



**OCTOBER PROGRAM MEETING**

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**Navigating the Muddy Hiring Waters**  
Speaker: Julie Hakman

***Navigating the Muddy Hiring Waters***

**Speaker: Julie Hakman**

Renaissance Hotel  
6808 S. 107th E. Ave.  
October 20, 2010

Navigating the muddy waters of hiring today, HR Executives really need to know what to look for when selecting a provider, on-boarding an applicant, and retaining employees. This session will give up-to-date, current information relating to employee screening. This session focuses on safe screening practices and ongoing safeguards for employee retention. Attendees will gain insight to employment screening statistics, explore best practices, and discover what's new in 2011 and beyond. Designed for Safety/ HR Professionals and top level executives, we will share tips, tools, techniques and useful resources for today's screening programs.

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

**Overall Learning Objectives:**

- Best Practices   -Employee Retention   -Safeguards   -New Technologies

At the completion of this presentation the participant will be able to:

1. Implement improved screening practices
2. Effectively evaluate screening providers
3. Reduce legal exposure to negligent retention lawsuits



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**Julie Hakman**

*Julie Hakman has over 25 years experience in business leadership. Her involvement in employee screening began in 1997 when she launched World Gaming Network (WGN), dedicated exclusively to the gaming and hospitality industry. She quickly led WGN to become the leading provider of screening services to the gaming industry. In 1999, Casino Executive Magazine hailed WGN's proprietary products as the most "Innovative Product of the Year", and The National Indian Gaming Association honored WGN for outstanding contributions. Julie and her team at WGN headed up major legislative efforts in Nevada and served as leading industry experts to the 2000 US Congressional Session - Indian Gaming Subcommittee Hearings.*

*Julie created AmericanChecked Background Screening Solutions (AC), a certified women-owned business, in 2004. Over the last five years, Julie and the staff at AC have experienced phenomenal growth and were featured in Xposure Magazine as "One of the Top 20 Businesses on the Rise". Julie was the recipient of the 2009 Crystal Award honoring Outstanding Small Business Person of the Year. Most recently, she received the US Chamber's 2010 Blue Ribbon Award for excellence in business strategy, employee development, and community involvement. AmericanChecked has an impressive list of clients, including The MGM Mirage Resort Group, The Cherokee Nation, Big Brothers Big Sisters, Tulsa Public Schools, and the State of Nevada.*

*Julie is a graduate of the University of Oklahoma, a national member of SHRM, Women's Business Council, Board of Directors – National Association of Professional Background Screeners (NAPBS), Board of Trustees – Carver Foundation, member of the prestigious International Masters of Gaming Law Association, and has served as a consultant to the Casino Management Association Executive Board and the National Indian Gaming Association. She is featured speaker at numerous HR, Gaming and Education events.*



**NEW MEMBER ORIENTATION**

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

If you are a new member and have not attended a New Member Orientation please join us prior to the Program meeting.  
October 20, 2010 10:30 a.m.



### 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.



**Partner...and this spot  
COULD BE YOURS!**





# PRESIDENT'S LETTER

**Bryan Wempen**  
**2010 TAHRA President**

As we move into the final quarter of 2010, I find myself overly focused on planning for better times ahead, with this year finishing stronger than most expect. Do I have a reason for this? I don't have any one reason or some grand prediction grounded with significant data or science behind it, but we are seeing the some of the following indicators nationwide:

1. Increased spending on the big ticket items by the manufacturing and construction organizations.
2. Home values nationwide are slowly creeping upward month-over-month.
3. Unemployment claims have either dropped or remained flat for a several months.
4. Staffing firms are experiencing increasing job orders.

The quicker we get back to a more "normal" economic mode of conducting business, hopefully the resources will be directed at the very lean people efforts within companies. I meet and talk with HR professionals around the country that share some of the history of their companies HR efforts. They share that they are what is left of the HR (People) department and that they are thankful they still have a job and the company is still in business.

For me what really becomes profound and insightful is that HR knows what it will take to gear up when the business comes back, as well as the temperature on the workforce disengagement. All that being said, how does an HR professional communicate this critical information to the organization with hopes this very strategic information and insight will be received with the intent it was delivered?

Part of what TAHRA is committed to providing its members is education, possible information at the monthly Program Meeting or Learning Lab that might help you navigate the situation I described above. Additionally, our TAHRA member network of HR professionals for all levels of experience, representing most all industries, should be something that you consider as "your" network of knowledge.

**Did you know that TAHRA has a total of 6,271 years of Human Resources experience? That's a lot of knowledge!**

I will be looking for any and all suggestions and feedback on how we aggregate this knowledge in a way that might connect members to discuss issues, share success stories and develop new peer relationships.

- Formalize a mentoring program through our Leadership Development area.
- Virtual mentoring
- HR Best Practices Forum
- HR Led Great Places to Work Summit
- Monthly Webinar series on "member" selected topics.

As you can tell I'm doing some brainstorming, I'm ready to embrace some outside-of-the-box thinking for how we can get members connected and having discussions.

We have many exciting educational (and networking) opportunities in October. Our annual Return-On-Inclusion Summit held at OSU-Tulsa on October 6th brings together HR professionals and business leaders from across the Tulsa-area and State of Oklahoma to listen, learn and discuss the important area of diversity and inclusion. We kick-off the day with a special CEO Breakfast with our Keynote speaker, Greg Hinton, Chief Diversity Strategist for US Cellular, then move into panel discussions with an amazing group of leaders:

- Felicia Collins Correia, YWCA- CEO
- Alison Anthony, Williams- Director, Diversity & Comm. Relations & President, Williams Foundation
- Greg Hinton, US Cellular- Chief Diversity Strategist
- Risha Grant, Xposure Inc- President & CEO
- Tony Alonso, TCC- Dean, Diversity & Civic Engagement

Also, please check-out the Events Calendar as we need your assistance with several big events coming up, in **addition to our outstanding monthly Program Meeting and Learning Lab**. Mark your calendar and phone a friend – about what October and November will bring our HR community and business leaders.

- Return-On-Inclusion Summit – October 6th
- TAHRA Employment Law and Practices Seminar – November 4th

Last, but definitely not least, I sincerely appreciate all the planning and work that Julie Callahan and the Golf Committee demonstrated. The annual Golf Tournament was wildly successful with lots of golfers, sponsors and supporters. Again, thank you to everyone for supporting TAHRA. I look forward to seeing and meeting everyone throughout our busy fall schedule.

Bryan Wempen  
2010 TAHRA President



*Don't Miss This!*  
As a senior-level human resources  
professional at your organization, you're  
invited to join us for...

## **- Return on Inclusion - 2010 Summit for Business Leaders**

**Wednesday, October 6, 2010 at OSU-Tulsa\***

For the second year, this event - targeted to professionals like yourself, as well as your CEOs or other executives - is designed to discuss how investing in attracting, retaining and engaging the diverse workforce of the 21st century grows the bottom line - the Return on Inclusion, so to speak.

Make plans to join us for a motivating experience featuring business and community inclusion leaders from our region. You'll be hearing more about it soon, and your company leadership will be receiving an e-mailed formal invitation to this event. Please take a moment to ask them to attend. If you'd like us to send a note to them as well, please let us know.

This year's event will build on the success and feedback from last year's event, including providing useful tools for cultivating a diverse and productive workforce. We encourage you to bring your highest level executive and HR professional to the event.

**Thanks to the generosity of our sponsors, it is being presented at no cost to you.**

**Do not miss this summit!!!!**

Please Note: Space is limited.

For more information contact Grover Hall (general inquiries)  
at 918-855-4855, [grover.hall@williams.com](mailto:grover.hall@williams.com)  
or visit [www.roiok.org](http://www.roiok.org) for agenda & registration.

\*This event is pending HR continuing education credits



### **We Need Career Coaches!**

College Access Career Readiness Kick-off – the chamber in partnership with Tulsa Public School and OU Community Engagement Center (OUCEC) is launching a program to assist middle and high school students with career exploration classes.

We are recruiting 100+ business professionals to serve as career coaches in the classroom. Volunteers will help students understand the relevance of their education and how it translates to their future careers.

Training will be offered for volunteers and the program will start in January 2011. Average time volunteers will dedicate to the program will be two hours twice a month which includes travel time to schools.

### **Workforce Roundtable Series – Best in Class Culture (case study)**

This new series was created to help provide information and address workforce challenges and needs. Our first event will be October 12th. Teri Aulph will be presenting information about the 2010 American Business Awards (Stevie Awards) Human Resources Team of the Year.

- CEO support for HR leadership to achieve transformational and innovative solutions
- Implementing strategies to enhance organizational cultural through enhanced communication
- Creating cross-functional employee groups to affect change

### **Diversity & Inclusion Work**

The Tulsa chamber's Diversity Council is working with several organizations and businesses to create a strategic plan for improving Tulsa's image. The goal is to create collaboration and partnership to identify how we can work on diversity and inclusion initiatives locally. Shane Fernandez is the chair for the Diversity Council.

The chamber is also working with consultant, Hannibal Johnson to assess the internal cultural from a diversity and inclusion perspective. It is exciting to see this work being done for the greater good of our community.

To learn more about how you can get involved please contact Denise Reid at 918.560.0255 or via email [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com).



**The winner of a \$100.00 gift card**  
for September was **John Goodwin!**

Our next winner will be announced at the October meeting, so please refer HR professionals to join!

The summer heat seems to have broken (at least it is below 100 degrees!), but TAHRA is HOT with a strong membership base. Our current membership base has grown to 510 members, and we still have some time to grow our membership before our 2011 renewals begin! **Brandon Burris** with **Glendening McKenna Prescott & Robertson** have donated \$500.00 to our membership campaign, which will be awarded in the form of \$100.00 gift cards at monthly TAHRA meetings. Anyone that refers a qualified potential member will go into the next month's drawing. We encourage everyone to take advantage of this opportunity to refer and connect TAHRA with HR professionals not engaged with our group!

# MEMBERSHIP

**Chris Cable, VP Membership**

**The TAHRA Membership Committee  
Would like to welcome all new members of TAHRA**

*Please join us for  
**New Member Orientation***

*Wednesday, October 20, 2010*

*10:30 a.m. - 11:15 a.m.*

*(Preceding TAHRA program)*

*Renaissance Tulsa Hotel & Conference Center  
6808 South 107th East Avenue*

*If you are interested in attending please e-mail Chris Cable at [ccable@gdhconsulting.com](mailto:ccable@gdhconsulting.com).*

## WELCOME NEW MEMBERS...

Robert Field	Webco Industries, Inc	Thaddeus Babb	Oklahoma Department of Rehabilitation Svcs.
Cynthia Hawkinson	AFLAC	Brandie Bennett	AES Shady Point, LLC
Michelle Sims	Hall Estill	Roger Holder	Mar-B Partnership
Heidi Hegeman	Grant Thornton LLP	Ashley Owens	ONEOK
Johnson Elias	Humana	Linda Mathis	Emory University Healthcare
Terri Dubay	Student	Charles Hart	BS&B Safety Systems, L.L.C.
Nick Rhoads	Student	Shellie Rhine	Baker Hughes
Angela Robinson	JOB GUIDE	Angela Whitfield	Student
Molly Salleh	Southwest United Industries	Eutonia Moseley	University of Oklahoma College of Nursing
Russell Holt	Superior Linen Service, Inc.	Justin Salmon	PetroSkills
Dayna Krumme	Target	Jo Ann Booker	Mercer
Rachel Crawford	Newton O'Connor Turner & Ketchum		



# LEGISLATIVE UPDATE, Continued

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

## ICE Workplace Enforcement Grows

The Department of Homeland Security's enforcement arm, Immigration and Customs Enforcement ("ICE"), continues to pressure employers with a workplace enforcement initiative that has dramatically increased the number of I-9 audits from that seen in the past. The latest barrage was fired in March, when ICE issued 180 I-9 audit notices simultaneously to businesses in Alabama, Arkansas, Louisiana, Mississippi and Tennessee. The notices informed businesses that ICE would inspect their I-9 records to determine compliance with hiring and employment verification laws and regulations. These actions follow ICE's recent pattern of sending out notices of employer reviews en masse. These totaled more than 1,600 in 2009, more than three times the number of all I-9 inspections initiated in 2008.

When an employer receives an I-9 inspection notice, it has three days to make the documents requested available. In addition to the actual I-9 forms, production typically will include payroll and social security "no-match" records. ICE confirmed that it will give employers 10 days to correct technical violations discovered during the inspection, but substantive violations carry no such grace

period. ICE assesses civil fines for these violations, considering the number of identified errors, the size of the employer, a pattern or practice of non-compliance, and any prior violations by the employer.

Under the current Administration, I-9 violations are more likely to move beyond civil fines and risk potential criminal charges. DHS Secretary Janet Napolitano has instructed ICE to redouble its efforts on prosecuting employers and company officials who knowingly hire illegal workers. It is increasing its scrutiny and prosecution of business owners, hiring managers and supervisors.

**PRACTICE POINTER:** Employers should regularly monitor and audit their I-9 employment eligibility verification practices and policies to remain in compliance with the law and to avoid unwanted attention from ICE inspectors.

Should you have any questions regarding the information contained in this article, please do not hesitate to contact Kirk Turner at (918) 587-0101, or by email at [ktturner@newtonoconnor.com](mailto:ktturner@newtonoconnor.com).

## Save the Date!

### TAHRA'S ANNUAL EMPLOYMENT LAW AND PRACTICES SEMINAR

THURSDAY, NOVEMBER 4, 2010

TULSA RENAISSANCE HOTEL

Sponsored By:

**CommunityCare**  
Managed Healthcare Plans Of Oklahoma

*We will once again bring you a full day of informative and interactive presentations by experienced attorneys who will be speaking on a number of very important human resources topics, including:*

- Preparing for the Federal and State Healthcare Laws
- Wage and Hour Update
- Making the Most of FMLA Compliance
- Pitfalls in Hiring
- Family Responsibilities Discrimination
- And other important and timely topics that every HR practitioner or attorney should know and understand.

Lunch will be served at the seminar at no additional cost to participants, and the seminar will provide valuable continuing education credits for Human Resource Professionals and Attorneys.

Registration is now open and the agenda will be posted on the TAHRA website soon.

If you have any questions or need additional information, please contact W. Kirk Turner, Vice President of Legislative and Legal Affairs, at (918) 587-0101 or at [ktturner@newtonoconnor.com](mailto:ktturner@newtonoconnor.com).

To volunteer to help with this seminar please contact Ann Hollowell at [ahollowell@mpsisolutions.com](mailto:ahollowell@mpsisolutions.com) or Dana Lebold at [dlebold@zebeo.com](mailto:dlebold@zebeo.com).





# GOLF TOURNAMENT

## Julie Callahan, 2010 Golf Chair

TAHRA's annual golf tournament was held at The Battle Creek Golf Course in Broken Arrow on September 23rd. Over 80 golfers participated in the tournament...thank you! It was a great day and a fun tournament! I would also like to thank the sponsors below for their support. We couldn't have it done without their involvement!

**Careerbuilder**  
**Moylan Staffing, Inc.**  
**Mid-Continent Group**  
**Part-Time Pros**  
**Groves Family & Cosmetic Dentistry**  
**Abundant Solutions**  
**TTCU**  
**Plan Benefit Analysts**  
**Cintas**  
**Admiral Express Office Supply**  
**Newton, O'Connor, Turner &**

**Ketchum**  
**Newfield**  
**Tee Town Golf Ranch**  
**Reliant**  
**Crowe & Dunlevy**  
**American StaffCorp**  
**1st Bank of Oklahoma**  
**Key Personnel**  
**Investigative Concepts, Inc.**  
**Pinpoint Personnel**  
**Benex Insurance Agency**  
**RCB Bank**

**BTC Broadband**  
**OSECO**  
**GDH Consulting**  
**Forest Ridge Country Club**  
**AcctKnowledge Financial Staffing**  
**Bill Knight Ford**  
**Doerner, Saunders, Daniel &**  
**Anderson, L.L.P.**  
**Delta Dental**  
**Accounting Principals**  
**The Rowland Group**

I would also like to recognize my FANTASTIC committee: Bonnie Gorrell, Carter Cowan, Casey Lamb, Deb Wilemon, Eric Rahn, Holly Fisher, Jeff Faust, Kasi McLaughlin, Kirk Turner, Robert Hoffman, Sharon Goss and Susan McGinnis. What a GREAT group of people! I appreciate their hard work and dedication in helping make this tournament a success!



# SEPTEMBER PROGRAM MEETING



Every Tuesday  
6:00 – 7:30 PM

Women's  
Night

Wine and Cheese following clinic  
\$49 per class or 5 classes for \$200

Call 918-355-4727 to reserve your spot!

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

Site of the TAHRA golf clinics

**No experience or equipment necessary**



## Strategic Management: The Theory and Its Organizational Application

Presented by Bill Webb, MA, SPHR

- Overview of Strategic Management
- Strategic Goals and Objectives: Define
- Mission and Vision: Why and How?
- Strategic HR Planning: Key Areas
- Strategic Planning: Details
- SWOT Process: An Effective Tool

**Bill Webb, MA, SPHR** has over 30 years of experience in all areas of Human Resources and is currently the Director, Human Resources for ORU and the Principal Consultant for SuPremeHR, LLC. He has a Masters in Organizational Management and is certified as a Senior Professional in Human Resources (SPHR). In addition, Bill has been an adjunct instructor in human resources at OSU-Tulsa, Tulsa Community College, and Northeast Technology Center in Afton. He has also been facilitating the PHR/SPHR Certification Exam preparation course at Tulsa Technology Center since January, 1999. An active member of the Tulsa Area Human Resources Association since 1982, Bill was President for the years 2000-2001. He is also an active member of SHRM and was the State Director for the Oklahoma State Council for Human Resource Management for the years 2003 through 2005.

*Thank You*

*to all golfers and sponsors*

*for making this year's*

*TAHRA Golf Tournament*

*OUTSTANDING!!!*



# COMING ATTRACTIONS

## OCTOBER

October 6th – Return on Inclusion – Summit for Business Leaders – OSU-Tulsa  
– for more information visit [www.roiok.org](http://www.roiok.org) (See Page 4)

October 20th – **TAHRA PROGRAM MEETING – Navigating the Muddy Hiring Waters**  
**Julie Hakman – Renaissance Hotel – 11:15 a.m.-1 p.m.**

October 20th – **New Member Orientation – Renaissance Hotel – 10:30-11:15 a.m.** (See Page 6 for more information)

October 28th – **TAHRA LEARNING LAB – Strategic Management: The Theory and Its Organizational Application**  
**TTC Career Services Center, Lemley Campus – 2:00-4:00 p.m.**

## NOVEMBER

November 4th – **TAHRA'S ANNUAL EMPLOYMENT LAW AND PRACTICES SEMINAR**  
Tulsa Renaissance Hotel – for more information visit [www.tahra.org](http://www.tahra.org) (See Page 7)

November 17th – **TAHRA PROGRAM MEETING – Leveraging the Challenges of Change – Steve Gilliland, CSP – Tulsa**  
**Marriott Southern Hills – 11:15 a.m.-1 p.m.**

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

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

*To view the TAHRA Calendar and to register for events visit [www.tahra.org](http://www.tahra.org).*

**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.

