

September 2012

Issue 17



Chapter 0175

Dear Bryan,

We hope you enjoy this issue of the TAHRA Newsletter. We have a full calendar this fall and hope that you will maximize your membership by registering to attend today. September is filled with our Program on September 12th (one week earlier than typical), the Annual Golf Tournament on the 21st and Learning Lab on the 27th.

October is just as busy with the ROI Summit returning this year on October 16th, Program on the 17th, followed by the Learning Lab and Career Fair on October 25th.

On November 1, back by popular demand, the Annual Employment Law and Practices Seminar returns (registration open soon). Read on for more information about our fall events.

### September Program Meeting

**NEW DATE - Wednesday, September 12 |11:15am - 1:00pm|**

Marriott Tulsa Southern Hills

Members - \$20, Guests - \$30

[Register today!](#)



### Leadership from a Patriotic Perspective

*Presented by Rita A. Aragon  
Major General (retired)*

On April 12, 2011, in a commitment to support military families, SHRM joined the White House national initiative, Joining Forces. This initiative encourages public awareness and support for military families in the areas of employment, education and wellness. In keeping with that theme, TAHRA is dedicating the September monthly program meeting to honor our veterans.

Our speaker is Rita Aragon, Major General (ret.). Her inspirational program will feature leadership from a patriotic perspective. Major General Aragon is the first female Oklahoma Secretary of Military and Veterans' Affairs. She is the liaison to the Governor for all Oklahoma military and veterans' issues. General Aragon, served as the first female commander of the Oklahoma Air National Guard, the first female to command a state's Air National Guard and the first female of Native American Ancestry to become a general officer.

In addition, we are planning a moving salute to our veterans. Please invite a veteran to this program meeting so they can be honored. I'm sure this meeting will inspire you and remind you of one of the reasons you are so proud to be an American.

**All attendees of this meeting will receive a copy of the book**

**"How: Why HOW We Do Anything Means Everything"**

**by Dov Seidman compliments of Mark E. Christensen, HR, Marketing, Branding & Learning Development Professional, shipping and delivery arranged by Christy Lawrence of Resultsource.com and Christy Ptak of Tulsa Spine & Specialty Hospital.**

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### TAHRA Partne

TAHRA Partners are regular supporters of TAHRA and help our organization continue to develop and preserve

*This program has been approved for 1.0 recertification credit hours toward General recertification through the Human Resource Certification Institute (HRCI).*

## September Learning Lab

Thursday, September 27 | 2:00pm - 4:00pm|  
Location: University of Phoenix  
Members - \$15, Guests - \$25



## Key Compliance Issues for Retirement Plans

*Presented by Mark Helland, CPA  
Elliott, Dozier and Helland P.C.*

Of all the employee benefits that your organization may offer to employees, aside from health insurance, a retirement plan is likely the most important. Planning and saving enough for retirement is a critical issue in the U.S. and most employees are falling short in this area. Employers can help by offering high quality, low fee investments in their retirement plans. It is also equally critical to follow the myriad Department of Labor rules and regulations for these plans.

This learning lab will focus on the key problems and issues that we see when auditing large retirement plans. We will discuss the following:

*Definition of a "participant"*

*Timeliness of deposits, allowable timeframes and consequences of late deposit*

*Declination forms - a key piece of documentation for your files*

*Participant loans - a necessary evil to keep to an absolute minimum*

*Why your plan needs to have a record of meeting minutes*

## Register Now!

**This program has been approved for 2.0 recertification credit hours toward General recertification through the Human Resource Certification Institute (HRCI).**

quality continuing education program:  
create opportunities  
peer networking an  
enhance our overa  
contribution to the  
human resources  
profession.

For information on  
becoming a TAHRA  
Partner  
[click here.](#)

**Meet our TAHRA  
Partners...**

**BenEx**  
*Employee Benefit Experts*

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WE ARE IN  
**THE PEOPLE  
BUSINESS.**

Register Today for our Complimentary  
HR Workshop at The Mayo Hotel  
September 19, 2012 • 4.0 HRCI credits  
[www.ultimatesoftware.com/TAHRA](http://www.ultimatesoftware.com/TAHRA)

**Ultimate**  
SOFTWARE  
People first.  
1-800-432-1729  
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This is a paid advertisement



**September 21, 2012**  
**Bailey Ranch Golf Club**  
**10105 Larkin Bailey Blvd, Owasso**

#### Player Information:

- 18-hole, 4-player scramble
- Shotgun start at 1:00pm
- \$100 per player
- Mulligans can be purchased for \$5.00 each with a maximum of four per player
- Entry fee includes: golf with golf cart, range balls and practice facilities, hot lunch including hamburgers and hot dogs, refreshments during tournament, entry into numerous prize contests and awards ceremony with drinks and hors d'oeuvres.

**PLAYER AND SPONSORSHIP OPPORTUNITIES ARE STILL AVAILABLE!**

[Click here for more information!](#)

*Thank you to the following sponsors:*



**Tuesday, October 16th**  
**The Campbell Hotel and Event Center**  
**Dr. Steve Robbins**  
**Workshop: Diversity & Inclusion 2.0 Mini Boot**  
**Camp |9:00am - 4:00pm|**  
**TYPros D2 - Diversity & Dialogue |6:00pm - 9:00pm|**

Tulsa Area Human Resources Association (TAHRA) is pleased to present the third Return on Inclusion (ROI) Summit in 2012.

This year TAHRA is bringing nationally recognized diversity and inclusion speaker Dr. Steve L. Robbins to facilitate an abbreviated version of his boot camp workshop "Diversity & Inclusion 2.0: A 21st Century Approach". The premise of the training is that D & I work is fundamentally about understanding human behavior within a world full of human differences.

Following the success of last year's TAHRA Program Meeting and Diversity Expo where Dr. Robbins gave the keynote address, this mini boot camp will be accessible

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Chapter Manager Professional

to all participants no matter where they are in the Diversity & Inclusion journey. The training will include Dr. Robbins' neuroscience approach to human behavior and differences that encompass Creativity & Innovation, Unintentional Intolerance, Inclusiveness and ideas to obtain measures & metrics. The Return on Inclusion Summit is a community collaboration that was created to form more awareness and opportunities for businesses to come together and share strategies, challenges and best practices for successfully implementing diversity and inclusion practices.

***The cost to attend the workshop is \$89 with a \$40 discount made available to the individual that has their CEO register to attend the breakfast.***

This workshop has been submitted for HRCI Strategic Credits.

**[Click here for more information and to register.](#)**

For more information please contact Barbara Ware at (918) 669-2390 or [barbara.ware@dttag.com](mailto:barbara.ware@dttag.com) or Denise Reid at (918) 560-0255 or [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com).



Resolution Center Mediation and Arbitration (RCMA), a full-service dispute resolution organization located in downtown Tulsa, is pleased to announce that David E. Strecker has become affiliated with the group. David is a former Vice President and General Counsel of TAHRA. He has been involved in the labor and employment area for over 30 years and will now be available for private mediations and arbitrations involving labor and employment issues. He holds a J.D. and Master of Industrial and Labor Relations from Cornell University.

If you would like to consult with David about mediation or arbitration please call RCMA at 918-591-2551 or email [contactus@rcmaok.com](mailto:contactus@rcmaok.com).

You may visit the RCMA website at [www.rcmaok.com](http://www.rcmaok.com).

*This is a paid advertisement.*

**October 19 is the deadline to register for the 2nd TAHRA Diversity Career and Resource Fair on October 25. Please see the flyer below for information on location and our resource partners.**



# Career & Resource Fair

October 25, 2012 • 10:00 - 3:00

Wyndham Tulsa Hotel  
10918 E 41st Street

TAHRA, in partnership with the Department of Rehabilitation Services, Cherokee Nation, Goodwill Industries, Northeastern State University, Oklahoma Employment Security Commission, Tulsa Area Alliance on Disabilities, Tulsa Hispanic Chamber, and Tulsa Job Corps, is holding its second annual Career & Resource Fair.

This is an opportunity for employers to have immediate access to a diversified pool of qualified applicants: veterans, senior citizens, people with disabilities, displaced workers, new graduates, individuals from minority backgrounds, and those who are seeking better employment or new career paths.

**35 spots available for employers at this special event so please register soon.  
Registration is open at [www.tahra.org](http://www.tahra.org). Deadline is October 19, 2012**

Employer Cost is only \$75.00 for active TAHRA members and their employer of record and \$150 for non-TAHRA members.

- Includes exhibit booth with table and drapes, company name, on-site interview rooms, and lunch for two.



Tulsa Area Alliance  
on Disabilities



University  
of Phoenix  
**Workforce  
Solutions**



CHEROKEE NATION



OKLAHOMA EMPLOYMENT  
SECURITY COMMISSION  
A Proud Partner of  
Workforce Oklahoma

We are expecting veterans as job seekers in this career fair. Hiring veterans is not only a worthwhile effort for businesses to help those who served our country but also financially beneficial. On November 21, 2011, President Obama signed into law the **Vow to Hire Heroes Act of 2011**. Section 261 of the Act, the **Returning Heroes and Wounded Warriors Work Opportunity Tax Credits**, apply to veterans who begin to work for an employer the day after November 22, 2011, and before January 1, 2013. Maximum tax credits could range from \$2,400 - \$9,600 based on the veteran's category, wages and work hours. For more information go to [www.doleta.gov/wotc](http://www.doleta.gov/wotc).

Also available is an Employer Hiring Toolkit designed to assist and educate employers who have made a proactive decision to include transitioning Service Members, Veterans, and Wounded Warriors in their recruitment and hiring decisions.

To get the toolkit go to:

[www.americaheroesatwork.gov/forEmployers/HiringToolkit](http://www.americaheroesatwork.gov/forEmployers/HiringToolkit)

For more information please call or email :

Belen Burkhalter, Ph.D., CRC

Chair, Workforce Readiness at 918-633-1915 or [bcburkhalter@okdrs.gov](mailto:bcburkhalter@okdrs.gov).

## Diversity, Manufacturing & Training in Tulsa

by Denise Reid, Chamber Liaison

The Tulsa Metro Chamber's diversity business council known as **Mosaic** is seeking more business partners to assist us with driving the direction of programs and partnerships. We hold monthly meetings and information about our next meeting is below.

The primary focus of the Mosaic program is to create awareness about the competitive advantage of having a diverse and inclusive business climate in our region. Mosaic seeks to leverage the region's diversity to improve perceptions of our community and grow the economy. Ultimately, Mosaic wishes to catapult the Tulsa region into the forefront of diversity and inclusion through talent recruitment initiatives and business retention and expansion efforts.



**Mosaic**  
**September 18, 2012**  
**10:00a.m. to 11:00p.m.**  
**Crafton Tull - 220 East 8th Street, Tulsa, OK**  
**<http://www.tulsachamber.com/general/1304/mosaic/11>**



If you would like more information related to Mosaic please contact Denise Reid at [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com) or (918) 560-0255.

### **Manufacturers**

Oklahoma manufacturers are invited to this important one-day event presented by the Oklahoma Manufacturing Alliance. The conference features nationally-recognized speakers and educational workshops. Most importantly, it offers manufacturers the chance to learn from one another and set the agenda for economic growth and development in Oklahoma!

**Oklahoma Conference on Manufacturing**  
**September 26, 2012**  
**8:00a.m. to 3:00p.m.**  
**Tulsa Marriott Southern Hills**  
**<http://www.regonline.com/builder/site/tab2.aspx?EventID=1122851>**  
**E-mail [conference@okalliance.com](mailto:conference@okalliance.com) for more information.**

Transportation Connections WorkAdvance is a workforce development program providing training and services to under and unemployed individuals in the transportation and manufacturing sectors. Training programs are developed through employer feedback and the program pays for the training and coaches individuals with job readiness skills. Training programs include; CNC Machining, CDL-Class A & B and Diesel Mechanic Technician. Transportation Connections works with area employers to provide on the job training opportunities for participants. For more information about this program call Chris Bernhardt at 918.442.2204 or email [cbernhardt@madisonstrategies.com](mailto:cbernhardt@madisonstrategies.com).

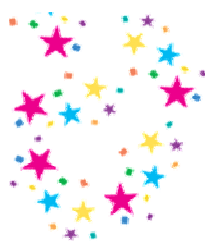
Connect with me on LinkedIn to keep up with more of the happenings in our region related to workforce, expansions, training, diversity, inclusion and more. Denise Reid at (918)560-0255 or [denisereid@tulsachamber.com](mailto:denisereid@tulsachamber.com).

## Join TAHRA in Welcoming our Newest Members

|          |           |                     |         |           |                                |
|----------|-----------|---------------------|---------|-----------|--------------------------------|
| Tiffany  | Daniel    | The PI Company      | Kari    | Dean      | Enterprise Holdings            |
| Lisa     | Sims      | Thermal Specialists | Jessica | McGaffie  | Hilti                          |
| Kaylan   | Gutierrez | DISH Network LLC    | Susan   | Miller    | Xerox Business Services LLC    |
| Marian   | Russell   | John Zink           | Monica  | Suffal    | Hilti                          |
| Harvey   | Stephens  | Sagebrush           | Holly   | Gowen     | Aerotek                        |
| Jill     | Dail      | RCB Bank            | Sharla  | Gaither   | Cherokee Nation Businesses     |
| David    | Polen     | Avis Budget Group   | Kristin | Ross      | PregoFIT                       |
| Kimberly | Pack      | Aerotek             | Arthur  | Matzkvech | Goodwill Industries            |
| Michelle | Bass      | F&M Bank            | Susan   | Jones     | TulsaHelpWanted.com            |
| Katie    | McFadden  | Enterprise Holdings | Robert  | White     | Plan Benefit Analysts of Tulsa |



**Congratulations to our winners at the August Program:**  
**Doug Hespe - Golf Umbrella**



Kim Rogers - Aflac Duck

Connie Mackey and Steve Laswell - Free Golf Registration

## Calendar of Events

### September

- 12 - **NEW DATE** - Program Meeting - [Leadership from a Patriotic Perspective](#) presented by Major General Rita Aragon (retired)
- 21 - [TAHRA Annual Golf Tournament](#)
- 27 - September Learning Lab - [Key Compliance Issues for Retirement Plans](#) presented by Mark Helland, CPA

### October

- 16 - Return on Inclusion - [Mini Boot Camp](#) presented by Dr. Steve Robbins
- 17 - Program Meeting - [Everybody Matters! This Is Where Diversity Starts](#) presented by Clifton Taulbert
- 25 - [TAHRA Career Fair](#)
- 25 - Learning Lab -

### November

- 1 - **SAVE THE DATE** - **TAHRA Employment Law and Practices Seminar** - Registration will open soon! Visit the website for more details.

[Click here to view our entire calendar](#)

Tulsa Area Human Resources Association  
[admin@tahra.org](mailto:admin@tahra.org)  
 (918) 344-4622

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