

Enjoy Your Summer!

Program Meetings and TAHRA Newsletter will resume in August.

Learning Labs will still be going strong! Visit www.tahra.org for detailed information.



TAHRA NEWS

May 2010

MAY LEARNING LAB

Patty Smith, VP Education

May 27th ♦ 2-4pm ♦ TTC Career Services Center ♦ Lemley Campus

How Does "Green" Fit Into Your Bottom Line?

Presented by Corey Williams, Sustainable Tulsa

Can going green really be better for your company? What is your bottom line? May's Learning Lab offers an opportunity for TAHRA members (and guests) to expand their knowledge beyond some of the "traditional" HR roles. As companies explore "green" possibilities, they often turn to their HR Professional to drive this initiative. Join us as we learn why many companies are moving toward calculating their "triple bottom line" not just their "bottom line". Come learn about the triple bottom line and how this can affect your employees' effectiveness and morale, as well as the company's business plan and ultimately profit! Learn how HR can make this difference within the company.

TAHRA is pleased to present Corey Williams, Executive Director of Sustainable Tulsa, who will enlighten us about the triple bottom line and going green. In addition to Corey, A panel of local experts will share tips on green business practices including: buying locally, eating locally, recycling programs, and energy saving advantages.

In This Session, You Will:

- ~ Learn what the "Triple Bottom Line" is
- ~ Receive local examples of sustainability
- ~ Hear examples of global models for green business practices
- ~ Get tips living sustainably in the Tulsa area

Corey Williams

Corey Williams brings to Oklahoma seventeen years experience in the environmental and sustainability fields. Corey is the Founder, Past President and Executive Director of Sustainable Tulsa. Sustainable Tulsa promotes responsible economic growth, environmental stewardship, and quality of life for all. In addition to her work with Sustainable Tulsa, she chaired the Tulsa Area Green Directory project for 2006 and 2007 and 2010. Corey co-chaired the Greening the (918) series for 2008 and 2009 with Sustainable Tulsa and Mayor Taylor's Green Team. She served as sustainability consultant to the Millennium Center for Green and Safe Living from 2006 to 2009. Corey recently received the 2010 Green Awards for Sustainability from OSU Environmental Science Graduate Program. Corey received the 2008 Millennium Center award from Tulsa Partners, 2008 Mayor's Tulseys Green Award, and the 2008 Earth Day Hero from the Tulsa Zoo and Living Museum. She was also voted as a mover and shaker for 40 under 40 with Tulsa People and received the 2006 Emily McCauley Award for Oklahoma Sustainability Efforts.

ARE YOU REGISTERED?



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



TAHRA PARTNER PROGRAM

Our corporate sponsors are a very critical element of TAHRA. The revenue gained from our sponsors and advertisers allows our organization to develop and present quality continuing education programs for our members, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

TAHRA Partners

TAHRA is pleased to introduce this opportunity to partner with our many supporters and sponsors by providing greater access to our membership and recognizing those that are truly our "Partners" as demonstrated by their continued support of our association and the industry we represent.

Cost - \$500 annually

TAHRA Partner Benefits

All TAHRA Partners will have their corporate logos prominently displayed at each monthly luncheon. Additionally, they will also be recognized in a specific area of each monthly newsletter and the TAHRA chapter website. TAHRA averages 24 such events and exposures annually.

The best part of being a TAHRA Partner is the 15% discount off all sponsorship opportunities throughout the year, such as:

- Website Advertising (500+ members with access and TAHRA.org is open to the public)
- Website Vendor Directory, either Standard or Premium Listing
- E-Newsletter Advertising (500+ members with access)
- Program Sponsor (Average Attendance is 110)
- Annual Golf Tournament Sponsorship

Potential Average Savings - \$1,020 annually!

TAHRA Partner Registration

Partner Name: _____ Contact: _____
 Phone: _____ Fax: _____ Email: _____
 Mailing address: _____ City: _____
 State: _____ Zip: _____ Send invoice to (check one): Fax Email Address

Return Registration to: Susan McGinnis, fax:(918) 369-5906 or email: susan@benex.org
or mail: Susan McGinnis, BenEx, 8516 E. 101st, Suite H, Tulsa, OK 74133.



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The month of May for me has always seemed to bring a renewed sense of purposeful teamwork for several different reasons and is officially one of my favorite times of the year. This is maybe due in part to baseball being in full swing, an always exciting Masters Tournament just concluded, some of the “biggest” athletes competing in the 136th running of the Kentucky Derby and last but definitely not least having hundreds of HR professionals converging on one of our amazing cities here in Oklahoma for the State Human Resources Conference.

I'm very fortunate to be able to have conversations with many of our TAHRA members as well other HR professionals across the State that are doing everything that Human Resources encompasses these days. The commonality from these conversations especially in 2010 has been “teamwork”. The economic challenges over the past 24 months has in many cases forced organizations to bring everyone and every available resource into the business conversations sometimes because of good planning other times out of necessity to remain competitive. Today's HR professional uses all the tools available and will continue to be the key part of the competitive formula going forward as things have changed for businesses and will continue to change quite possibly at the most rapid pace ever.

I'm hopeful that in 2010 that our members will keep pushing TAHRA to be a relevant and significant resource for questions and answers, education and clarification as well up-to-date information on the issues that are critical as well over-arching into all aspects of your organizations business.

TAHRA's mission is to be part of your HR team; we're committed to elevating the profession and supporting you, the HR professional. I have definitely enjoyed the benefits of being a TAHRA member on a daily basis which could mean referencing the website for finding a vendor, finding someone knowledgeable on a topic or just registering for the next program meeting or learning lab. My return on investment (TAHRA involvement and membership) has paid-off over and over again because I have 500 fellow HR professionals on my TAHRA team available for support when I make that call to the bullpen.

Give Back, Get Back!

Jennifer R. Shultz

Jennifer Shultz, MBA, PHR

2010 President

PS. The conference is here in Tulsa starting with PHR/SPHR classes on May 4th the actual conference kicking off on May 5th, we hope to see you all there. It will be a wonderful event with networking, learning and lots of sharing by the best HR team ever!





Sponsorship Opportunities!

Double Eagle Sponsor: (\$2,500 donation) includes:

- 4-member team entry
- Goodie bag sponsor with company logo
- Special recognition on all advertising, publicity and printed materials including a "feature banner" to be displayed at the tournament and all TAHRA meetings leading up to the tournament
- Sign on a course hole and option to sit at a hole and/or option to put an item of choice with logo in the golfer's goodie bag

Eagle Sponsor: (\$1,000 donation) includes:

- 3-member team entry
- Name and logo on all advertising, publicity and printed materials
- Sign on a course hole and option to sit at a hole and/or option to put an item of choice with logo in the golfer's goodie bag

Birdie Sponsor: (\$750 donation) includes:

- 2-member team entry
- Name and logo on all advertising, publicity and printed materials
- Sign on a course hole and option to sit at a hole and/or option to put an item of choice with logo in golfer's goodie bag

Par Sponsor: (\$500 donation) includes:

- Individual player entry
- Name and logo on all advertising, publicity and printed materials
- Sign on a course hole and option to sit at a hole or option to put an item of choice with logo in golfer's goodie bag

Hole Sponsor: (\$250 donation) includes:

- Name and logo on all advertising, publicity and printed materials
- Sign on a course hole and option to sit at a hole or option to put an item of choice with logo in golfer's goodie bag

Other Sponsorship Opportunities: Box Lunches, Award Ceremony, Refreshments on the course and Prizes.



Battle Creek Golf Club

Thursday, September 23rd - Shot-gun Start at 1:00 p.m.

Players and sponsors can register on our website.

Sons & Daughters Scholarship Application Due May 15th

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

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

Go to the **SHRM**
website for more
information!



GIVE BACK, GET BACK

Bill Young, Community Outreach

TAHRA to Develop Member Skill Bank

For several years the TAHRA Board has discussed the value of creating a member skill bank. The original thought was that one of TAHRA's primary benefits is networking. If members could self identify their areas of expertise and that TAHRA could make this information available, then other members who might have a question regarding that area of expertise could use the skill bank to identify and reach out to that other member with their question.

While this reason alone is enough to make the Skill Bank a viable idea, our Community Outreach initiative makes it even more so. There are many community agencies that do not have adequate resources to employ a human resources professional yet still may have the need to have human resources related questions answered from time to time. The thought behind the community outreach initiative is to make our expertise available to these organizations on a *pro bono* basis.

Working in conjunction with Diem Lewis, Board Member and Technology Chair, we are developing a portal that would allow both TAHRA members and local agencies to direct human resources related questions to a TAHRA expert for response. Although there are many details to work out. We hope to have this portal available sometime this year.

For the time being, we are working on developing a matrix of HR skill areas and soliciting input from members regarding their perceived skill expertise. If you would like to be involved in this project, please contact Bill Young, Board Member and Community Outreach Chair. Bill can be reached at 293-0500 or bill@cdpartnersinc.com.

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WORKFORCE READINESS

Belen Burkhalter, PhD. CRC, Chair, Workforce Readiness

In addition to being your chairperson of the Workforce Readiness Committee, I also serve as a board member to the Tulsa Area Workforce Investment Board (TAWIB). It is a board composed of public and private organizations, businesses, and learning institutions responsible for workforce development and training of adults and youths in the Tulsa County as required by the Workforce Investment Act.

In our March newsletter, I talked about possible workforce readiness initiatives that are creative and opportunistic – those that make the ordinary extraordinary through strong collaboration and have impact to a large segment of people in the community. The Workforce Board through one of its service providers – Arbor has one program relevant to our workforce readiness vision. It is called iJobs or instant job, a summer youth employment program targeting 16-21 year old at risk youth. It is an intensive six week training program designed to prepare youth for employment. How can TAHRA help? For iJobs to work, it needs businesses to provide training opportunities for the participants. If you and your organization are interested in participating in this program, please contact: Bianca Shannon, Manager of College & Intern Program, Tulsa Metro Chamber (918.706.8666; biancashannon@tulsachamber.com). This is a great opportunity for TAHRA members to provide meaningful supervised work experience for our youth trainees and be instrumental in having a positive impact in the lives of at risk youth and their future career.

As always, I am here to serve – please call or e-mail me if you have questions or ideas related to workforce readiness (918.633.1915; bcburkhalter@okdrs.gov).

MEMBERSHIP

Chris Cable, VP Membership

WELCOME NEW MEMBERS...

Paula Armstrong	CFR, Inc.
Andra Nelson	Express Employment Professionals
Rachael Woods	Cox Communications
Marilyn Queen	The G.C. Broach Company
Ashley McIntosh	HireRight
Duncan Todd	Student
Glen Gullede	Victory Energy Operations
Brandy Bousquet	Spirit AeroSystems
Trudy Childress	Home Depot
Joseph Charron Jr.	Saint-Gobain Containers
Sam Hale	ProBuild
Lerida Davis	Morton Comprehensive Health Services
Robert Yale	The Home Depot
Kelly Arrington	American StaffCorp
Katie Traeder	Gardner Denver
Eric Rahn	Rogers State University

Thank You!

Glendening McKenna Prescott & Robertson

We are excited to have the support of Brandon Burris, and his firm Glendening McKenna Prescott & Robertson. They 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!

The winner of the first gift card is

Brian Darnell with Reliant.

Congratulations Brian!



DIVERSITY/INCLUSION MATTERS

Grover Hall, VP Diversity

The Vision for the Tulsa Area Human Resources Association's Diversity Committee is Going Beyond Diversity/Inclusion 101 for 2010.

Our Mission is to create a robust environment for continuous learning and improvement. We will achieve this vision/ mission by embracing 3 Critical Success Factors.

The 3 Critical Success Factors are 1) Engage in open and honest dialogue, 2) Share best practices and 3) Move from talk to action.

As we continue to move Beyond Diversity/Inclusion 101, I have attached a great article from Inclusion Insights Newsletter to support our vision. Please review the article and complete the activities. Once you have completed the activities, please send your thoughts or feedback to grover.hall @uscellular.com.

The Unfamiliar

In his show Dirty Jobs, Mike and his camera crew venture into swamps, sewers, and a variety of mucky environments just to get a handle on America's indispensable, undervalued jobs. And rather than just observing the work, Mike dives into each task, his untrained hands often bumbling around, making him look foolish and out-of-place next to the practiced professionals.

Through his camera lens, the American public gets a behind-the-scenes look at a smattering of experiences that we'll probably never have, and we get a new understanding and appreciation for the people and professions that make our lives easier, safer, and cleaner.

Why don't you follow his example? You might say it's because of the sweat and sludge, but cognitive scientists would say it's because of your brain

In the same way we might keep our hands out of these dirty jobs, we often stay away from perspectives that differ from our own. Diving into other people's worlds takes hard work-Mike Rowe certainly sweats and suffers through each new job.

Research in the world of cognitive science tells us that when we encounter new ideas, people, and information, our brain has to exert more energy to sort this information out-it doesn't fit anywhere into our network of previous experiences. We've established strong neural networks that explain the world we know, and our efficient brain would rather cling to what is familiar than muster the extra energy necessary to absorb new information and build new neural pathways.

But this extra cognitive energy isn't just some buzzing in your head-it sucks energy from your body too. It's why you immediately plop down on the couch after a rigorous day of work, physically exhausted from the cognitive effort you churned out in front of the computer all day.

When we come into contact with unfamiliar beliefs and ideas, the most energy efficient thing to do is ignore them. So instead of jumping feet-first into unfamiliar, seemingly undesirable worlds, we get comfortably settled in our own, sticking to the people, places, and ideas we already understand.

It takes extra cognitive effort, even social bumbling to understand someone else's perspective-sometimes it feels a bit like one of Mike Rowe's dirty job escapades. But mindfully entertaining other perspectives can make us more familiar with and understanding of new people, new worlds, and new ideas. In fact, even after Mike Rowe spends a day up to the waist in sludge, both he and his viewers have a new appreciation for the men and women behind dirty jobs.

Who knows? As we also explore unfamiliar worlds, we might be surprised to find those environments more interesting and stimulating than the ones we've always known. Diving into other perspectives gives us access to a bank of new ideas. It opens up whole worlds of solutions to explore and helps us move beyond old ways of doing-something every organization needs to survive and thrive in this highly competitive, idea-based twenty-first century.

Think About It

- 1) What can we learn from the hands-on approach to perspective?
- 2) Which people and ideas do we tend to label as less valuable?
- 3) What mucky areas do you need to dive into in order to better understand and appreciate a different perspective?
- 4) Can you think of any "dirty job" issues being swept under the rug at your organization? What voices or issues need to be brought to attention that might require a bit of initial discomfort or prolonged effort?
- 5) How mindful are you of appreciating perspectives and ideas you might not initially understand or agree with?

Practition (Practice + Action)

Be the personal assistant for an hour or two for a position you don't know. Get to know their job, their world. It might give you a new appreciation for and familiarity for the person who takes care of the responsibilities everyday.



THE IMPACT OF THE FEDERAL HEALTH CARE BILL ON EMPLOYERS¹

Congress has enacted new laws that mandate that most U.S. Citizens and Legal Residents purchase “minimal essential” health insurance coverage. What impact does this legislation have upon employers? It is important to initially note that technically speaking, the bill does not require employers to provide health care coverage, but it opens some employers up to significant financial penalties if they do not. The legislation exceeds over 2000 pages so a complete discussion of its impact is impossible today, but here are some high points:

Short-Term Impact (Now until 2013)

- For plan years beginning six months or later after the enactment of the law, dependent care coverage must be extended to children through the age of 26 (until 2014, this extension will only apply to children who cannot obtain coverage from an employer).
- Insurers cannot set a lifetime limit or overly restrictive annual limit on health coverage.
- Insurers cannot refuse coverage for children with preexisting conditions who are under 19 years of age.
- Annual employee contributions to health care flexible spending accounts (FSAs) will be limited to \$2,500 (starting in 2013 and adjusted annually - indexed to general inflation).
- Starting in 2013, the Medicare taxes for certain taxpayers (single taxpayer with adjusted gross income of \$200,000 or more or joint filers with adjusted gross income of \$250,000 or more) will increase from 0.9 % to 2.35%.

Long-Term Impact (2014 and beyond)

- **Employers will not be required to provide health care coverage.**
- BUT, employers with **50 or more** employees will be subject to penalty payments if at least one of their employees uses a federal subsidy program to buy insurance.

- How much penalty?

- ~ **\$2,000 per full-time employee each year.**
- ~ Full-time equals at least **30 hours** per week.
- ~ Penalty is assessed for EVERY full-time employee regardless of how many employees qualify for and use the federal subsidy.
- ~ The Reconciliation Bill (one component of the legislation) excepts the first 30 employees from being counted.

- What is the federal subsidy program?

~ The federal subsidy is in the form of a “premium credit” used by persons that qualify to help purchase coverage.

~ In order to qualify, they would have to have income that is less than four times the federal poverty level – for one person, that is approximately \$44,000 and for a family of four, that is about \$88,000 -- (The Congressional Budget Office estimates as many as 19 million persons will be eligible for the subsidy).

~ The amount of premium credit increases as the person’s income decreases – the sliding scale is set so that people on the lower end of the scale pay only about 3% or 4% of their income as their portion of the premium.

~ The federal subsidy is paid directly to the insurer as a sort of “discount” on the policy to the customer so HR departments may have to be involved in this process.

~ The Department of Health and Human Services is tasked with determining who gets subsidies.

~ Individuals can obtain the subsidies and purchase insurance even if they are not employed by an employer offering health coverage.

- Where can they buy insurance?

~ Starting in January of 2014, states are required to set up health insurance “exchanges” where individuals and small employers can buy health care coverage.

~ Only insurance plans approved by the entity running the exchange (likely a governmental agency or non-profit organization) can be offered for sale in the exchange.

~ Private insurers cannot charge more for plans outside the exchange than what they could charge within the exchange.



LEGISLATIVE UPDATE, Continued

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

- Employers offering “unaffordable” coverage will be assessed \$3,000 for each full-time employee who enrolls in the exchange and receives a subsidy.

- Coverage will be deemed “unaffordable” if the amount of the employee’s share of the premium exceeds 8% of their income.

- Employers offering health insurance will be required to provide vouchers to certain low-income employees to assist those employees in buying coverage through the exchange if they choose not to enroll in the employer-sponsored plan.

-The amount of the voucher is equal to the amount that the employer contributes to the policy premium.

- Employers with **200 or more** employees who do offer health insurance to their employees will have to automatically enroll all employees in the plan – employee must choose to opt out of it.

- **Employers with less than 50 employees who do not offer health insurance are not subject to any of the penalties.**

How the Health Care Bill Affects the Fair Labor Standards Act

The following outlines the provisions of the health care bill that amends the Fair Labor Standards Act (“FLSA”) and/or has ramifications for FLSA matters:

- Section 1511 of the Patient Protection and Affordable Care Act of 2010 (“PPACA”) amends the FLSA to add Section 18A (after 29 U.S.C. Section 218). This provision states that employers with more than 200 full-time employees which offers at least one health insurance plan are required to “automatically enroll new full-time employees” in one of the plans and required to continue the enrollment of current employees in a plan. Adequate notice and the opportunity to opt out of coverage must be provided to employees.

- Section 1512 of the PPACA amends the FLSA by inserting Section 18B after the new Section 18A. This new provision basically requires that starting on March 1, 2013, employers must begin giving notice to current and new employees of certain new programs created by the PPACA, such as the existence of the health care exchanges to be set up in every state and the employee’s right to use the employer’s contribution toward health insurance coverage to purchase coverage through the exchange.

- Section 1558 of the PPACA creates Section 18C of the FLSA which prohibits discrimination or retaliation against an employee who (1) takes advantage of certain programs of the PPACA such as the federal subsidy program that allows lower income employees to have a portion of their health care subsidized, (2) reports violations of any of the provisions of the PPACA to the employer, the federal government or the attorney general of the state, (3) testifies, assists or participates or is about to do so in a proceeding relating to such a violation, or (4) objects to or refuses to participate in activities or policies which the employee reasonably believes to be a violation. The employee is allowed a right of action for discrimination or retaliation under this statute pursuant to the whistleblower statute (15 U.S.C. Section 2087(b)) and is entitled to reinstatement, back pay with interest and compensation for special damages such as litigation costs, attorneys fees and expert witness fees. The rights under this statute cannot be waived by any agreement, policy or condition of employment.

- Section 4207 of the PPACA amends section 7 of the FLSA (29 U.S.C. Section 207) to require employers to provide “a reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child’s birth each time such employee has need to express the milk.” The employer must also provide “a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public which may be used by an employee to express breast milk.” The employer is not required to compensate them for the time they spend expressing, but they have to give the employee the time and place to do it. Employers with less than 50 employees can avoid the obligations of this statute if compliance would “impose an undue hardship by causing the employer significant difficulty or expense” in relation to the employer’s size, financial resources, etc. Several questions remain unanswered with regard to this new requirement. For instance, when employers are required to implement the requirement, the penalties for non-compliance, and what constitutes undue hardship.

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.

¹Kyle L. Buchanan, a member of Newton, O’Connor, Turner & Ketchum’s Labor and Employment Law Group, assisted in the preparation of this article.



Area Resources for Employers & Workers

Out-of-Area Recruiting

The chamber offers relocation packets to companies that are actively recruiting skilled workers from outside our region to complement their recruiting efforts. We are currently putting together a meeting with HR/Recruiting professionals to review our relocation packets. If you are recruiting from outside area and would like to assist us with identify updates and changes that need to be made to this information please let me know. I can be reached at (918) 560-0255 or denisereid@tulsachamber.com.

Next Steps: Elevate Your Job Search

There is a city-wide partnership working to assist unemployed, underemployed and in transition workers with job search and networking activities. Tulsa Tech, Tulsa Community College, Workforce Tulsa, Workforce Oklahoma, Goodwill Industries and the Tulsa Chamber have partnered to provide outreach services. The first event was held April 27, 2010 at the Tulsa Tech Career Services Center from 8:00a.m. to 12:30p.m. with breakout sessions, general session and speed networking. If you would like to learn more about these events please contact Denise Reid at (918) 560-0255 or via email at denisereid@tulsachamber.com.

Calling All Employers – iJobs Needs You

iJobs, or instant jobs, is a summer youth employment program targeting 16-21 year old at risk youth and coordinated by Workforce Oklahoma. iJobs is an intensive summer program designed to prepare youth for employment through a comprehensive work readiness training academy, followed by a multi-week work experience with an employer.

What are we looking for in an employer?

- Provide meaningful work opportunity for youth
- Supervise and mentor youth trainee
- Monitor completion of timesheets and employee evaluations
- Attend an employer/supervisor orientation

What do employers get in return for participating in the iJobs program?

- Youth who has completed work readiness training
- Opportunity to provide leadership training to your staff
- Ongoing support to the youth trainee through the program and work assignment
- Workforce Oklahoma is employer of record and pays all wages, taxes and worker's compensation insurance

This is great way to introduce youth to the opportunities available in our community. It's like having an intern on staff that comes with support and services from Workforce Oklahoma. For additional information, please contact biancashannon@tulsachamber.com.

If you would like to learn more about other programs that assist employers with training, development and staffing please let me know. I can be reached at (918) 560-0255 or denisereid@tulsachamber.com.



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COMING ATTRACTIONS

MAY



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

May 27th – TAHRA LEARNING LAB – How Does “Green” Fit Into Your Bottom Line? – Corey Williams, Sustainable Tulsa – 2:00-4:00 p.m. – TTC Career Services Center – Lemley Campus

JUNE

June 24th – TAHRA LEARNING LAB – 2:00-4:00 p.m. – TTC Career Services Center – Lemley Campus

JULY

July 22nd – TAHRA LEARNING LAB – 2:00-4:00 p.m. – TTC Career Services Center – Lemley Campus



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Note our new address . . .

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

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