

SEPTEMBER PROGRAM MEETING

The Top Mistakes Managers Make and How to Avoid Them

Speaker: Kirk Turner,
Newton, O'Connor,
Turner & Ketchum, P.C.

Tulsa Marriott
Southern Hills
1902 E. 71st St.

September 16, 2009

Program Meeting 11:30-1:00
Workshop 1:30-3:30

Sponsored By:



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TAHRA NEWS

September 2009



SEPTEMBER MEETING

The Top Mistakes Managers Make and How to Avoid Them

by **Kirk Turner**

W. Kirk Turner of the law firm Newton, O'Connor, Turner & Ketchum, P.C., will be our presenter on the Biggest Mistakes Made by Supervisors in Managing Employees. Companies spend millions of dollars each year defending employment-related lawsuits and charges, including claims for discrimination, harassment, unpaid wages and overtime, protected leaves of absence and wrongful discharge. Come learn the biggest mistakes employers make that lead to expensive and time consuming conflict and what you, as a supervisor, can do to avoid these mistakes.



Kirk Turner

Kirk has been recognized as one of the Best Lawyers in America and a Super Lawyer in the area of labor and employment law and is a frequent trainer to supervisors and managers for large, medium and small employers all over the country. Kirk is the Past Chairman of the Oklahoma Bar Association Labor and Employment Law Section, and serves as the Legislative Director for the Oklahoma State Council for Human Resource Management and the Tulsa Area Human Resources Association. Kirk also chairs the Labor and Human Resources Task Force for the Metro Tulsa Chamber of Commerce and serves as the General Counsel for the Tulsa Better Business Bureau, Workforce Tulsa and the Tulsa Automobile Dealers Association.

MANAGERS & SUPERVISORS WORKSHOP

1:30-3:30 Following the Program Presentation

Supervisory Training 101

In today's challenging economic times, supervisors and managers are being asked to do more with less. This important supervisory training will get back to the basics of:

- ~ Effective communication ~ Proper documentation, discipline and discharge
- ~ Conducting quality performance evaluations and preventing liability for violating federal and state employment laws or the employer's policies

This interactive, fast-paced two-hour training session will be presented by W. Kirk Turner of the Tulsa law firm of Newton, O'Connor, Turner & Ketchum, who has provided employment practices training to thousands of employees over the past 20 years of practice and is a highly sought-after trainer and presenter on important labor and employment law topics. This training not only will better educate your supervisors on the inherent risks and traps of managing employees, but also will provide evidence of your employer's commitment to a workplace free from discrimination and harassment.

TAHRA is providing this important training to its members for \$60 per supervisor, a cost that is far below normal supervisory training charges.



“Making A Difference”

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

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

Must be web-ready GIF with size 125/99. All banner advertisements must be submitted in electronic format. No mechanical products will be accepted for placement. Animated ads are acceptable. All advertisers must provide their own artwork acceptable to TAHRA. All production charges will be the advertiser's responsibility and TAHRA does not pay any commissions or fees. Mechanical copies must be submitted for TAHRA files.

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

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

NEW!! Vendor Directory Introductory Offer -

General Listing - \$100 Annually

Premium Listing with Logo - \$200 Annually (per category)

**Multi-year or multi-page listings: 25% discount*

Must be submitted as web-ready electronic file in GIF or JPG format. Advertisement size must not exceed 200 pixels x 200 pixels. Animated ads are acceptable, but must be approved by TAHRA before use.

GET YOUR
MESSAGE OUT
TO THE
LARGEST AREA
POOL OF HR
CONTACTS!

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 SPONSOR ~ MONTHLY MEETING OR SPECIAL EVENT \$400 (avg. 100-175 members in person)

1. Exclusive sponsor for the meeting.
2. Display table in the registration area. Banner, brochures, and giveaways are acceptable.
3. Three (3) minute organizational presentation.
4. Company name and logo included in the e-newsletter the month announcing the program.
5. Written company informational packets at each place setting.
6. Door prizes are acceptable, but will be presented after collection of business cards, when the educational session is completed (at the end of the meeting).
7. Organizational name on meeting agenda.
8. Food & beverage for two (2).

NEW!! Let us develop your CUSTOM MULTI-MEDIA PROMOTIONAL PACKAGE

All packages earn discounts on further options. Run a banner or website ad, sponsor a hole at the golf tournament, a program or a networking event, run ads in the newsletter, get a set of mailing labels, and send e-blasts at holidays... We'll build a package you can afford that will keep your name in front of HR professionals all year long!

Contact Susan McGinnis, Fundraising Chair, 918-369-5900 or susan@benex.org



Visit the new
TAHRA.org website!





I am excited for the upcoming TAHRA season. We have so many outstanding ways to MAKE A DIFFERENCE for our members and our community. Don't miss a moment of our exciting Fall lineup:

In SEPTEMBER we'll be supporting **Dress for Success** at the program meeting with a **clothing drive** of business appropriate clothing and accessories for women re-entering the workforce (page 7). **Kirk Turner** is back by popular demand on the 16th to present his annual **Managers' & Supervisors' Program and Workshop**. The managers and supervisors you bring to attend will get an amazing amount of counsel on how to avoid legal mistakes on the job. For the program cost plus a modest \$60 fee for the additional 2 hour workshop, your managers and supervisors will gain information that can save your company thousands of dollars. The September LL also offers HRCI credits on **Compensation Fundamentals by Jennifer Smith**, Bank of Oklahoma and we'll continue to collect donations for the **clothing drive**.

October's programs and events are unique this year, ushering in the **Diversity Committee's 2009 Summit for Business Leaders – Return On Inclusion** (See Pages 6 & 13). Thanks to our sponsors, this ROI is available at no cost to company CEOs and their most senior HR professionals. We'll also have **New Member Orientation** before the October Program Meeting and during it, a **Breast Cancer Awareness presentation by Leanne Taylor**. More thrills coming with the November 5th **Annual TAHRA Law Seminar** and **Networking Cocktail Party** afterwards. Bring goodies for our **Canned Food Drive** at the November 18th Program Meeting where we will present the annual **Outstanding New Professional** and the **Richard Messer Excellence in HR Management awards**. At our December Program Meeting, we will again hold a **Toy Drive to benefit The Parent Child Center of Tulsa**.

FALL DISCOUNTS ABOUND!!!! For our **vendors**, be sure to get in on the TAHRA Website's Vendor Directory Introductory Prices before the end of 2009 (page 4). **Member** dues are pro-rated until the first of the year (also page 4). **SHRM** dues are waived for members who are out of work (page 7).

Take advantage of the time of year to give to yourself, your profession and your community! See you at the next event!

Holly Fisher

Holly Fisher, PHR
2009 President





FUNDRAISING

Susan McGinnis, Fundraising Chair

When a TAHRA member is searching for a vendor, you want them to have your information, right? Now they will, through the website's new **Vendor Directory**. As a new sponsorship opportunity, the **introductory rates** are only good through 2009. You get to pick from two rate levels: The Standard Listing includes Company Info by Category for \$100/year. Or if you have a really cool logo you want to include that is the Premium Listing for a mere \$200/year. Also, your premium logo would be served up in a rotating ad in one of the level-3 front page ad spaces!

The category choices are:

- Assessments/Skills Testing
- Compensation and Benefits
- Employee Recruitment and Retention
- HR Consultants
- Other
- Background Screening and Investigation
- Employer Programs and Services
- Health, Wellness, and Safety
- HR Technology
- Training and Development

You are NOT limited to a single category. To sign up today, please contact Susan McGinnis, TAHRA Fundraising Chair: susan@benex.org.

TAHRA FALL MEMBERSHIP DRIVE

Sharon Goss, VP Membership

Would you like a chance to win *one of five \$100 gift certificates*? Effective August 18th, we kicked off our fall membership drive. All you have to do is refer an HR professional to TAHRA. If she or he is approved for membership, your name will go into a drawing for one of the five \$100 gift certificates. There is no limit on how many people you can refer. If your name is drawn multiple times, you will win multiple gift certificates!! You could win \$100, \$200, \$300, \$400 or even \$500 in gift certificates, so get started referring potential new members!

Now is the easiest time to recruit new members since TAHRA's annual membership fee is prorated to \$60 for the rest of the year (regularly \$100).

Specifics:

- ~ Membership drive is from August 18th through October 31st. Any application received in this time period that are approved will qualify.
- ~ Potential member must list you on their electronic application.
- ~ Drawing for all five \$100 gift certificates will take place at the November program meeting.

Thank You

TAHRA would like to thank

Monica Maple with



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ATTORNEYS AND COUNSELORS AT LAW

**for generously donating the gift
certificates for this membership drive.**



SEPTEMBER LEARNING LAB

Patty Smith, VP of Education, and Ashley Johnson, ONB, LL Committee Member

September 24th ♦ 2-4pm ♦ TTC Training Center ♦ Lemley Campus

Compensation Fundamentals

Presenter: Jennifer Smith, CCP, Compensation Consultant, Bank of Oklahoma

Compensation planning and administration can be challenging. All HR professionals – whether new or “veterans”, whether a one-person department or one person in a large department – will benefit from the September learning lab. Jennifer Smith will present the fundamentals of building a strong compensation system including:

- Important components of job descriptions
- Which job analysis method fits best for your organization
- How to select or modify a job evaluation system
- How to determine an appropriate salary structure for your organization

Presenter's Biography: Jennifer Smith is a Certified Compensation Professional employed as a Compensation Consultant for Bank of Oklahoma where she is responsible for assessing the company's compensation plans and programs to determine competitive positioning within the marketplace. As part of her role, Jennifer is also responsible for assessing the overall job evaluation system and making recommendations for changes.

Jennifer began her career with Dollar Thrifty Automotive Group where she worked as a Compensation Consultant for approximately six years. In her role as Compensation Consultant Jennifer was responsible for job analysis and evaluation as well as the development of performance appraisal procedures and materials, compensation programs, and incentive plans. In September of 2004, Jennifer was promoted to the position of Manager of Corporate Compensation and served in this capacity for approximately four years.

Following Dollar Thrifty, Jennifer served as Senior Compensation Analyst for SemGroup in Tulsa. She has also assisted the American Red Cross with the development of their pay grade structure and continues serve as the compensation specialist on the American Red Cross Administrative Services Committee.

A graduate of the University of Tulsa, Jennifer has a Bachelor's Degree in Business Administration. In 2001, she earned her Certified Compensation Professional (CCP) designation and is currently attending World at Work courses to support this designation.

Jennifer is a member of World at Work and has served as the chairperson for Dollar Thrifty's Boy/Girl Scout and United Way campaigns. She is currently a member of the Tulsa Area United Way's Community Investment Panel.



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Active Employees	Completed Courses	Completed Tests	Evals YTD	Logins YTD	360s YTD	Top Locations
5239	3451	3031	2207	32398	1785	Tulsa 85.79 Omaha 85.02 Denver 84.99 St Paul 84.36

2009 Summit for Business Leaders - Return on Inclusion

I have had the pleasure of working on several committees in my professional career. Some of those experiences have been very enriching and others have been a challenge. I have worked with high energy people and some without that energy but each and every one of them had something to offer in reaching a goal.

When I was asked to join the TAHRA Board as VP of Diversity, I was not sure of the path I was about to take. Oh, I had heard about the networking possibilities, the professional contacts and social events. All were part of this organization too but in a different way.

I was convinced early that TAHRA had set an agenda that really aims at making a difference in the Tulsa area metro and further. As the VP of Diversity, I was given an opportunity to help make a difference in the arena of diversity and inclusion. After finding out what this position required, I thought how I could help make this difference in a sustainable way which leads me to this incredible story.

In January of this year I was trying to find some event that would go beyond the regular diversity panel discussions and would help distinguish TAHRA from other similar organizations. The Quarterly Diversity Network discussions have been an invaluable resource to members and guests over the years. I determined that we needed something to take the discussions to the next level and try to generate action from the top. A catalyst. Something for area companies large and small to utilize as best practices. Some example to serve profit and non-profit organizations and the community at large. Something to bring focus to the business end of diversity and inclusion. So many times we hear the buzzwords

of diversity and inclusion without having any meat on the bone, but the meat is that it affects the bottom line of your business.

My idea started off as Bring your CEO to Breakfast. At first I was a bit skeptical but I had the opportunity to float the idea to the diversity committee and it went over well. In my naiveté, I thought we could pull this event off in a couple of months. Well, I quickly learned that if we were going to do this right it would take a concerted effort by several people and an incredible amount of resources. If the event was to be a shining example with relevant "take aways" it would require an ongoing work-in-progress tenor.

Over the months several individuals and their places of business have and are continuing to shape this into a "must attend" event. The committee has been a collaboration of dedicated people who share a similar vision about diversity and inclusion in the workplace and how it can be a positive return for a company's bottom line. We have evolved from bringing your CEO to breakfast to the 2009 Summit for Business Leaders - the Return on Inclusion.

The region's CEOs and top-level business leaders are coming together with their organizations' most senior human resources professionals. They will explore best practices and strategies for investing in the attraction, retention and engagement of the diverse workforce of the 21st century. Our area's most experienced inclusion leaders in business, non profits and education will discuss how to implement and measure from the highest level, the Return on Inclusion. We have targeted these individuals because, as leaders, they have the ability to drive the process across company boundaries.

Like all committees, this one had individuals come and go for various reasons. We had our share of individuals that contributed early in the process and could not continue due to other commitments. Over the course of time it took a very strong commitment and belief for companies to allow their employees to participate in developing an event of this magnitude. Our committee members are from the public and private sectors, all with the full faith and backing of their respective organization and leadership. They include The Williams Company, U S Cellular, Tulsa Tech, Imperial Food Service, Tulsa Metro Chamber, Dollar Thrifty Automotive Group, Inc., Langdon Publishing, AEP/PSO, Rogers State University, AAA, People Clues Assessments Solutions and Medical Management Professionals.

I can not begin to thank all of the individuals and companies who helped make this event a possibility. We have prepared an outstanding agenda that includes guest speakers and panelists who will share their best practices about diversity and inclusion. So please join us for a morning of informative insight. Our website has details for registration. I would encourage each of you to RSVP as soon as possible because there is limited seating. (Please see www.roiok.org).

Supporting Organizations for
Return on Inclusion - 2009 Summit for Business Leaders



CEOs and their top HR partners - Join these inclusion leaders on Tuesday, October 6th as they share their insights on what the Return on Inclusion has been for their organization:

The Honorable Kathy Taylor, Mayor of Tulsa
Steve Malcolm, Chairman, President & CEO, Williams
And panelists:

Dr. JoAnn Haysbert, President, Langston University
Dave Lopez, President, American Fidelity Foundation
Dr. Kara Gae Neal, Superintendent & CEO, Tulsa Technology Center
Stuart Solomon, President & COO, Public Service Company of Oklahoma

Moderated by Hannibal Johnson, Esq., Author, Attorney, Consultant.

Please visit www.roiok.org for agenda & registration.
RSVP by October 1, 2009.



COMMUNITY RELATIONS

Melissa Adkison, Board Member At-Large & Shahla Wright, Community Relations Committee



Shahla asks for donation for the Dress For Success Clothing Drive in September.

The Community Relations Committee is excited to continue “Making A Difference” by partnering with Dress for Success Tulsa, an affiliate of the international not-for-profit organization that helps disadvantaged women make tailored transitions into the workplace. **TAHRA is honored to have the opportunity to participate with such a distinguished organization** We look forward to establishing a relationship with Dress for Success by serving the Tulsa Community together. Below are several opportunities for TAHRA members to participate:

CLOTHING DRIVE at TAHRA Program Meeting September 16th & Learning Lab September 24th

*There will be drop-off tables at both TAHRA September events.
Please bring new or gently used items.*

Acceptable donation items include:

Business Suits (pants or skirts)	Blazers or Jackets
Professional blouses & tops	Dress Shoes
Slacks	Unopened Hosiery
Accessories (jewelry, belts, handbags, briefcases)	Unopened Cosmetics

Additional Volunteer Opportunities to support Dress for Success -

Dress for Success Tulsa “Step Up To Success” Fashion Show... September 25, 2009

- Set up the morning of the event. Begins at 10:00am at Greenwood Cultural Center.
- Collection of floral arrangements and food selections from Tulsa area donors. *Specific areas of town will be assigned for convenience.*
- Assist the evening of the event with patron/drink ticket sales and the facilitation of the silent auction. *This is a very integral part of the fundraising event.*
- Collection and distribution of items at the close of the auction as part of the check out process. *These volunteers would be asked to be at Greenwood no later than 6:00 pm and participate until the close of the event which is generally @ 10:00pm.*
- Break down of the event. This is generally a 2 hour process at the end of the evening.
- Corporate Sponsorship-*Your company's donation to this event will receive exposure to a prestigious group of corporations and individuals. In addition, you will be supporting a much needed service in this community. The funds raised from donations will enable Dress for Success to continue providing disadvantaged women a necessary step toward their own success story- from unemployment to economic independence.*

All sponsorships are tax deductible and a tax receipt will be provided by Dress for Success Tulsa. All proceeds will benefit Dress for Success Tulsa.

For additional information on any of these opportunities please contact Shahla Wright, TAHRA Community Relations, swright@cbizmmp.com

Free SHRM Membership Available to Unemployed Members

Unemployment doesn't have to keep active SHRM members from being able to take advantage of the organization's many resources when membership renewal time rolls around. The global HR organization is offering free "transitioning membership" for up to one year as a way to help its members stay current on HR issues and provide them with the resources they need in their job search.

Visit the SHRM website at www.shrm.org for more details.



RECOGNIZING OUR LEADERS

Bill Young, VP Leadership Development

Nominate a TAHRA member for the 2009 NEW PROFESSIONAL AWARD

This special award recognizes an outstanding new professional in our organization. The recipient serves as an inspiration for others, sets high standards, has contributed to the advancement of the profession and gives of themselves to the betterment of the community. Any TAHRA member with five years or less in the human resources field, with the exception of the Awards Committee participants, is eligible to be nominated. Self-nominations are allowed and encouraged.

The award consists of a **\$300 cash donation** to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter and online directory. The award will be presented at the November 18th meeting.

If you would like to nominate a TAHRA member for this award, please forward his or her name to the Awards Committee in care of Bill Young, VP Leadership Development via phone (293-0500) or email bill@cdpartnersinc.com.

Award Criteria

SELF DEVELOPMENT

Candidate's attainment of:

- Degrees received in the field
- Related certifications (PHR, SPHR, GPHR, CEBS, CCP, etc.)

CHAPTER CONTRIBUTION

Active TAHRA participation as may be demonstrated through:

- TAHRA membership
- Involvement on TAHRA committees
- Regular attendance at TAHRA meetings
- Professional achievements (example: significant contribution to an organization's strategic effort)

OTHER

- Involvement in college clubs or activities
- Community involvement
- Achievements/accomplishments in other areas

Make Your Nominations by October 1, 2009



RECOGNIZING OUR LEADERS

Bill Young, Leadership Development

Nominate a TAHRA member for the 2009

Richard J. Messer Excellence in Human Resources Management Award

This special award was designed to recognize outstanding leadership and achievements in the human resources field. The recipient is an individual who serves as a role model for others, sets the standard by which others are measured and unselfishly gives of themselves to the betterment of TAHRA, the Human Resources profession and the community. Any current member of the Tulsa Area Human Resources Association, with the exception of the Awards Committee participants, are eligible to be nominated.

The award consists of a **\$500 cash donation** to the charity of the recipient's choice and a special commemorative plaque. In addition, a special biographical sketch detailing the individual's accomplishments will appear in the TAHRA newsletter and online directory. The award will be presented at the November 18th meeting.

If you would like to nominate a TAHRA member for this award, please forward his or her name to the Awards Committee in care of Bill Young, VP Leadership Development via phone (293-0500) or email bill@cdpartnersinc.com.

Award Criteria

SELF DEVELOPMENT

Candidate's attainment of:

- Degrees received in the field
- Related certifications

CHAPTER CONTRIBUTION

Active TAHRA participation as may be demonstrated through:

- TAHRA membership for a minimum of three years
- Involvement on TAHRA committees
- Regular attendance at TAHRA meetings

PROFESSIONAL LEADERSHIP

Leadership in the Human Resources field as may be demonstrated through the following criteria:

- Significant professional contributions to the Human Resources field including special articles, presentations, teaching or publications;
- Providing expertise or services to related professional organizations and/or projects including the state council, annual state conference or SHRM

COMPANY LEADERSHIP

Contributions to his or her employer(s)

- Outstanding approaches, innovations, or creative ideas applied to the area of human resources
- Overall contributions benefiting the nominee's employer that are outside the normal requirements of the position

COMMUNITY AND CIVIC INVOLVEMENT

Active leadership role in community and/or civic organizations demonstrated through:

- Level of service
- Contributions to the organization
- Years of service

Make Your Nominations by October 1, 2009



MEMBER PHOTO OPS

August Program Pics



Ready, Set, Register!



Ah, the salad course.



Laughing or chewing... who cares, dig in!



These program lunches are a delight!



Speaker Rhett invited our comments on leadership.



Gathering for the luncheon.



Travis & Sharon
introduce new members.



We draw our partner's picture.



Some pictures make us laugh.



Some pictures baffle us.



Some pictures have us wondering why we're not in Paris starving in a garret.



Pondering 7 traits of leadership.



We vote on whether leaders are born or made.



3

And The Winner Is...



4



2



1



5

1) Prez Holly and Speaker Rhett draw for the book giveaway. 2) Winner Connie Conrad. 3) Winner Vicki Jordan. 4) Winner Susan McGinnis. 5) Winner Carrie Stone.

August Program Pics

MEMBER PHOTO OPS



ICE SENDS OVER 650 EMPLOYERS I-9 AUDIT NOTICES IN NATIONWIDE IMMIGRATION ENFORCEMENT INITIATIVE

Six hundred fifty-two employers throughout the country are receiving I-9 Notice of Inspections (“NOIs”) from the Department of Homeland Security’s Immigration and Customs Enforcement (“ICE”) unit, the Government has announced. ICE is the federal agency responsible for investigating employers for immigration worksite violations. These lucky employers will be required to provide copies to ICE of all of their employee Form I-9s and supporting documents by a specified date. In most instances, however, employers will be given only three business days to present their records to the local ICE office.

In announcing the action, ICE’s John Morton emphasized ICE’s commitment to worksite enforcement. He said the audits are “a first step in ICE’s long-term strategy to address and deter illegal employment.” ICE noted that the employers were identified for inspection as a result of “leads and information obtained through other investigative means.” The 652 NOIs exceed the total number of NOIs issued by ICE in all of Fiscal Year 2008. ICE declined to identify the companies receiving these notices on account of the “ongoing, law enforcement sensitive nature of these audits.”

This action follows on the heels of the Obama Administration’s analysis of its immigration worksite enforcement strategy. As a result, ICE has re-emphasized its commitment to seek criminal prosecutions of employers in lieu of civil fines. ICE has shifted Special Agents and investigative resources to pursuing criminal indictments and prosecutions against employers who knowingly hire or employ undocumented workers.

What Employers Should Do

Receipt of an I-9 audit notice should be viewed now by employers as the preliminary step in determining whether a criminal investigation and prosecution will be initiated. Even if a criminal investigation does not result, employers found with I-9 violations could face civil fines. To minimize the potential of a more serious criminal investigation resulting from an audit, employers should consider:

- Responding promptly to the audit notices or obtaining an extension of time from ICE;
- Maintaining copies of all documents presented to ICE;
- Refraining from taking any action that may be viewed as intentional tampering of the Form I-9s and supporting documents;
- Initiating an internal review of I-9 processes and procedures after responding to the ICE audit notice; and
- Conducting an internal I-9 audit and initiating corrective actions on defective I-9s that comply with ICE and civil rights requirements.

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 kturner@newtonoconnor.com.



DIVERSITY MATTERS - Save The Date!!

**CEOs
AND
SENIOR HR
PROFESSIONALS**



Return on Inclusion – 2009 Summit for Business Leaders

Tuesday, October 6, 2009 7:30-10:30am

Williams Tower, One Williams Center, Tulsa, OK

7:30-8:30 Networking Breakfast in Will Rogers Room

8:30-10:39 Business Summit Panel in Williams Presentation Theater

**Do not let your CEO and his or her most senior
HR Professional miss this summit!!!!**

**Thanks to our sponsors, there is no fee
so seating is limited to 2 per organization.**

Please visit www.roiok.org for agenda & registration.

RSVP by October 1, 2009

Support the SHRM Foundation with a charitable gift of \$50 or more and you could win the SHRM Learning System[®] (valued at \$795).

The SHRM Foundation, a nonprofit affiliate of SHRM, funds research grants that advance the knowledge base of the HR profession, scholarships to individuals pursuing college degrees or professional certification and educational reports that make research findings and best practices more accessible to HR practitioners.

Help the SHRM Foundation invest in the future of HR. Make an online, tax-deductible donation of \$50 or more to the SHRM Foundation's Annual Campaign before September 30, 2009, and your name will be entered in a drawing for a SHRM Learning System[®] (<http://messaging.shrm.org/ct/O1w2nY618mXE/donate>).

Winners will be notified by October 7, 2009. Thank you for your support. Donate today!

COMING ATTRACTIONS

SEPTEMBER

TAHRA PROGRAM MEETING – September 16th – The Top Mistakes Managers Make and How to Avoid Them – Bring a donation...TAHRA
Community Involvement Clothing Drive to benefit Dress for Success

September 16th – Managers & Supervisors Workshop

September 24th – Learning Lab – Compensation Fundamentals by Jennifer Smith, Bank of Oklahoma

OCTOBER

October 6th – 2009 Summit for Business Leaders – Return On Inclusion (See Pages 6 & 13)

New Member Orientation & TAHRA PROGRAM MEETING – October 21st

Learning Lab – October 29th

NOVEMBER

Annual TAHRA Law Seminar – November 5th – Renaissance Hotel, Tulsa

TAHRA PROGRAM MEETING – November 18th – Bring canned goods for our Canned Food Drive

Learning Lab – November 19th

DECEMBER

TAHRA PROGRAM MEETING – December 16th – Bring a TOY for the Toy Drive to benefit The Parent Child Center of Tulsa

December 17th – Learning Lab

2010

Watch for It – SPRING - 2010 State HR Conference Tulsa Renaissance

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