

## NOVEMBER PROGRAM MEETING

EXCELLENCE  
IN HUMAN RESOURCES  
Connie Rank-Smith, SPHR,  
CEBS, CMS

Renaissance Hotel  
6808 S 107th East Ave

November 19, 2008

Program Meeting 11:15-1:00



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



## Excellence in Human Resources

As employers look to the future, a major focus is on talent – attracting talent, developing, rewarding and retaining that talent. Top management will look to their human resource professionals to provide the talent that will ultimately provide the organization with a competitive advantage in the market.

Excellence in human resources starts with a personal and professional commitment. This presentation will help you identify tools to explore your personal commitment to excellence in human resources.

### Connie Rank-Smith, SPHR, CEBS, CMS

Vice President of Human Resources for Jewelers Mutual Insurance Company in Neenah. Connie has more than twenty years of human resources management experience for companies ranging in size from 50 to 800 employees. Jewelers Mutual Insurance Company is a property/casualty insurance company insuring jewelry and the jewelry industry across the United States and Canada. Her expertise includes employee recruitment, discipline and termination, wage and salary development and administration, performance management, human resource policy development, and employee benefit plans.

She has a B.B.A. in Business and Human Resources from Marian College and a MS in Management and Organizational Behavior from Silver Lake College. She is certified as a Senior Professional in Human Resources by the Human Resources Certification Institute. She is also a Certified Employee Benefit Specialist and Compensation Management Specialist and has been awarded Fellowship standing in the International Society of Certified Employee Benefit Specialists. She has also been awarded the Outstanding Adjunct Faculty Award by Fox Valley Technical College.

She is currently Board Chair for the HR Certification Institute.





So what is a Faith Friendly Environment?



Deep in thought about making people of differing faiths feel valued at work.



Considering the impact of Faith on productivity at work.



Gasoline cards! A great door prize from our CTCA sponsor.



Erika Walker, Kaleidoscope Group asks for our thoughts on Faith in the Workplace.



Rhett Stover, speaks for our sponsor Cancer Treatment Centers of America.



Examining the current state of Faith in our own workplaces.



# PRESIDENT'S LETTER

Julie Callahan, 2008 TAHRA President



## ***"Treat Yourself to TAHRA"***

November is a time to prepare for the upcoming year. As part of this preparation, you may be faced with challenging decisions including: which candidate you are going to vote for; which benefit plan you will elect during open enrollment; and whether you need to make a decision on your financial future given the current state of the market. Another important decision we hope you make is to renew your TAHRA membership for 2009. By renewing your membership, you will help ensure that TAHRA continues to develop Human Resource Professionals and maintains its important role in the Tulsa area business community.

An impressive slate of events has been scheduled for this month. The Annual TAHRA Employment Law & Practices Seminar is scheduled for November 6th at the Renaissance Tulsa Hotel. The full-day seminar topics include, but are not limited to, recent ADA Amendments, updates on the Employee Free Choice Act, Wage and Hour Regulations and Employee Benefits. Also scheduled during the Law Seminar are Attorney Break-Out Sessions that include 14 attorneys from various Law Firms in and around the Tulsa Metro area. Immediately following the Law Seminar, you will have an opportunity to "Come Have a Drink on TAHRA." What better way to wind down from a full day of great programs and speakers than to relax and enjoy drinks and hors d'oeuvres with other TAHRA members?

The November program meeting is scheduled for November 19th at the Renaissance Tulsa Hotel. We are honored that Connie Rank-Smith, SPHR, CEBS, CMS, Board Chair for the Human Resource Certification Institute (HRCI) will be the featured speaker and will be discussing Human Resource Professionals' commitment to excellence. We will also be presenting the New Member Award and Richard J. Messer Excellence in Human Resource Management Award to TAHRA members who have displayed this commitment to excellence in the performance of their roles within their companies and TAHRA.

I hope you "harvest" the many benefits of TAHRA by attending one of these great events this month and by renewing your membership for 2009.

*Julie Callahan*

Julie Callahan, PHR  
2008 President



## 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.

## ***“Treat Yourself to TAHRA”...ADVERTISE!***

**Bryan Wempen, Fundraising Chair**

### **WEBSITE ADVERTISING** (500+ members with access and .org is open to public)

*Home Page Rotating Banner* - \$300 for 90 Days—\$1,200 Annually

*Home Page, Career Center and Directory Pages* - \$500 for 90 Days—\$1,500 Annually

*All Other Website Pages* - \$400 for 90 Days—\$1,000 Annually

*Click Through* to link to your EVENT - \$125/month—\$200 for 2 months

### **E-NEWSLETTER ADVERTISING** (500+ members with access)

*One Issue* (Buy 2 ads Get 1 Free)      or      *Annual Subscription* (10 Issues) Best Value!

1/4 Page \$200      \$1,080 (individual ads valued at \$1,450)

1/2 Page \$300      \$1,500 (individual ads valued at \$2,100)

Full Page \$450      \$2,000 (individual ads valued at \$3,150)

### **PROGRAM OR EVENT SPONSOR** \$400 (75-175 members in person)

### **DIRECT MAIL ADVERTISING** (requires Board Approval)

\$250 for a one-time set of MAILING LABELS



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# COMING ATTRACTIONS

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## NOVEMBER

November Program...Connie Rank-Smith, the National Chair for Human Resources Certification Institute (HRCI) at the Renaissance Hotel

Presentation of the 2008 Richard J. Messer Award for Excellence in Human Resources and the TAHRA 2008 New Professional Award

TAHRA Law Seminar & Networking...November 6th; Seminar 7:30 a.m.-5 p.m.; Networking 5:00-7pm; Renaissance Hotel; Register online at [www.tahra.org](http://www.tahra.org)

Quarterly TAHRA Diversity Networking Group...November 13th from 10-noon at AEP/PSO

Oklahoma Department of Commerce Technology Venture Summit...November 12th & 13th Doubletree Hotel Tulsa-Downtown, [www.ocib.org/tvs](http://www.ocib.org/tvs) or 918-587-8000

Global Entrepreneurship Week...November 17th – 23rd; Michelle Allen at [mallen@cityoftulsa.org](mailto:mallen@cityoftulsa.org)

Mayor's Entrepreneurial Spirit Award Celebration...November 18th; Crowne Plaza Downtown [www.tulsaspiritaward.com](http://www.tulsaspiritaward.com)

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## DECEMBER

Friends of Finance Luncheon...December 3rd 11:30; TU - Great Hall / Allen Chapman Activity Center; Speaker Cary Evert, President, North American Operations/Hilti, Inc.

Learning Lab...December 4th Team Building & Leadership; Get more information at [www.tahra.org](http://www.tahra.org)

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## STATEWIDE EVENTS

Oklahoma BioFuels Conference...November 12th & 13th The Skirvin Hitlon Hotel Conference Center Oklahoma City, OK [www.growok.com](http://www.growok.com)

Governor's Council for Workforce & Economic Development...  
December 5th 9AM-noon OSU-OKC Student Center  
[www.okcommerce.gov/index.php?option=com\\_events&sectionid=6&agid=838&Itemid=633](http://www.okcommerce.gov/index.php?option=com_events&sectionid=6&agid=838&Itemid=633)

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## WEBSITE

Website improvements are in the works ~ *Bear with us!*



## ...Letter from the Mayor

*Since August, we have been coordinating efforts with Mayor Taylor's office and the Chamber to help attract and retain talent in the Tulsa metro workforce. Here, the Mayor shares a few thoughts about what our area has to offer...*



Dear TAHRA Members,

Every time I drive through our beautiful downtown or learn of a local company making a national breakthrough, I am proud of Tulsa both as Mayor and as a citizen.

Tulsa is ablaze with a new kind of energy! It is visible in everything from dynamic economic development and downtown revival to building strong communities and enhancing public safety.

Our quality of life is exceptional. Tulsans spend half the time as other Americans for their daily commutes. Money Magazine calculated that our property taxes are two to three times lower than the national average. Our cost of living and cost of doing business are ten and seven percent lower, respectively, than throughout the country. [www.Relocate-America.com](http://www.Relocate-America.com) ranked Tulsa the fifth best place to live among 2,000 U.S. cities. In 2007, Forbes ranked Tulsa in the ten "Best U.S. Cities for Jobs."

With 230 sunny days a year, we have plenty of opportunities to enjoy our 125 parks, 11 community centers, and more than 180 miles of trails for walking, running, biking, picnicking, and other recreation. In October, I launched a wellness initiative that allows every Tulsan to track their exercise miles towards a common goal of one million in the quest for a consciously healthier city ([www.tulsamillionmiles.com](http://www.tulsamillionmiles.com)).

And we are focused on constantly raising the quality of life through crafting and implementing a new long-term comprehensive plan (PlaniTulsa) to boost development in all parts of the city.

From engineering to entrepreneurship, Tulsa is a regional hub for education and jobs. We have 13 universities in the area, offering an annual output of hundreds of graduates with bachelor's, master's, and doctorate degrees. Our unemployment rate is continuously low at three to four percent. And in the past two years, we have created more than 7,000 new jobs. TYPros, one of the nation's largest young professionals groups, lists more than 5,100 members.

In September, the world-class, Cesar-Pelli designed BOK Center opened its doors to an estimated half of a million visitors a year. Months before the arena was complete, we already booked such major acts as Celine Dion, The Eagles, Metallica, Cirque du Soleil, as well as NBA and NCAA games.

The BOK Center is the crown jewel of downtown revitalization. With the construction of a new ballpark, City's move to a high-tech, modern building, blanket connectivity, and active hotel development, downtown is reviving as a favorite spot for both locals and out-of-town visitors.



Tulsa prospered on entrepreneurship 100 years ago, and initiative powers it forward today. This November marks Global Entrepreneurship Week, a preeminent series of networking events and educational summits aimed at inspiring creativity and giving Tulsans the tools and the skills to grow innovative enterprises. Our entrepreneurial reach now spans internationally, as Tulsa develops economic ties with India and sustains active relationships with eight sister cities around the world.

Tulsans are known for giving and working together. We set a national example in volunteering efforts, we boast the largest charitable organization in the U.S., and we are nurturing public-private partnerships. Just think about the City of Tulsa's partnership with the Kaiser Foundation to build a bike-and-pedestrian trail system at River Parks or University of Tulsa's management of the Gilcrease Museum. And of course, Vision2025 is the largest public-private partnership with funds allocated to hospitals, educational facilities, and neighborhood improvement.

As you can see, our city is poised for growth and prosperity! I am proud of what we have accomplished, but I am even more thrilled at what's to come.

There are a thousand reasons to believe in Tulsa, and please check them out at [www.cityoftulsa.org/OurCity/tulsafacts](http://www.cityoftulsa.org/OurCity/tulsafacts).

Sincerely,

A handwritten signature in black ink, reading "Kathy Taylor".

Kathy Taylor, Mayor

*Metro TAHRA Continued on Page 9...*



# LAW SEMINAR

*"Developments Impacting Managers, HR Professionals, and Employment Attorneys"*

November 6, 2008 ♦ Tulsa Renaissance Hotel

7:30	<b>Registration &amp; Continental Breakfast</b>		Employment Policies: Even Without A Union, the NLRB is Interested in Your Policies <b>Kevin P. Doyle</b> , <i>Pray, Walker, Jackman, Williamson &amp; Marlar</i> Avoid Federal Prosecution and Fines With an Immigration Employment Compliance Program <b>Frank B. Wolfe</b> , <i>Hall, Estill, Hardwick, Gable, Golden &amp; Nelson, PC</i> Internal Investigations: Do It Right or Suffer the Consequences <b>Marshall J. Wells</b> , <i>Hall, Estill, Hardwick, Gable, Golden &amp; Nelson, PC</i> Workers' Comp Retaliatory Discharge <b>Monica Maples</b> , <i>Herrold, Herrold &amp; Co., PC</i> Checklist for Reviewing Termination Decisions <b>Christopher L. Camp</b> , <i>Herrold, Herrold &amp; Co., PC</i> Wrongful Discharge in Violation of Oklahoma's Public Policy <b>Jessica C. Ridenour</b> , <i>Strecker and Associates</i> Practical Suggestions for Dealing with Harassment Complaints <b>Sam R. Fulkerson</b> , <i>McAfee &amp; Taft</i> The EEOC's New Religion Guidelines: An Answer to Employers' Prayers? <b>Charles S. Plumb</b> , <i>McAfee &amp; Taft</i>
7:55	<b>Welcome and Introduction</b> <b>W. Kirk Turner, Esq.</b> , V.P. Legislative Affairs, <i>Newton, O'Connor, Turner &amp; Ketchum, PC</i>		
8:00	<b>A 2008 Immigration Primer</b> <input type="checkbox"/> Understanding Immigration Terms <input type="checkbox"/> Primary Non-Immigrant Visas for Employment <input type="checkbox"/> Overview of the Permanent Resident Process <b>R. Mark Solano, Esq.</b> , <i>Leblang &amp; Solano</i>		
9:30	<b>Reductions in Force: How to Reduce Your Roster Without Losing the Game</b> <input type="checkbox"/> Perils and Liabilities Arising From Reductions in Force <input type="checkbox"/> Recognizing and Avoiding WARN Act Liability <input type="checkbox"/> Best Practices to Minimize Risks in Layoffs <b>Randall Snapp</b> , <i>Crowe &amp; Dunlevy, APC</i>		
10:30	Break		
10:45	<b>Employee Benefits Update: What You Need to Know</b> <input type="checkbox"/> Wellness Programs <input type="checkbox"/> Executive Compensation Issues Under 409A <input type="checkbox"/> Fiduciary Obligations Regarding Retirement Plan Investments/Auto-401(k) Programs <b>Debbie Blackwell</b> , <i>Concordia Benefits Group</i>		
11:45	<b>Lunch (Provided)</b>	1:15	<b>ADA and FMLA Developments Every HR Professional Should Know</b> <input type="checkbox"/> New ADA Amendments <input type="checkbox"/> Will the DOL Issue New Regulations for the FMLA? <input type="checkbox"/> Cases in the Last Year That Are Most Significant for Employers <b>Thomas D. Robertson</b> , <i>Hall, Estill, Hardwick, Gable, Golden &amp; Nelson, PC</i>
12:15	<b>Attorney Break-Out Sessions:</b> Applicant Background Screening <b>Larry D. Henry</b> , <i>Rhodes, Hieronymus, Jones, Tucker &amp; Gable, PLLC</i> Common Pitfalls in Employee Handbooks <b>Keith A. Wilkes</b> , <i>Newton, O'Connor, Turner &amp; Ketchum, PC</i> Document Retention and Preservation <b>Christopher S. Thrutchley</b> , <i>Newton, O'Connor, Turner &amp; Ketchum, PC</i> Payroll Issues and Garnishments <b>Michael C. Redman</b> , <i>Doerner, Saunders, Daniel &amp; Anderson</i> Drug and Alcohol Testing <b>Kristen L. Brightmire</b> , <i>Doerner, Saunders, Daniel &amp; Anderson</i> Recordkeeping: What to Keep and For How Long <b>Courtney L. Bru</b> , <i>Doerner, Saunders, Daniel &amp; Anderson</i>	2:45	Break
		3:00	<b>Hot Topics in Employment law</b> <input type="checkbox"/> Understanding the Employee Free Choice Act and Its Potential Impact on Your Workplace <input type="checkbox"/> State and Federal Wage and Hour Update <input type="checkbox"/> Other Hot Employment Law Topics <b>W. Kirk Turner, Esq.</b> , V.P. Legislative Affairs, <i>Newton, O'Connor, Turner &amp; Ketchum, PC</i>
		4:45	Q & A
		5:00	Adjourn

Networking - 5:00-7:00 p.m.

**Cost: \$190 ♦ Early Payment Option: \$170** if paid by October 30, 2008  
**\$130 per Person** for Entities Registering Three or More by October 30, 2008

Full Name: \_\_\_\_\_  
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**Make Check Payable to: TAHRA Seminar**  
**Mail check to:** TAHRA  
P. O. Box 140958  
Broken Arrow, OK 74014  
**Register on-line at [www.tahra.org](http://www.tahra.org)**

A \$25 fee will be assessed for cancellations after November 3, 2008. Cancellations not accepted on or after seminar date.



**What came first, the chicken or the egg?** *An age old question that seems simple and complex all at the same time. Another question, a bit more complex, but of the same nature: Should an organization hire minority candidates first, and then make sure the work environment adapts to welcome them, or should the organization make the work environment inclusive and then begin to recruit? The following article breathes life in to this debate with an interesting view on how selection feeds into Diversity efforts.*

## Selection Practices May Counteract Diversity Efforts

By Rebecca R. Hastings, SPHR, February 2008

Employer selection tools—including tests of cognitive and physical abilities, personality and integrity, as well as criminal background checks and credit checks—may unintentionally screen out people of color, women, older workers and individuals with disabilities. Employers who understand fair employment laws and make sure the selection instruments used are closely linked to the job will minimize risk and retain access to a demographically diverse pool of applicants.

Deciding what kind of selection instrument to use for a particular group of candidates begins with clear knowledge of the job in question. This is particularly true for tests, since they are one of the most objective and easily challenged tools employers use in the hiring process.

“The overarching idea is that you want the test to measure for skills that are necessary for the job,” said Reed Russell, legal counsel for the Equal Employment Opportunity Commission (EEOC) during a Feb. 14, 2008, *SHRM Online* chat. “Testing can be used at any point in the hiring and employment process, with the caveat that there are restrictions on certain inquiries under the Americans with Disabilities Act. The question is whether [testing] is the most effective method for selecting the best candidate for hire, promotion, etc.”

According to the EEOC fact sheet, *Employment Tests and Selection Procedures*, released in 2007, an employer can prove a selection procedure is job-related and consistent with business necessity by showing that it is necessary to the safe and efficient performance of the job.

“The critical first inquiry on the legality of an employment test is whether it has a disparate impact on a protected group,” Russell said. “Because any such test has at least the potential to have this impact, it is a good idea to validate tests to ensure they are measuring skills actually needed for the job to which the test applies.”

“Getting a test validated is a good idea, because the validation process, if done properly, should help to ensure that the test evaluates the skills actually needed for the job to which the test applies,” he said.

However, Russell said the purchase of a pre-validated test is not necessarily enough to defend a charge of discrimination. The EEOC fact sheet states: “While a test vendor’s documentation supporting the validity of a test may be helpful, the employer is still responsible for ensuring that its tests are valid under the Uniform Guidelines on Employee Selection Procedures.”

### Scrutinize all Selection Practices

Just as tests must be “job-related and consistent with business necessity,” so too should other selection practices, such as criminal background checks. Russell said it could be harder to justify such checks if there is a disparate impact on a protected group when all applicants—regardless of job—are subject to the check. “We would recommend that you carefully determine which jobs really need this kind of screen, and which do not,” he said.

One SHRM member participating in the chat asked what kinds of issues could arise if his company chose to ask simple job-related math questions as part of a telephone screen. Russell said an important issue in this case is how to retain sufficient records to comply with Title VII’s recordkeeping requirements. In the event of a disparate impact claim, for example, an employer would need records of test scores and the demographics of the applicants taking the tests.

Testing procedures should be consistent—and records carefully maintained—to defend against applicant allegations of discriminatory practices. But that doesn’t mean an employer must automatically provide applicants with a copy of test results. Federal equal employment opportunity laws do not mandate such disclosures, Russell says, though state rules might. But he notes that the lack of routinely required disclosure doesn’t mean that such test results will remain hidden if an applicant files a charge of discrimination.

One thing employers should never do, according to Russell, is adjust the passing score requirements to give groups of individuals an advantage. “It would be a violation of Title VII,” Russell said, “to adjust the scores of, use different cutoff scores for, or otherwise alter the results of employment-related tests on the basis of race, color, religion, sex or national origin.”

### Consider ADA Implications Before Testing

Although Russell did not focus on particular testing products, he did address one participant’s question about Keirseey temperament testing. “The first question should be whether that constitutes a medical exam,” he said, since the Americans with Disabilities Act (ADA) prohibits pre-offer medical exams.

The EEOC’s enforcement guidance on pre-employment medical examinations acknowledges that it can be difficult to determine if a test constitutes a medical exam or not.





# DIVERSITY MATTERS

## Selection Practices..., Continued

Employers should consider whether the test is:

- Administered and interpreted by a health care professional or someone trained by a health care professional.
- Invasive. (For example, does it require the drawing of blood, urine or breath?)
- Normally given in a medical setting.
- Conducted with medical equipment.

An employer should also ask:

- Is the test designed to reveal impairment, or the state of an individual's physical or mental health?
- Is the employer seeking information about applicants' physical or mental health or impairments?
- Does it measure an applicant's performance of a task, or does it measure the applicant's physiological responses to performing the task?

"In many cases, a combination of factors will be relevant in figuring out whether a procedure or test is a medical examination," the EEOC guidance continues. "Assuming Keirse is not an improper pre-offer medical examination, the first question is 'does it have a disparate

impact on a protected group?'" Russell said. "If not, it is OK to use the test, even if it has not been validated." However, he noted that it is still a good idea to validate to ensure the test is job-related and consistent with business necessity.

### Avoid Overreliance on Testing

"I have managers that want to automatically disqualify candidates based on their test scores, after the recruiters have interviewed them and deemed them a viable candidate," said one participant from Fort Worth, Texas. "The managers don't even want to interview the candidate if they don't see a suitable score or temperament."

Russell said hiring managers should not rely on test results as a "short-cut", but instead should conduct a full evaluation of applicants using all the tools the company has provided. "Testing is not a silver bullet for determining applicant qualifications, especially for jobs that require the exercise of significant subjective judgment in selecting the proper applicant," Russell noted. "An employer can rely on evaluation of prior work experience, education and interviews to evaluate candidates. All of these have been used successfully for many years."

## METRO TAHRA, Continued from Page 6

### ...And a few words from our Chamber Liaison to the TAHRA Board, Denise Reid:

"Share the wealth" has been my motto for years when it comes to building a strong team and organization. The more we work together and share a common goal and vision, the stronger we are as an organization, company, culture or community. That is why I was so excited to be invited to sit on the TAHRA Board as Chamber Liaison to assist with sharing information about the Chamber's workforce attraction and retention initiatives. This is a new and exciting opportunity to help create a collaborative effort with local organizations, educators, government entities and businesses for retaining and attracting talent in Tulsa and the surrounding area.

There are a lot of exciting things happening in our community with entrepreneurs, organizations, new businesses, technology, business expansions, education and industry. We are experiencing some challenges but as a community we are working together to identify ways to help individuals and businesses succeed. The Chamber provides HR Forums, Congressional Forums, Business Owner's Forum, Networking Events, Education Programs and Community Programs to assist with providing beneficial and informative meetings on timely topics in the news today.

If you are interested in learning more about programs or volunteer opportunities available with Tulsa Young Professionals "TYPros", Government Affairs, Convention & Visitors Bureau, Education, Community Betterment, Small Business Council and Tulsa Sports Commission please contact me: Denise Reid, Director Talent Strategies & Recruitment, Tulsa Metro Chamber at [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com) or (918) 560-0255.

## ANNUAL AWARDS AND RECOGNITIONS

### Bill Young, VP Leadership Development

*Don't Miss This:* **The Rick Messer Award for Excellence In Human Resources and the award for the 2008 Outstanding New Professional will be announced at the Program meeting!**



### It's time to start preparing for the 2009 Oklahoma HR Games Competition.

The HR Games are a fun way to motivate and prepare students for PHR certification. The HR Games consist of a one or two-day series of game show style matches, between teams of up to three undergraduate students from various colleges and universities.



Donovan and Jared,  
ORU Student Chapter.

The HR Games are an event that offers the opportunity to bring professional chapter volunteers, students and student chapter advisors together in a meaningful way. The volunteers conducting the games get a refresher course in the body of knowledge required of a human resource professional as they listen to the students answer questions. The students receive an opportunity to network with other students and display their knowledge to HR practitioners.

#### Oklahoma HR Games

Tentative Date: February 7, 2009

Tentative Location: Oklahoma City, OK

Date and Location are subject to change.

### Oral Robert University Business Career Fair

Several volunteers from the College Relations Committee were in attendance at the ORU Business Career Fair on October 1st. The group was on hand to answer questions related to TAHRA, SHRM and the HR field in general. Thanks to the members who volunteered at this event including: Mary Ellen Gordon, Andrea Everage, Vicki Hidde and Sue Whitener.

### Host a Field Trip

The ORU Human Resource Student Chapter is looking for an organization that would allow the students to come for an onsite visit. The students are interested in meeting different HR professionals on the job and seeing first-hand how the department functions and hearing about their day to day positions. If you would be interested please email to [ismesser@sfandco.com](mailto:ismesser@sfandco.com)



# WELCOME NEW MEMBERS

## Sharon Mitchell, VP Membership



Welcome 20 of our new TAHRA members!

On October 15th, before the program meeting, 20 of our new members attended the semi-annual New Member Orientation Program. There were introductions all around and brief overviews of all the TAHRA activities and committees, presented by the Board and Committee chairs.

New Members should always be sure to notify Travis Jones, Hospitality Chair, prior to attending a meeting or event. Travis will pair you with a TAHRA Member who will welcome you and act as your personal host. Contact Travis at: [tjones@cardevser.com](mailto:tjones@cardevser.com) or 918-293-0500

If any of the New Members who were not able to attend the Orientation would like information on the professional and networking opportunities, please contact Sharon Mitchell, VP of Membership ([sharon.mitchell@hilti.com](mailto:sharon.mitchell@hilti.com) or 918-294-5892).



VP Membership, Sharon Mitchell and Travis Jones, Hospitality Chair welcome new members.



Your 2008 membership expires on December 31, 2008, and it is time to renew for the 2009 membership year. The entire renewal process is done online; it is a quick and easy procedure. If you have already renewed, *thank you!*

Go to TAHRA's website, [www.tahra.org](http://www.tahra.org) and click on the "**renew membership**" link on the **right side of the Home Page** (Do not click on the "Join TAHRA"). Follow the prompts.

- ~ If you wish to pay by credit card, follow the credit card prompts.
- ~ If you are paying by check, click on the "pay by check" link.

After you have completed the renewal, please make sure to update your profile with current information.

*As you are aware, TAHRA is a valuable asset to the HR professional. Don't miss out on this year's events, emails, HRCI credits, networking with friends and other HR professionals, and all that TAHRA has to offer. Ensure continuation of TAHRA benefits by renewing your membership now!*

**The foundation of TAHRA is its members and their support ... be a part of that foundation!**





Is your company one of Oklahoma's Best Places To Work?

We're identifying and recognizing workplace excellence.

**Get on the list.**



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PLACES  
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Professional Employer Services

For more information and to register, visit [www.bestplacestoworkok.com](http://www.bestplacestoworkok.com)  
REGISTRATION DEADLINE IS DECEMBER 12, 2008.

Best Companies Group▶▶▶

PROGRAM PARTNERS



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# BEST PLACES TO WORK IN OKLAHOMA 2009

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## **Contact Information:**

Jill Brown, Marketing Director

Phone: 405.605.6752

E-mail: [jbrown@tierramedia group.com](mailto:jbrown@tierramedia group.com)

Web: [www.bestplacestoworkok.com](http://www.bestplacestoworkok.com)

FOR IMMEDIATE RELEASE: October 7, 2008

## **Is your company one of the Best Places to Work?**

*OKCBusiness* and Best Companies Group announce the 2009 Best Places to Work in Oklahoma program, which will identify and recognize Oklahoma's great employers. Sponsored by Nextep, an employer services provider based in Norman, this initiative also aims to improve employee relations and recruitment efforts.

Now in its fourth year, the Best Places to Work in Oklahoma initiative is "dedicated to seeking out the best companies and raising the bar among Oklahoma employers," said Bill Bleakley, publisher of *OKCBusiness*. "This program will help each of the companies improve employee relations and recruitment efforts."

The statewide competition, done primarily by employee survey, is open to all organizations which have at least 15 employees and a facility in Oklahoma. All participants will receive a complete analysis of their company from Best Companies Group. The most highly-ranked companies will be invited to attend an awards ceremony in May of 2009 at the Cowboy and Western Heritage Museum and featured in the official Best Places to Work in Oklahoma magazine published by *OKCBusiness*.

The top honorees in 2008 were Edward Jones in the large companies category and CFR Insurance & Risk Management in the medium companies category. This year, the program has added a category for small companies and reduced the minimum number of employees required to participate from 25 to 15.

Registration is online now at [www.bestplacestoworkok.com](http://www.bestplacestoworkok.com) and the entry deadline is December 12, 2008. The Web site also features information about associated fees and details of the program.

Best Places to Work in Oklahoma is supported by Best Companies Group, The Greater OKC Chamber of Commerce, Oklahoma Society for HR Management, The State Chamber, Oklahoma Department of Commerce, The Oklahoma Center for Nonprofits, and Oklahoma Manufacturing Alliance.

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