

## MARCH PROGRAM MEETING

### Violence in the Workplace

Speaker: Kathleen McComber  
UAMS Medical Center  
Office of Human Resources

Tulsa Country Club  
701 North Union Avenue

March 17, 2010

Program Meeting 11:15-1:00



### ~ IN THIS ISSUE ~

March Meeting .....	1
TAHRA Partners .....	2
President's Letter .....	3
TAHEC Showcase .....	4
Give Back, Get Back .....	5
Techno-TAHRA .....	5
Leadership Development .....	6
Certification Training .....	6
Member Photo Ops .....	7
Diversity Matters .....	8
Membership .....	8
Learning Lab .....	9
Campus Corner .....	9
New Members .....	10
Legislative Update.....	11
Coming Attractions .....	12

TAHRA  
918-344-4622  
admin@tahra.org  
www.tahra.org  
P. O. Box 140958  
Broken Arrow, OK 74014



## TAHRA NEWS

March 2010

### MARCH MEETING

## Violence in the Workplace

**Speaker: Kathleen McComber, MA, SPHR**  
**University of Arkansas for Medical Sciences Medical Center**  
**(UAMS Medical Center), Office of Human Resources**

This presentation will examine workplace violence statistics and provide real tools to implement a workplace violence policy and plan along with real tips for signs of trouble.

The session will provide key points of workplace violence prevention. You will also receive information on the following topics:

- ✓ Program, policy and prevention ideas
- ✓ Open communication and sensitivity training for employees
- ✓ Prescreening and selection tips that lower the risk of negligent hiring
- ✓ Risk and threat assessment information
- ✓ Employee Assistance Programs and what they provide
- ✓ Handling terminations to reduce the threat of violence



**Kathleen McComber**

*Kathleen is currently the Senior Director of Human Resource for the University of Arkansas for Medical Sciences in Little Rock, Arkansas she joined UAMS in June, 2002. Prior to that, she was Corporate Vice President of Human Resources for Edgewater in Fayetteville, AR. for five years, prior to this position she held various executive human resources positions. Ms. McComber has over 30 years experience in the human resource profession. She is a member of the Central Arkansas Human Resource Association and the Society for Human Resource Management (SHRM), where she was on the national board for seven years, having served as Chair in 1998. Kathleen holds a lifetime certification from the Human Resource Certification Institute as a Senior Professional in Human Resources and has served a four-year term on their national board. She served six years on the SHRM Foundation Board where she served as Chair in 2003. She holds a B.S. in Education from the University of Arkansas and an M.A. in Management from Webster University.!*

**WE NEED YOU!**  
**GET YOUR MESSAGE OUT**  
**TO THE LARGEST AREA**  
**POOL OF HR CONTACTS!**

## PROGRAM SPONSORS NEEDED

If your company is interested in being a sponsor or you know of a company that would be interested please contact Shahla Wright at 918-641-2579 or sWright@cbizmmp.com



*Call today to  
become a*



*...and  
this spot*

**COULD BE  
YOURS!**



## TAHRA PARTNER PROGRAM

Our corporate sponsors are a very critical element of TAHRA. The revenue gained from our sponsors and advertisers allows our organization to develop and present quality continuing education programs for our members, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

### TAHRA Partners

TAHRA is pleased to introduce this opportunity to partner with our many supporters and sponsors by providing greater access to our membership and recognizing those that are truly our "Partners" as demonstrated by their continued support of our association and the industry we represent.

**Cost - \$500 annually**

### TAHRA Partner Benefits

All TAHRA Partners will have their corporate logos prominently displayed at each monthly luncheon. Additionally, they will also be recognized in a specific area of each monthly newsletter and the TAHRA chapter website. TAHRA averages 24 such events and exposures annually.

The best part of being a TAHRA Partner is the 15% discount off **all** sponsorship opportunities throughout the year, such as:

- Website Advertising (500+ members with access and TAHRA.org is open to the public)
- Website Vendor Directory, either Standard or Premium Listing
- E-Newsletter Advertising (500+ members with access)
- Program Sponsor (Average Attendance is 110)
- Annual Golf Tournament Sponsorship

**Potential Average Savings - \$1,020 annually!**

### TAHRA Partner Registration

Partner Name: \_\_\_\_\_ Contact: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_  
Mailing address: \_\_\_\_\_ City: \_\_\_\_\_  
State: \_\_\_\_\_ Zip: \_\_\_\_\_ Send invoice to (check one): ☐ Fax ☐ Email ☐ Address \_\_\_\_\_

**Return Registration to:** Susan McGinnis, fax: (918) 369-5906 or email: [susan@benex.org](mailto:susan@benex.org)  
or mail: Susan McGinnis, BenEx, 8516 E. 101<sup>st</sup>, Suite H, Tulsa, OK 74133.



Let me be the first to say I can not believe how rapidly we are approaching the end of our first quarter together. Many of us expect to garner results at the end of each quarter from our companies and I wonder- do you set the same expectation of yourself? What have you accomplished in your first quarter of 2010? How is your work/ life balance sheet? Is your professional "P & L" showing sound investments in your future with continued opportunity for education, development and professional satisfaction?

Last month, we received feedback from our Membership Survey (full details and feedback from the survey can be found on our website). Additionally, my message had a focus on intent. In reviewing the survey data as well as communication with membership representatives, I found that many members were actively working towards creating intersections in their volunteerism and profession to apply their skills with purpose.

Regardless of where on the career spectrum you fall, I believe that we have a series of opportunities that are purposeful (*intent*), *innovative* and *impactful* for all of our members. I would go as far as to say that every learning experience, every program meeting, your entire membership with TAHRA is able to be summed up in four words: *Give Back, Get Back*. From our **Community Involvement** initiatives to **Lead** (our new Leadership Development focus) and even the recruitment of new members from the student and associate levels of HR, we will only reap what we as an organization are willing to sow. TAHRA has a need for mentors and mentees, the need for individuals who are looking for the opportunity to strengthen their resumes with Board experience and Boards for local non-profits who need Human Resource professionals on their boards, the need for subject matter experts willing to be listed in our skills bank. These are just a few examples of the potential our membership has to form lasting partnerships that will allow us as an organization to become the association our community can turn to as an Advisor and Advocate for HR related matters.

Join a committee, volunteer, become involved/ stay involved. These opportunities are steps towards helping you find those sought after intersections.

*Jennifer R. Shultz*

Jennifer Shultz, MBA, PHR

2010 President





**Need to control your snacking?**  
**NEED A GOOD NIGHT'S SLEEP?**  
**NEED ENERGY?**  
**YOU NEED enlyten!**

Why wait over 30 minutes with other products when you can be well on your way to appetite control, more energy or a better night's sleep in 3-5 minutes with a dissolving strip?

**Call For Free Product Samples**  
**918-637-0060**

**Order Online at [www.lytetheworld.com](http://www.lytetheworld.com)**  
**(For up to 20% off use promo code: PRODUCT)**



What  
do  
**YOU**  
do best?



Taking care of Employee Benefits  
is what **WE** do best!

Helping employers find the Right Insurance for their employees!

HEALTH, DENTAL, LIFE, DISABILITY, VISION,  
LONG TERM CARE, ACCIDENT, CANCER, HSA, FSA, COBRA

**BenEx Insurance**

*Employee Benefits Experts*

(918) 369-5900 • [www.benex.org](http://www.benex.org)

## **Tulsa Area Higher Education Consortium Showcase (TAHEC)**

**Join TAHEC for their annual Educational Showcase**

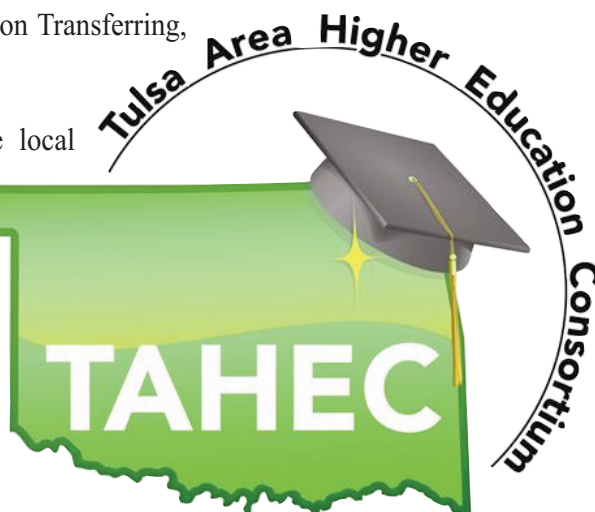
**April 1, 2010 ~ 4 - 7:00 pm ~ Tulsa Technology Center, Career Services Center ~ Lemley Campus.**

**A special forum for Human Resources Professionals will be held at 3:00.**

Informational sessions will be held on Financial Aid & Scholarships, Tips on Transferring, Finding the Right Career Path and much more.

The mission of TAHEC is to serve as an educational resource to the local community. They are comprised of over 30 representatives from 15 area colleges and universities working in collaboration with corporations and community organizations to increase awareness of higher education opportunities in the Tulsa metropolitan area.

For further information, including flyers promoting this event to your employees, contact Ashley Smith, (918) 610-8888 or visit the website at [www.educatetulsa.com](http://www.educatetulsa.com)



# GIVE BACK, GET BACK

## Bill Young, Community

During 2010 TAHRA is planning on being involved in four community outreach initiatives. They are all designed around the common element of Gave Back, Get Back which is based on the thought that when we give back to the community through our volunteer efforts, that we, in turn, get back in the form of knowing that we are doing a good thing, using our professional knowledge and skills for the betterment of the community and also building our own personal and professional competence.

### The four initiatives are:

1. Continuing in our support of Goodwill through participation in the TulsaWORKS and Community Vocational Services programs by providing mock interviewers and resume review .

2. Supporting volunteerism through the Volunteer Center of Tulsa – more about this in upcoming newsletters and programs.

Volunteer Central of Greater Tulsa, Inc. ...*promoting, building, connecting, mobilizing!*

Click on [www.1-800-volunteer.org](http://www.1-800-volunteer.org) to find volunteer opportunities in Tulsa or anywhere in the United States for one person up to hundreds.

3. Skills Bank – Development of a skill bank of member's area of expertise to be used both internally to

TAHRA to assist members in identifying other members to serve as a resource when a question arises outside a member's expertise area and as a resource to not-for-profit community agencies who do not have a full-time HR person but might have a question that is HR related. If you are interested in having your name added to the SkillsBank, please shoot me an email with your contact information and area of expertise.

4. Community Board Involvement. This is a joint effort with Jennifer Remmert, VP of Leadership Development. Serving in various capacities on non-profit boards or committees has shown to be opportunities to develop one's own skills and abilities. As an on-going effort to provide development opportunities to TAHRA members, we will be partnering with community organizations to identify board or committee openings and matching them with TAHRA members who are looking for similar opportunities.

As additional information is available and as the programs are rolled out, you will be hearing more via the newsletter, meeting announcements, program meetings and emails. If you would like to be involved, please contact Bill Young, Board Member at Large – Community Outreach at (918) 293-0500 or [bill@cdpartnersinc.com](mailto:bill@cdpartnersinc.com)

## TECHNO-TAHRA: WEBSITE NEWS

### Diem Lewis, Board Member At-Large / Website Chair

**CALL OF DUTY:** Share HR Articles with your Colleagues!

**link “HR Articles”** to this site: [http://www.tahra.org/hr-articles\\_id60.php](http://www.tahra.org/hr-articles_id60.php)

As HR professionals, we get bombarded with HR related articles and e-newsletters multiple times a day. What makes it pass our spam and junk filters may get overlooked in our growing inbox. This may be a good thing...but what if you miss out on a truly great article during the process? One that will help you with a current initiative or project you're working on?

This is the very reason we've added **HR Articles (link to above webpage)** to the “Resource Center” on [www.TAHRA.org](http://www.TAHRA.org).

Here you can post articles or links that are current and beneficial to other HR professionals,

share articles you've written, or find an article you can use by category.

*Since HR Articles is a new addition to the TAHRA website, WE NEED YOUR HELP! We are asking each member to visit the webpage (link above address) and submit an article that you found helpful in the past year. Who knows...it may be helpful to at least one other member and you've done your good deed for the day!*



# TAHRA LEADERSHIP DEVELOPMENT

## Jennifer Remmert, VP Leadership Development

*When you stop to think about it, you have the unique opportunity to demonstrate leadership every day -- both on and off the job. You probably already do without even thinking about it. No matter where you find yourself in your career, it's about YOU and how you go about getting your work done each day. And, especially in an HR profession, it's about how you work best with others and artfully influence, and even negotiate, to get the job done.*

*For these reasons and many more, TAHRA is increasing their focus on Leadership Development. Of course, Leadership Development at TAHRA is nothing new, but it is evolving in how we focus on the learning and development for YOU, our TAHRA members. Focusing on Leadership Development helps our TAHRA members be successful, in whatever they aspire to do. Leadership qualities are in each of us and can be learned, just like any other skill or ability. The key is to learn how and where to begin.*

*When you think about your personal leadership style, think about how it can help both on and off the job. Ask yourself, what can an increased focus on my leadership style do for me? It can...*

- *Help you meet and exceed your potential, to be all you can be;*
- *Increase your chance for a transfer or promotion to a new or different job;*
- *Increase the potential for job security in an ever-changing world;*
- *Keep you involved and make you a valuable contributor to your team; and*
- *Give you a sense of personal satisfaction and accomplishment!*

*Great leadership begins with being aware of who you are as an individual. Everyone – regardless of job title or where you find yourself in your career – should take the initiative to think about and develop their leadership skills and have the right resources to do so.*

*We want to begin to put the right resources in to place for TAHRA members. With so many to think about and chose from, we're assembling a committee for the first time to take action to implement leadership development resources. If you have an interest in leadership development or building something new, please contact VP of Leadership Development, Jennifer Remmert at [jennifer.remmert@williams.com](mailto:jennifer.remmert@williams.com).*

## MYERS BRIGGS TYPE INDICATOR (MBTI) Step II Certification Training in Tulsa, OK

Do you know your personality type? Do you ever have difficult understanding where others are coming from and why they act and/or make decisions like they do? For example, do you prefer being organized and following a schedule, or playing it by ear? Are you energized by being around people or by spending time alone? Whatever your personality type is, it affects all aspects of your life.

**By finding out your personality type and being certified in all 16, you can more effectively...**

- **Lead in your chosen HR profession and testing results to others at your company.**
- **Communicate with others on and off the job.**
- **Plan your future and better support others to do the same.**
- **Understand yourself and other better, specifically learn what your preferences are.**
- **Be the most effective and strategic HR partner in your company.**

In this course, you will not only learn more about yourself, but also learn and be certified in the 16 personality types and receive intensive overview to each and how they interrelate with others. With this certification, you can apply this knowledge right away both professionally and personally, and with the most important person in your life—YOU!

**Williams is hosting a Myers Briggs Type Indicator (MBTI) – Step II Certification Training**

**March 8, 9, 10, and 11th** for HR professionals in Tulsa and surrounding areas

42nd Floor, One Williams Center, downtown Tulsa      8-5 p.m. each day

Enrollment is limited and is \$1750 per attendee. Enrollment costs cover your certification, all materials and meals for the four days. Lunch and afternoon snacks/refreshments will be provided daily.

For more information or to reserve a spot, please contact Jennifer M. Remmert at [jennifer.remmert@williams.com](mailto:jennifer.remmert@williams.com) or by calling 918-573-2874. Additionally, if you're from out of town and would assistance on where to stay close to the building, please send an email for more information.







Registration - the crowd begins.

Holly presents Sharee with the 2009 President's Award.



The crowd moves on to a delicious Tulsa Country Club buffet.



This crowd required an extra table.



Hmmm...what will my boss think?



HOW many pages are in that bill?



Debbie Blackwell, employee benefits attorney presents "What Healthcare Reform Means to Employers."



Look at these stats!



Presenter Debbie has our full attention.



Absorbing healthcare reform information.



Diem presents Stephanie Nowak with a free State Conference Registration sponsored by Benex. Since she has already registered, she is generously giving it to her colleague, Pam Phelps. How nice!



Sharon Moyer wins a gift card from Sponsor Don Cahwee.



# DIVERSITY/INCLUSION MATTERS

## Grover Hall, VP Diversity

**The Vision** for the Tulsa Area Human Resources Association's Diversity Committee is Going Beyond Diversity/Inclusion 101 for 2010.

**Our Mission** is to create a robust environment for continuous learning and improvement. We will achieve this vision/ mission by embracing 3 Critical Success Factors.

**The 3 Critical Success Factors** are 1) Engage in open and honest dialogue, 2) Share best practices and 3) Move from talk to action.

In the below section, I have attached the web link to a quiz on diversity and inclusion in the workplace. Once you have taken the quiz, I would love to capture your thoughts. You can send feedback to my e-mail address grover.hall@uscellular.com or give me a call at 918-855-4855. Have fun!!

### Seeing Ourselves Whole

The Newsroom Diversity Game Seeing Ourselves Whole: The Newsroom Diversity Game is a quiz generated by the Maynard Institute, an organization that educates students on the business side of the journalism industry. The Maynard Institute strives to highlight and reflect America's diversity in staffing, training, and operations.

This quiz, with fifteen questions pertaining to a hypothetical scenario, is a challenge. By the end of the quiz, you should have a greater understanding as to how deeply embedded issues of diversity and inclusion can be in an organization.

Take the quiz at: <http://www.mije.org/files/game/02.html>

## MEMBERSHIP

### Chris Cable, VP Membership

It is hard to believe that it is already March. We have received the results of the 2010 TAHRA Membership survey. From a membership perspective, there are some trends that I feel should be considered and addressed moving forward. These are:

- 22% of the respondents have 5 years or less H.R. experience, with 78% possessing 10+ years H.R. experience
- 14% of respondents attended 1-2 meetings in the past 12 months
- 13% of respondents attended 0 meetings in the past 12 months

Based on the survey, our membership population is disproportionate based on the experience level of the members. The membership committee's focus is two fold in 2010 – to grow the overall membership and attract H.R. professionals with fewer than 5 years of H.R. experience. This is where our current members can help by referring and encouraging people they know in H.R. that are not members.

Another area we can improve is in attendance of meetings. 27% of respondents attended no more than 2 meetings in 2009. We will be reaching out to members that have attended 2 or fewer meetings in 2009 to encourage more attendance and gain a better understanding of what will attract them to be more active in attending our monthly meetings. We ask that everyone encourages any members they know to attend the monthly meetings.





# MARCH LEARNING LAB

Patty Smith, VP Education

March 25th ♦ 2-4pm ♦ TTC Career Resources Center ♦ Lemley Campus

## Environmental Health & Safety Excellence

*As the role of the HR Professional continues to grow & diversify, an area which often falls under the HR umbrella is that of Health & Safety. This month's Lab will address this important area and provide information to how to develop and maintain a solid Health & Safety program.*

### The Objectives for this session are:

- *What motivated John Zink Company to improve Health & Safety performance.*
- *What drives employees to improve Health & Safety performance*
- *What are the benefits of a good Health & Safety program*
- *How to maintain a good Health & Safety program*

### Presenter: Ed Barnaby

*Ed Barnaby is the Manager of Health & Safety at John Zink Company LLC. Ed has been employed by John Zink Company since June 1968. He's held many roles in the company including supervision, engineering, drafting and manufacturing management. He was the Plant Manager of Manufacturing from 1995 to 2003. In 2003, he was named the Manager of Health & Safety and continues to hold that position today.*

## CAMPUS CORNER

Sarah Phelps, VP College Relations

### *Looking for an HR Intern this summer?*

Students and companies alike know that internships are important pieces of the education and development of future HR professionals. Internships expose students to the real world of work by immersing them in actual company projects. Interns provide companies with the extra manpower to tackle projects, the opportunity to develop their employees' leadership and mentoring skills and the experience to validate the students' career path into HR.

If your company is looking to hire an HR Intern for the summer 2010, please send your job description to Sarah Phelps, College Relations Chair, at [sphelps@samson.com](mailto:sphelps@samson.com). Sarah will communicate with the area student HR chapters to advertise your position to those students looking for summer HR experience.



# NEW MEMBERS

Chris Cable, VP Membership

## WELCOME NEW MEMBERS...

Sherry Kendrick	Tulsa Job Corps Center	Brad Williams	Apex Global Partners
Tina Brickey	ONEOK, Inc.	Angela Acree	Mercer
Shannon Mayberry	Webco Industries	Johnson Kristin	Consultant
Jane Brewer	American Insulated Wire	Sherry Peet	Flu Shots of Oklahoma
Ryan Fox	DTAG	Veronica Morman	U.S. Cellular
Kristen Heldenbrand	DTAG	Shannon Wilson	Home Depot
Seth Nienhius	Bama Companies, Inc.	Lisa Johnson	Tulsa Community College
	Shauna Knoernschild	CymSTAR, LLC	



Contact TAHRA member Brian Darnell at the next program meeting or call 289-2055

### skills testing



#### Reliant Skills

Online Skills testing with over 200 tests in major job categories

### assessments



#### Reliant Assessments

Validated behavioral assessments developed by industry leading Ph.D.'s

### LMS



#### Reliant LMS

A flexible Learning Management System for training and development

### 360



#### Reliant 360

Simple yet powerful performance management and feedback

### surveys



#### Reliant Surveys

Industry-leading survey technology used in over 87 countries



## TAHRA Special through February!

Purchase a Reliant Assessment Annual License and get an EXTRA month of unlimited testing.



[www.reliantlive.com](http://www.reliantlive.com)



Brian Darnell at 289.2055



[BDarnell@Reliantlive.com](mailto:BDarnell@Reliantlive.com)

# LEGISLATIVE UPDATE

W. Kirk Turner, Esq., VP of Legal and Legislative Affairs

## APPELLATE COURT RULES ON OKLAHOMA'S IMMIGRATION LAW

In 2007, the Oklahoma legislature overwhelmingly passed the Oklahoma Taxpayer and Citizen Protection Act of 2007, more commonly referred to as HB 1804. The law was and is one of the most comprehensive attempts by any state to regulate and curtail illegal immigration, an area previously thought to be within the jurisdiction of the federal government. HB 1804 mirrored federal prohibitions on the transportation or harboring of illegal aliens but also implemented a lawful presence test for driver's license and ID card applicants, required verification of citizenship status of persons arrested and of lawful immigration status for the receipt of state or local public benefits.

The provisions of HB 1804 of most direct interest to employers are Section 7(B), which requires use of a federal employment verification system by public employers, contractors and subcontractors, and in turn Section 7(C) which makes it a discriminatory practice for an employer to terminate a United States citizen or legal resident alien while retaining an employee that the employer knows or reasonably should know is not authorized to work. In addition, Section 9 of the Act requires contracting entities to verify the work eligibility of their individual independent contractors, withhold taxes from the contractors at the top marginal income tax rate or be liable to the State for any money not withheld.

The Tulsa, Oklahoma City, Oklahoma State and United States Chambers of Commerce (and numerous other groups) filed a federal lawsuit to stop implementation of these sections of HB 1804. In June 2008, the federal court in Oklahoma City issued a preliminary injunction barring implementation of the employment-related provisions of the Act. The Defendants in the lawsuit (Oklahoma Attorney General Drew Edmondson, the Oklahoma Human Rights Commission, and the Oklahoma Tax Commission) appealed to the Tenth Circuit Court of Appeals.

On February 2, 2010, the Tenth Circuit issued a voluminous opinion, affirming the injunction as to Section 7(C) (thus eliminating for the time being a potential cause of action against an employer for terminating an authorized worker while retaining an illegal alien in a comparable job). It also upheld the injunction against Section 9 (thus contracting entities need not verify employment authorization or pay or be responsible for taxes).

However, the Tenth Circuit reversed the bar against enforcement of the employment authorization and verification provisions of Section 7. While the Appellate Court noted that various studies and reports had found the federal verification systems (such as e-verify) to be "far from perfect," it nonetheless decided to allow that part of the Act to take effect.

While we may not have seen the last of this battle over HB 1804, for the time being and on a "go forward" basis employers need to be aware of the coverage (and limitations) of the employment verification provisions of the Act:

- First, the verification provisions apply only to public employers and their potential contractors or subcontractors; "public employer" is a defined term meaning "every department, agency or instrumentality of the state or a political subdivision of the state."
- Second (and this may be a fertile ground for additional litigation) is that the requirement for verification applies only to contracts or subcontracts "in connection with the physical performance of services within this state."

If you need any guidance in setting up a verification system that complies with HB 1804 or have any questions about the status of this law, "e-verify," or any other aspect of employment verification (including recent DHS guidance on I-9 enforcement) please do not hesitate to contact Kirk Turner at 918-587-0101, or by email at [ktturner@newtonoconnor.com](mailto:ktturner@newtonoconnor.com).

*Thank You!*

**BenEx and FedEx**

for being the February and March sponsors of our State Conference registration give away.

*We appreciate you!*

\*We will have one more opportunity in April for a company to sponsor an HR professional to the State Conference. If you are interested please email Diem Lewis at [dlewis@winnercomm.com](mailto:dlewis@winnercomm.com).





# COMING ATTRACTIONS

## MARCH

Myers Briggs Type Indicator (MBTI) – Step II Certification Training – March 8-11th – 8:00 a.m.-5:00 p.m. each day  
One Williams Center, Tulsa, OK – for more information: [jennifer.remmert@williams.com](mailto:jennifer.remmert@williams.com) (See Page 6)

**TAHRA PROGRAM MEETING – Violence in the Workplace – Kathleen McComber, MA, SPHR**  
**University of Arkansas for Medical Sciences Medical Center (UAMS Medical Center)**  
**Office of Human Resources – Tulsa Country Club – March 17th – 11:15 a.m.-1 p.m.**

**March 25th – LEARNING LAB – Environmental Health & Safety Excellence**  
**Ed Barnaby, John Zink Company LLC – 2:00-4:00 p.m. – TTC Lemley Campus**

## APRIL

Tulsa Area Higher Education Consortium Showcase (TAHEC April 1, 2010) – Tulsa Technology Center, Career Services Center on the Lemley Campus) – A special forum for Human Resources Professionals will be held at 3:00 for more information go to: [www.educatetulsa.com](http://www.educatetulsa.com) (See Page 4)

TAHRA PROGRAM MEETING – April 21st, 11:15 a.m.-1:00 p.m.

TAHRA LEARNING LAB – April 29th – 2:00-4:00 p.m.

## MAY

2010 State HR Conference – May 5-7 – Tulsa Renaissance – for up to date information go to [www.okhrconference.com](http://www.okhrconference.com)

TAHRA LEARNING LAB – May 27th – 2:00-4:00 p.m.

### TAHRA EVENT CANCELLATION POLICY:

If you are unable to attend a TAHRA event, please cancel your reservation(s) by sending an e-mail to [admin@tahra.org](mailto:admin@tahra.org). Your e-mail must be received prior to the event registration deadline. If you do not cancel your registration before the deadline, you will be invoiced. An invoice will also be sent to those individuals that do not show for the event.

