

APRIL PROGRAM MEETING

Giving Back, Getting Back!

Speaker: Mark Graham
Tulsa Area United Way

Tulsa Country Club
701 North Union Avenue

April 21, 2010

New Member Orientation 10:30
Program Meeting 11:15-1:00



~ IN THIS ISSUE ~

April Meeting	1
New Member Orientation	1
TAHRA Partners	2
President's Letter	3
SHRM Scholarships	4
Registration News	4
Give Back, Get Back	5
Techno-TAHRA	5
Workforce Readiness	6
Campus Corner	6
Member Photo Ops	7
Membership	8
Learning Lab.....	9
TAHRA Networking at Tulsa Drillers Game	10
HR Award Nominations	10
Diversity Matters	11
Metro TAHRA	12
Coming Attractions	13

TAHRA

918-344-4622

admin@tahra.org

www.tahra.org

P. O. Box 140958

Broken Arrow, OK 74014



TAHRA NEWS

April 2010

APRIL MEETING

Giving Back, Getting Back~How Does This relate to the HR Profession?

Speaker: Mark Graham, Tulsa Area United Way

Mark's presentation will enlighten us on the following topics:

- ✓ Overview of the Tulsa Area United Way- work, community needs, history
- ✓ Background on Tulsa's philanthropic and volunteerism spirit
- ✓ Stats on the changing demographics; impact on families/the community
- ✓ Importance of volunteering and opportunities resulting from the above topics



Mark R. Graham

Mark R. Graham brings years of volunteer and executive leadership experience plus a passion for the Tulsa community to his role as President and CEO of the Tulsa Area United Way. In this position he is responsible for the day-to-day operation of TAUW and for the leadership and direction of its staff. He serves as the professional resource to the Board of Directors and jointly, with the Board Chair, represents the Tulsa Area United Way in the community.

Graham has been an active volunteer with the Tulsa Area United Way since 1976, holding numerous volunteer positions with TAUW including leadership roles on the Campaign Cabinet as well as serving as past Board Chair for a TAUW partner agency. Prior to joining the TAUW as President and CEO in 2007, Mark spent more than 25 years as an executive in the health insurance and banking industries in Tulsa.

He currently serves on the Board of Directors for Leadership Oklahoma, is a Tulsa Community Foundation Trustee, a member of the TPS Superintendent's Community Advisory Committee and the Rotary Club of Tulsa. Graham is a graduate of the University of Oklahoma.



NEW MEMBER ORIENTATION

If you are a new member and have not attended a New Member Orientation please join us prior to the Program meeting.

April 21, 2010 10:30 a.m.



PARTNERS



*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
or mail: Susan McGinnis, BenEx, 8516 E. 101st, Suite H, Tulsa, OK 74133.





The month of April has given us some decidedly interesting historical landmarks, from the swearing in of our first President to the death of one of our time's most renowned scientists, Albert Einstein; the extension of approval for women in higher education and even the World record in marathon disco dancing. All in all, April has proven to be quite an interesting month not only in history, but in current activity. We are on the cusp of creating our own history everywhere we turn- from the 44th President of the United States, Barack Obama to victories such as Kathryn Bigelow being the first female director to win an Oscar for Best Director. Change is upon us- from societal constraints dissipating to things as simple as seeing that spring has sprung.

We see the revitalization of Mother Nature and one can assuredly tell we are upon the time of renewal. As we segue into the heat of summer, we sit back and enjoy the environment as it daily changes around us enjoying all that it has to offer. However, this is not limited to just the natural feat that is obvious as we battle rain and wind towards the greening of our self proclaimed "Green Country". It surrounds us in all manners of environment and is important to us from not just a global level but also a level as finite as the place we work (in the scheme of things—it really is finite, is it not?). What is your environment like? Are you consistently renewing your professional life be it through education, volunteerism or even the way in which you approach day to day tasks? Are you setting world records or changing the environment to make it more inclusive? Are you creating your own history or are you stuck in the doldrums of a withering approach to your environment?

Monthly, I spend time asking each of you to evaluate your professional choices, specifically as they relate to our organization. I cast these challenges because I want you to evaluate your level of participation and revitalize not only your environment, but also ours as an organization. Opportunities for participation this month include- but are not limited to- discussion for better understanding of volunteerism opportunities in our Program Meeting as well as kicking off our planning meetings for this year's Return on Inclusion Summit. Look at your environment. What are you doing to revitalize it and to leave your mark? How can TARHA help you accomplish your goals for change and make an IMPACT, your IMPACT on history?

Give Back, Get Back!

Jennifer R. Shultz

Jennifer Shultz, MBA, PHR
 2010 President





Battle Creek Golf Club

Thursday, September 23rd

Shot-gun Start at 1:00 p.m.

Players and sponsors can
register on our website.



Sons & Daughters Scholarship Application Period Opens

Children of National SHRM members
have until May 15, 2010,
to apply for one of 24
\$1,500 college scholarships.

The scholarship program is open to
high school seniors, high school graduates and
first-year college undergraduates
enrolled or planning to enroll in a full-time course
of study at an accredited
four-year college or university.

*Click here to go to the
SHRM website for
more information!*



WALK-INS WELCOME!

Ann Ferguson, Registration Committee

If you attended the program meeting at the Tulsa Country Club in February you know what a wonderful time we all had. You might also remember how long some of you had to stand in line to register because you were not pre-registered online.

We always welcome walk-ins and never turn them away.

If you want to avoid waiting in line at registration the best way is to register online. Our most recent event emphasized the problem we have when we get more walk-ins than expected. We had a waiting time and had to set up more tables. We also ran out of hand-outs and people that did register got bumped by people that didn't because they arrived earlier.

Our new website is fabulous about being *easy to register and pay*. We can also track how many events you attend in a year. This is most helpful for maintaining your certifications. It could also be helpful for companies that want to track the events you attend. You must register for each event online in order for us to do that.

Paying at the time of online registration is also a way to make our registration process go smoother. If you must pay at the door you can speed up your trip past the registration desk by having your check made out before you get there.



GIVE BACK, GET BACK

Bill Young, Community Outreach

Great TAHRA Member Development Opportunity



Leadership Tulsa Class 44 Applications Due April 30

Studies show that involvement with non-profit organizations is a great way to develop leadership skills and connection to the community. For more than 30 years, Leadership Tulsa has been identifying and developing diverse leaders who impact the community through service. Through our 9-month Flagship Program, we help leaders identify their areas of personal

passion, introduce them to top level leaders, develop their leadership skills, and connect them through a board internship program to more than 100 area agencies. Using the community as a classroom, participants will explore all sectors of civic responsibility including government, education, social services, healthcare and more. They will gain an understanding of and appreciation for Tulsa's unique history as well as its opportunities and challenges. Leadership Tulsa can be a truly life-changing development opportunity.

The deadline for the next Leadership Tulsa class will be April 30 for an August program start. Participants are selected through a competitive application process. More information about the program and application forms can be found at www.leadershiptulsa.org or by calling 477-7079.

If merely thinking about health insurance for your employees gives you a headache, **BenEx** is the right prescription for you!

Side effects of using BenEx include but are not limited to:

- Increased awareness of insurance company "gotchas"
- Improved Employee Morale
- Retention of Valued Employees
- Increased Tax Deduction with possible additional savings
- Recognition of old-fashioned, hands-on Customer Service



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

For immediate relief, call Susan at 369-5900 for an appointment today!

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
(For up to 20% off use promo code: PRODUCT)



WORKFORCE READINESS

Belen Burkhalter, PhD. CRC, Chair, Workforce Readiness

Oklahoma's January 2010 unemployment rate was 6.7 percent, the 6th lowest in the country (Oklahoma Employment Security Commission). Hiring for new employees in Tulsa is expected to remain steady in the second quarter of 2010 according to findings of the Manpower's Employment Outlook Survey. Our economy is improving slowly and companies are hiring. However, HR professionals are seeing applicants with huge skill gaps trying to enter or re-enter the workforce. Given these labor and employment information, TAHRA's workforce readiness initiative can be your primary resource for efforts to prepare qualified workforce through the public schools, vocational and technical colleges, universities, adult education, and continuing professional development. The Workforce Readiness Committee is in the process of gathering ideas for at least two activities for the year related to preparation of a qualified workforce that would have the most significant impact in our community. Also, the program meeting for August 2010 is dedicated to a workforce readiness topic. If you have a creative and opportunistic idea – we are open to your ideas as well as a possible program sponsorship. Please send your ideas to me for committee and board consideration (bcburkhalter@okdrs.gov).

On a very important note, SHRM recommends that local chapters have a partnership with a state or federal agency. As Chair of the Workforce Readiness Committee, I recommended that TAHRA collaborate with the Oklahoma Department of Rehabilitation Services (OKDRS), a state agency that serves people with disabilities. OKDRS could be a value added resource for TAHRA and its members for disability awareness and management, reasonable accommodation, assistive technology and a source for a qualified workforce, which include youths, adults, older adults, and veterans who are willing and interested in finding employment.

We will have more specifics on workforce readiness activities in our next newsletter. Any idea could be knowledge in the making – let your ideas be known and be part of our workforce readiness efforts this year.

CAMPUS CORNER

Sarah Phelps, VP College Relations

TAHRA/SHRM Student Chapter

We are coordinating the start up of a City-wide Student Chapter of TAHRA/SHRM for non traditional students.

The Organizational Meeting will be at St. Gregory's Tulsa facility on April 19th at 4:30 PM. We will have a panel discussion outlining the benefits of membership. Please contact Vicki Hidde at (918) 663-1450 for further information.

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. Sarah will communicate with the area student HR chapters to advertise your position to those students looking for summer HR experience.





Registration - the fun begins.

Jennifer Shultz visiting before the meeting.



The welcoming committee!



A packed house!

March Program Meeting

MEMBER PHOTO OPS



Lunch is served.

Kathleen McComber speaks about "Violence in the Workplace."



Chris Cable, VP Membership.



Enjoying lunch and visiting before the program begins.

Many were dressed in celebration of St. Patrick's Day!



Networking prior to the program.

Bryan Wempen presented Donna Fletcher from Helmerich & Payne, Inc. with the Yahoo! sponsored State Conference registration.



Susan McGinnis fundraising Chair and Pam Phelps, winner of gift basket.



Putting fun!



Thanks to all of the University representatives.



MEMBERSHIP

Chris Cable, VP Membership

I am excited to announce that we have 10 new members that have joined TAHRA in the past month. There are also exciting upcoming events in April that include:

New Member Orientation will take place at 10:30 a.m. on Wednesday, April 21st before our monthly meeting at Tulsa Country Club.

After Hours Networking Event - Come out April 23rd and enjoy the Tulsa Drillers vs. Springfield Cardinals game, a pre game feast and post game fireworks---ALL FOR FREE!! See page 10 for details.

New Membership Drive – Brandon Burris with Glendening McKenna Prescott & Robertson has donated \$500.00 to fund the drive. There will be monthly drawings and a \$100.00 gift card awarded to those that have referred new members or those that have offered a referral to solicit membership to (must meet membership eligibility). We will award gift cards in April, August, September, October and November. Be thinking about who you can refer!

WELCOME NEW MEMBERS...

Jared Lamb

ORS Nasco

Barbara Bottoms

ConocoPhillips

Teresa Burkett

Conner & Winters, LLP

Zach Wiseman

Global Financial Aid Services, Inc.

Alisa Zucker

Tulsa Bone & Joint

Jennifer Law

RAM Energy Resources, Inc.

Ann Allred

Consultant

SonyaStevenson

Robison Medical Resource Group

Nancy Wells

City of Miami

Karen Thomson

MeadowBrook Specialty Hospital of
Tulsa



reliant

- >> Content Authored with Leading Subject Matter Experts (SME)
- >> Online Delivery with Simple Administration: Easy Setup and Delivery of Scored Test Results
- >> Internet Browser Compatibility with All Browsers: e.g. Firefox, IE, Safari and Chrome
- >> Custom Benchmarking Available
- >> Custom Validation Studies Available

skills testing



Online skills testing
with over 200 tests
in major job
categories

assessments



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

LMS



A Flexible Learning
Management System
for training and
development

360



Simple yet powerful
performance
management and
feedback

surveys



Industry-leading
survey technology
used in over 87
countries

Note our new address . . .

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

Reliant • 20 E. 5th Street, Suite 1020 • Tulsa, OK 74103 • www.reliantlive.com

APRIL LEARNING LAB

Patty Smith, VP Education

April 29th ♦ 2-4pm ♦ TTC Career Services Center ♦ Lemley Campus

The Paperless HR Department

Presented by Rick Simpson, Julie Callahan, and Kristen Brightmire

The decision to convert from a paper recordkeeping system to an electronic system has been contemplated by HR departments across all industries for several years. Some have made the conversion and others, for a variety of reasons, have not taken the plunge.

In 2005 the Human Resources Department at Mid-Continent Casualty Company decided to begin the process of converting from paper files to electronic. The decision was made after observing the company's Underwriting operation make the transition which resulted in increased efficiencies, improved service and long term cost savings. Rick Simpson, Vice President Human Resources, and Julie Callahan, Human Resources Manager, will provide details on the planning, implementation and future direction of Mid-Continent's system. Kristen Brightmire of Doerner, Saunders, Daniel & Anderson, will provide attendees with:

- *A legal overview of electronic recordkeeping requirements; and.*
- *"Lessons learned the hard way"*

Join us as we take the first steps toward going paperless!

Learning Objectives:

- *What motivated Mid-Continent Casualty Company to go paperless*
- *The benefits of a paperless HR Department*
- *How to develop and maintain a paperless HR Department*
- *A legal overview of electronic recordkeeping requirements*

Rick Simpson

Rick Simpson is the Vice President of Human Resources for Mid-Continent Casualty Company (MCC) and has held that position since April of 1979. He is responsible for all areas of Human Resources for the company. MCC currently employs 233 people with offices in Oklahoma, Kansas, Florida, and Texas with gross annual premiums of approximately \$200,000,000. Prior to joining Mid-Continent Casualty Company, Rick worked for three years at the Oklahoma Eagle Publishing Company in advertising, sales, and reporting.

Rick has been a member of Property and Casualty Insurers Human Resources Committee since 1984 and has served as chairman of the committee on two occasions, most recently in 2009. He has been a member of TAHRA for over 15 years. Rick also served on an advisory committee at Tulsa Community College for the development of the Associates in Human Resources degree program and is a former board member of Street School.

Kristen Brightmire

Ms. Brightmire heads the Employment Law Practice Group at Doerner, Saunders, Daniel & Anderson, L.L.P. Ms. Brightmire has substantial legal experience in the labor and employment area, exclusively representing employers in every aspect of the practice. In non-litigation matters, Ms. Brightmire has counseled numerous clients as to employee-related matters as well as drafted or reviewed policies, handbooks, employment contracts, severance programs, severance agreements, and relocation programs. She has also represented her clients at every step of the litigation process from the administrative agency through trial and appeal.

Julie Callahan

Julie is currently the Human Resources Manager for Mid-Continent Group. Mid-Continent Group is an insurance company that specializes in general liability, commercial auto and umbrella coverages. She has been employed with Mid-Continent Group for 11 years.

Julie received her Bachelor's Degree in Business Administration from Northeastern State University in 1996. She was awarded the Professional in Human Resources certification by the Human Resources Certification Institute in 2002.

Julie has been a member of TAHRA since 1999. She was the 2008 President and Vice President of Programs for 2005 - 2006. Julie has been a member of the Public Relations Committee, Membership Committee and served as the Registration Co-Chair for the 2002 Oklahoma Human Resource State Conference. Julie was also the Chairperson of the 2005 Oklahoma Human Resource State Conference and was the recipient of the Oklahoma State Council for HRM 2006 "Excellence in HRM Award". Julie has been a member of SHRM since 2002.



TAKE ME OUT TO THE BALLGAME!

TAHRA Networking Event at Tulsa Drillers



TULSA DRILLERS VS. SPRINGFIELD CARDINALS (ST. LOUIS AFFILIATE)

Come out and enjoy a buffet that includes hot dogs, hamburgers, chicken, potato salad, baked beans, pasta salad, desserts and soft drinks followed by the game and stay for the Fireworks afterwards!

FRIDAY, APRIL 23RD

GATES OPEN AT 6:00 P.M. / GAME STARTS AT 7:00 P.M.

FOOD IS AVAILABLE FROM 6:00 – 8:00 P.M.

*Register
online!*

ADMISSION IS FREE TO TAHRA MEMBERS

Guests are welcome at the cost of \$20.00 per person (includes food and game ticket – lower level seats) and must pay upon arrival for admittance.)

EXCELLENCE IN HUMAN RESOURCE MANAGEMENT AWARD

Nominations are now being taken for the “Excellence in Human Resource Management” award. This award (presented annually at the Oklahoma Human Resources State Conference) is given to recognize and honor an individual who has demonstrated outstanding achievements in the field of Human Resource Management by virtue of one or more of the following as described by the Mission statement of SHRM:

- Build and sustain partnerships with human resource professionals, media, governments, non-governmental organizations, businesses and academic institutions to address people management challenges that influence the effectiveness and sustainability of their organizations and communities.
- Provide a community for human resource professionals, media, governments, non-governmental organizations, businesses and academic institutions to share expertise and create innovative solutions on people management issues.
- Proactively provide thought leadership, education and research to human resource professionals, media, governments, non-governmental organizations, businesses and academic institutions.
- Serve as an advocate to ensure that policy makers, law makers and regulators are aware of key people concerns facing organizations and the human resource profession.

If, as a member of the council, you would like to nominate someone who you believe has made a significant contribution to the State Council or to a local Chapter, please feel free to do so by going to the link on the tahra website and downloading the nomination form.

Nominations being accepted until April 23rd



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.

Recap of the 1st TAHRA's Diversity Committee event- Journey into Hard Conversations: Beyond Diversity 101 Friday, March 5th:

Our first event was a huge success. We had over 33 business leaders to attend the roundtable discussion. The group shared their thoughts on Diversity 101(current state) and Beyond Diversity 101(future state). Also, we had a chance to hear from our guest speaker Dr. Shelly Tochluk on how to have the hard conversation in the workplace. Based on the feedback from the participants, we will have a follow up session to discuss solutions and build an action plan to move from the current state to future state. We will share the key points of the action plan in the next newsletter.

I would like to recognize the staff at the YWCA for hosting the event. Also, I truly appreciate Justice Waidner and Mana Tahaie for coordinating the event and delivering an effective program.

If you have any questions or want to learn more about our vision, mission and critical success factors, please do not hesitate to give me a call at 918-855-4855 or email me at grover.hall@uscellular.com.a



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



Workforce – Grow, Retain & Attract

There are quite a few initiatives being implemented to ensure our region's competitive advantage. We have several projects/programs in place to assist with growing, retaining and attracting talent in the Tulsa region.

InternInTulsa.com is a free resource for students and employers to utilize. Employers can post internship opportunities on this site at no cost. Students can apply for the opportunities and learn about intern events being sponsored by TYPros – Tulsa Young Professionals organization. We are in the process of identifying upgrades to this site. We would appreciate feedback and suggestions from the TAHRA community to help create a more useful tool for attracting and retaining skilled and educated talent.

Relocation assistance – this is another area the chamber offers assistance in to employers. We have relocation packets with information and resources for individuals exploring opportunities in our region. We will be reviewing our relocation packets to identify ways to improve the presentation and relevancy of the materials.

If you or someone within your organization would be interested in assisting with feedback and/or ideas for either project listed above please let me know.

We also have a new website that helps you stay up-to-date with weekly legislative updates. We are working on additional workforce incentives we believe will assist employers as well as provide additional incentives to job seekers exploring opportunities in Oklahoma. To learn more about our regional “**One Voice Agenda**” go to www.OneVoiceTulsa.com. You can sign up to receive updates, alerts and calls to actions.

Partners In Education is a program created to engage business community with our K-12 system. These partnerships provide mentors, services, resources and opportunities to engage directly with our great resource; our children. To learn more about this program and how your company can become involved please contact Heather Johnson - heatherjohnson@tulsachamber.com or (918) 560-0218.

Stay tuned for more information on a project we are working on with **Tulsa Public Schools** and **OU Community Engagement Center** to increase college enrollment of our local students.

I am always available to discuss our workforce and education programs and how we partner and collaborate with local business and organizations - denisereid@tulsachamber.com or (918) 560-0255.



COMING ATTRACTIONS

APRIL

April 19th – Student Chapter of TAHRA/SHRM for non traditional students Organizational Meeting – St. Gregory's Tulsa – 4:30 p.m.

April 21st – TAHRA PROGRAM MEETING – Giving Back, Getting Back~How Does This relate to the HR Profession? – Mark Graham, Tulsa Area United Way – Tulsa Country Club – 11:15 a.m.-1 p.m.

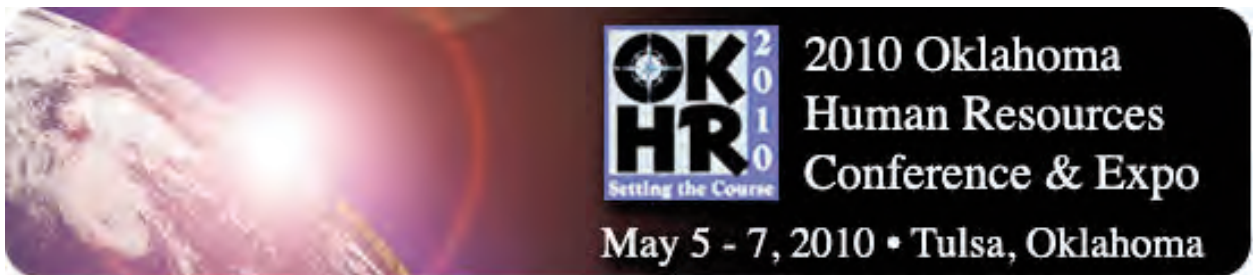
April 21st – New Member Orientation – 10:30 a.m. – Prior to the Program Meeting

April 23rd – TAHRA and Tulsa Drillers Networking event – ONEOK Field – 6:00-11:00 p.m. – See page 10 for details

April 29th – LEARNING LAB – The Paperless HR Department – 2:00-4:00 p.m. – TTC Lemley Campus

MAY

May 5-7 – 2010 State HR Conference – Tulsa Renaissance – *for up to date information go to www.okhrconference.com*



May 27th – TAHRA LEARNING LAB – 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. **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.

