in reaching out to a diverse group of volunteer organizations.

Aerotek's Tampa Director of Business Operations, Rick Wheaton, and his team are members of the Florida Diversity Council. Rick is part of the statewide Board of Directors and sits as part of the Member Chair Committee along with Account Manager Meredith Lurty. This partnership has enabled them to be involved and attend great events, such as Council Leadership Summit, College Diversity Summit, Women in Leadership Symposium, Young Women in Leadership, Multicultural Roundtable and most recently the Florida Healthcare Diversity Summit.

As an organization, Aerotek has been a sponsor of the annual Black Engineer of the Year Awards Science Technology Engineering and Math (BEYA STEM) Global Competitiveness Conference for the past six years and continues to increase its involvement each year. Aerotek has also built partnerships with other organizations, including:

- Association for Women in Science (AWIS)
- Historically Black Colleges and Universities (HBCU)
- National Association of African Americans in Human Resources (NAAHR)

The Tampa office partners with organizations such as Lutheran Services and Hispanic Chamber of Commerce to assist with hiring bilingual professionals during large ramp-ups. We also partner heavily with MacDill Air Force Base and attend several job fairs each year to help place veterans and retired military with many of our clients. These partnerships have allowed us to closely align our diversity initiatives with our clients'.

As an organization, Aerotek provides several diversity training programs. Every individual in our company attends an interactive training that encourages us to look at how our everyday actions affect our business partners, clients and the community.

As one of the world's leading staffing organizations, it is important for us to provide the highest level of understanding and inclusion. Through internal training efforts, diversity boards and minority partnership programs, Aerotek continues to educate and enhance our employees.

Did You Know?

Did you know that September starts National Hispanic Heritage Month? The first Hispanic Heritage Week was approved on September 15, 1968. The month gives people the opportunity to plan and participate in ceremonies and activities that recognize the contributions of the many diverse cultures within the Hispanic community. In 1988, the celebration was expanded to a month and goes from September 15th to October 15th.

*University of Connecticut Health Center, Office of Diversity and Equity - <http://diversity.uchc.edu/observances/index.htm>.



Ashlie Melillo-Banks, PHR
Diversity Director

**Employers No Longer
Have the Right to
Expect Silence -
NLRB ruling could
jeopardize integrity of
employer investigations**

The National Labor Relations Board's decision in ***Banner Health System***, has the potential to impact union and non-unionized companies. Specifically, employers may no longer be able to control what employees discuss during an ongoing workplace investigation. In reaching its decision, the Board ruled that advising employees not to discuss an open investigation with co-workers violates Section 8(a)(1) of the National Labor Relations Act. The company had a standard "Interview of Complainant Form" with instructions that included telling employees not to discuss the matter with co-workers while the investigation was taking place (it did not place the same prohibitions on employees once the investigation was complete). Based upon this policy, company representatives followed the instructions when interviewing employees as part of an investigation.

At the conclusion of the unfair labor practice hearing, the administrative law judge found that the suggestion was lawful because it was intended to protect the integrity of the investigation, similar to sequestering witnesses to ensure that they give their own, untainted, versions of the facts at a trial. Nonetheless, Democrat Board Members Richard Griffin and Sharon Block reversed the decision, finding that an employer's generalized concern with protecting the integrity of its investigation is insufficient to outweigh employees' Section 7 rights. According to the two board members, an employer must first assess whether in any given investigation witnesses need protection, evidence is in danger of being destroyed, testimony is in danger of being fabricated, or there is a need to prevent a cover-up before employees can be instructed to keep information confidential. According to the Board majority, Banner Health's "blanket" approach clearly failed to meet these requirements and, thus, violated the Act.

Republican Board Member Brian Hayes dissented on the ground that confidentiality was requested by the company, but not required. It is noteworthy that not even Hayes argued that an employer simply had the right to require employees to keep ongoing investigations confidential.

While the parameters as to when an employer can require its employees to keep information confidential during an on-going investigation will likely be clarified in the future, it is important to note that at least one office of the U.S. Equal Employment Opportunity Commission has reportedly taken a similar position in the Title VII context. Therefore, employers must assess what information must be kept confidential before placing blanket restrictions on their employees who may want to simply gossip about internal investigations at the workplace.



David Steffen,
Esq. Director of
Legislative Affairs



**HR Tampa Student
Chapter Partners with
The Society of Emotional
Intelligence Association of
Tampa Bay.**

This is the 3rd consecutive year Sue Styx, Director of the Student Chapter of HR Tampa, offers the opportunity for two students to intern with the leadership team of SoEI Tampa in the planning and organizing of a full-day conference on October 19th at the Tampa Centre Club. The Theme of this year's conference is **"Make Emotional Intelligence Your Competitive Advantage"**.

The conference will allow these HR interns to volunteer side-by-side with EI professionals who are subject matter experts in emotional intelligence. On Thursday, October 18th, the conference kicks off with a networking social. On Friday, October 19th, 8am – 4pm, the Keynote Speaker is: Allen Brinkman, II, Chairman, President, CEO SunTrust Bank, Tampa; Plenary Speaker: Ravi Rao, PhD, MD, MED Emotional Intelligence Expert and author of his new book "Emotional Business", along with 6 other local and national speakers who will facilitate breakout sessions covering the theme of the conference.

Hank Clemons is the founder and National President of the Society of Emotional Intelligence (SoEI) and the HLC Group in Tampa. He is the author of "Could Your Emotional Intelligence Be Holding you Back?" SoEI, a (501) (C3) non-profit association, was founded in 2009 in response to a growing interest in emotional intelligence. Its vision and mission are as follows:

Vision: Be the premier professional membership-driven association for those interested in understanding and applying emotional intelligence in their personal and professional lives as well as the lives of others.

Mission: SoEI is dedicated to increasing the knowledge, ability and application of emotional intelligence of individuals and organizations by providing conferences, workshops, coaching, training and educational programs.

Janet Foster, HR Tampa member and past HR diversity committee participant for 2 years, has been involved with SoEI since 2010. She assumed the Tampa Chair position in 2010 and 2011, and is now president of the SoEI Tampa Chapter and Board member. She has been involved with the growth of the chapter both local and nationally.

Locally, the Tampa Chapter has sponsored quarterly professional development meetings in 2011 and 2012, in January, April and July. We have had motivational guest speakers on EI topics tailored toward workforce topics. Monthly, the chapter offers a 1-hour internet radio talk show focusing on asking questions and/or having dialogue around the topic of emotional intelligence with a variety of guests or with a featured show host. To learn more about this offering, go to www.soeitampa.org home page and access "Let's Talk EI" the first Monday of the month at noon EST.

We are very thankful to Sue for her interest in providing education, professional development and a volunteer opportunity to her students of HR Tampa for the past 2 years and on October 19th, 2012. We look forward to the students' enthusiasm and assistance with the SoEI 3rd Annual Conference. Last year, we were able to get this conference HRIC certified and we plan on doing the same this year!

For any questions about SoEI Tampa Association, please contact Janet Foster, President at soeitampa@gmail.com or go to www.soeitampa.org



HR TAMPA BAY STUDENT CHAPTER # 5568



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Students

YOU'RE INVITED to join the Tampa Bay HR
Student Chapter October Meeting at

RAYMOND JAMES

TOPIC : "HR Strategy During an Acquisition"

Speaker: Monique Wallick, VP Total Rewards

When: Wednesday, October 10, 2012

Time: 5:15 – 7:30 p.m.

Location: Raymond James Financial, Inc.

880 Carillon Parkway – Tower 4

St. Petersburg, FL 33716

727-567-1000

800-248-8863

Map and Directions:

<http://www.raymondjames.com/welcome.htm>

! Registration is now open!

Register at:

<https://m360.hrtampa.org/frontend/portal/viewcalendar.aspx>

WELCOME TO HR TAMPA!



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

- Jan Hanzlicek - HR Business Partner
- Edward Pfeiffer - Sales Manager
- Carlota Centeio - HR Manager
- Marissa Holdorf, PHR - Group Leader, Human Resources
- Melba Talbot - 401k, 403b Specialist
- Rick Schaub - Compliance Specialist
- Darrell Clark, PHR - HR Generalist
- Monica Steady - Student
- Deann Marasco - Program Director
- Koren DeRusso - National Accounts Manager
- Vincent "Roy" McGrew - President/CEO
- Judith Conner - HR Generalist

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 **Lisa Williamson** and **Stephanie Koch** 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



Janine Parker completed her 11th grade at Robinson High School with a 3.9 GPA. She will graduate in 2013.

Club organizations that Janine has dedicated her time and talents to include Travel DECA, National Honor Society, Relay for Life, AVID (working with elementary children to encourage healthy habits with nutrition and exercise) and Youth Group (raising funds to help Haven Poe, a home that helps troubled teens, and 30 Hour Famine to help feed starving children in Africa). She would like to pursue a career after high school and college in forensics or anthropology.



Anubia Guyton-Lewis completed her 11th grade at Middleton High School with a 3.7 GPA. She anticipates graduation in 2013.

Anubia's career interests are in Orientation programs and Psychology. Her organization membership includes Future Business Leaders of America (FBLA) Parliamentarian and National Honor Society. In her free time, Anubia enjoys track, singing, reading and cooking.

We are very proud of all eight of our 2012-2013 HR Prodigy Group - Caitlin Fahrson, Lavina D'Souza, Anubia Guyton-Lewis, Janine Parker, Michael Nguyen, Nathaniel Moreau, Kara Hartman and Abygale Hickey - and look forward to sharing their fine accomplishments in preparation for graduation from high school and the HR Prodigy program.

WHAT'S NEW and HAPPENING

At the HR Tampa evening meeting on August 15, 2012, we were honored to hear from Janet K. Gregory, the Community Development Coordinator for the Florida Department of Children and Families.

In keeping with our membership commitment to volunteerism, Jan presented us with a myriad of opportunities from adoption and foster care to tutoring, mentoring, job coaching and senior care.

Additional information for you and any of your employees who may be interested in community involvement can be found on the website www.FLPartnersForPromise.com. Jan can also be contacted at 813/558-5506. She will be glad to provide details along with posters and flyers.

BUILDING PARTNERSHIPS

The Workforce Readiness Committee (WFRC) was invited by Hillsborough County Schools to attend an event at Wharton High School. This event was being held for 150 teachers to prepare for the school year and WFRC was invited to speak about our HR Internship Program. This was an opportunity to ask teachers to partner with WFRC by allowing committee members to visit their classes to recruit students for the program.

HR CURRICULUM PROGRESS REPORT

We are also beginning our next initiative of establishing a HR Curriculum to be offered to high school students. To establish a HR Curriculum can take up to two years because approvals include going through the State Board of Education. In the interim, WFRC was able to speak with teachers about partnering with them in their Customer Service class currently offered to students. This class offers a focus on HR for a week during the course. We asked teachers to allow WFRC to send enthusiastic HR Professionals into their classrooms to share fun facts about HR.

EXCITING PROJECT TEAM OPPORTUNITY

We are putting together a project team to build a HR program (fun facts about HR through role play, case studies, presentations, etc.) to be taught by HR Professionals in the classroom. If you are interested, please email WorkforceReadiness@hrtampa.org as soon as possible. If you only desire to work on the project and not join the committee, we welcome your assistance.

POSITIVE DIRECTION AND OUTCOMES ANTICIPATED

Overall, the teachers were excited and very receptive to our programs and our commitment to educate our high school community about HR! So far, we have 21 teachers on board and we were told more are expected to sign up. We are pleased about our partnership and this upcoming year with Hillsborough County Schools!

Join us if you want to make a difference in the lives of our younger generation.

Sponsorship Encouraged

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 WorkforceReadiness@hrtampa.org.

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 would like to add your business to the following partners who have provided their generous support and confidence in our program and HR Prodigy Group: 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.

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 at the bottom of the page).



Cheryl Brown,
MBA, PHR
Workforce Readiness Director

HR SUPER HERO VOLUNTEER OPPORTUNITIES

Would you like to become more involved with HR Tampa?

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

Hospitality Committee

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

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

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

Certification Committee

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

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

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

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

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

College Relations Committee

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

Volunteer Opportunities Include:

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

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

Diversity Committee

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

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

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

Membership Committee

Do you want to be a Membership Ambassador?

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



Non-Dues Committee

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

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

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

SHRM Foundation Committee

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



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

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

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

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

Workforce Readiness Committee

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



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

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

IT'S A GREAT TIME TO JOIN HR TAMPA

Choose your level of membership

PREMIUM Membership \$275

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

BASIC Membership \$100

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

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

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

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

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

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

[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



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

- 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.

(2) Gold Sponsors - \$2,750

- 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

- 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.

(2) Bronze Sponsors

- 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.

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FOR 2013**

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.

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[Back to Table of Contents](#)