

# DECEMBER PROGRAM MEETING

## 2009 Legal Year in Review

Presenter: Monica Maple  
Sneed Lang Herrold PC

Radisson Tulsa Airport  
2201 N. 77th E. Ave.

December 16, 2009

Program Meeting 11:15-1:00

Sponsored By:



### ~ IN THIS ISSUE ~

December Meeting .....	1
TAHRA Partners .....	2
President's Letter .....	3
Recognizing Our Leaders .....	4
2010 TAHRA Board .....	4
December Learning Lab .....	5
Legislative Update .....	6
New Members .....	7
Campus Corner .....	8
Membership Renewal .....	8
Member Photo Ops .....	9
Member Photo Ops .....	10
Diversity Matters .....	11
Member Photo Ops .....	12
Sponsors and Advertisers.....	13
Coming Attractions .....	14

TAHRA  
918-344-4622  
admin@tahra.org  
www.tahra.org

P. O. Box 140958  
Broken Arrow, OK 74014



# TAHRA NEWS

## December 2009

### DECEMBER MEETING

## 2009 Legal Year in Review

Presenter: Monica Maple

This presentation will include recent Supreme Court and 10th Circuit Employment Law Decisions, how those decisions impact employers and what changes employers should make in light of the decisions.



**Monica L. Maple** holds a B.S. degree in Human Resources Management from Bartlesville Wesleyan College, graduating magna cum laude. She is a graduate of the University of Tulsa College of Law where she graduated with highest honors and was awarded the Order of the Curule Chair. While in law school, she was a member of the Phi Delta Phi honors fraternity, Moot Court Board, Oklahoma Intercollegiate Legislature, Student Senate, and she was Notes and Comments Research Editor for the Tulsa Law Journal. Ms. Maple has significant experience in labor and employment law in which she advises clients on employee issues and policies as well as defends management in employment discrimination lawsuits and administrative hearings. In addition to labor and employment law, Ms. Maple also focuses her practice on complex civil and appellate litigation, business tort, commercial litigation, insurance defense litigation and real estate. Ms. Maple is a member of the Tulsa County Bar Association and the Oklahoma Bar Association, and is admitted to practice before all Oklahoma state courts, all United States District Courts in Oklahoma and the United States Court of Appeals for the Tenth Circuit.

Ms. Maple is active within both the Tulsa and Sand Springs communities. She is a Membership Chair of the Tulsa Equal Employment Opportunity Coordinators Association and a member of the Tulsa Area Human Resources Association where she currently serves on the Membership, Programs and Registration Committees. She is also a member of the Sand Springs Area Chamber of Commerce. She is a past member of the Board of Directors of the Ronald McDonald House and currently serves on its fundraising committee. She has also previously served on various Tulsa County Bar Association and Oklahoma Bar Association Young Lawyers' Division Committees, where she served as the Tulsa Coordinator for the OBA/YLD Mock Trial Committee.

Ms. Maple is an attorney with the law firm of Sneed Lang Herrold PC, 1700 One Williams Center Tower I, One West Third Street, Tulsa, Oklahoma 74103-3522, (918) 588-1313.

**Give Back to the Community...Bring a gift for a child!**

Benefiting:

**THE PARENT CHILD CENTER OF TULSA**

Strengthening Families to Prevent Child Abuse & Neglect

www.parentchildcenter.org

Bring a toy, book, coat, bike, or any other item appropriate for a child age 0-12 to add to our Toy Drive for the Parent Child Center of Tulsa!

*Thank You!*



### 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.



*Call today to become a*



*...and this spot*

**COULD BE YOURS!**



This is it...my final letter as President of TAHRA. I remember back in January of this year when I wrote about how time flies and not being ready for 2009. Well, time did not slow down and here we are at the end of my term. How bittersweet it is!

It was a great year for TAHRA and we should all be proud of this organization and how we are "Making a Difference." In my final farewell I would like to celebrate some of our accomplishments from 2009.

**Launch of the new TAHRA website, [www.tahra.org](http://www.tahra.org)** – The website brought TAHRA into the age of technology and there are still more features to come as we master our new site and its capabilities. Thank you to Bryan Wempen, the Website Technology Committee, and Copper Cup for your hard work.

**First ever 2009 Return on Inclusion Summit for Business Leaders** – This grassroots diversity and inclusion event was a collaboration of people and businesses from across the Tulsa metro area. We were honored to bring Mayor Kathy Taylor and diversity leaders from organizations like Williams, Langston University, American Fidelity Foundation, Tulsa Technology, and Public Service Company of Oklahoma to discuss their best practices. Thank you to Jeff Mathews, TAHRA's diversity committee, OCCJ, and the Tulsa Metro Chamber for making this summit possible.

**Community Partner of the Year for Goodwill Industries** – Goodwill Industries recognized TAHRA for its involvement in their life skills classes where TAHRA members conduct mock interviews with Goodwill clients to prepare them for real life situations. Also, one of our members, Rachella Bressler, received the Professional of the Year Award from Goodwill Industries for her support of the TulsaWORKS program.

**TAHRA Golf Classic** – This tournament was back in 2009 and our members, their guests, sponsors, and vendors enjoyed a great round of golf at Forest Ridge Golf Club. Thank you to Amber Hatten and her committee for planning this event.

**Annual TAHRA Employment Law and Practices Seminar** – As always, Kirk Turner and his Legislative Affairs committee did not disappoint us with this annual seminar. We had over 185 people attend and HRCI certified HR Professionals received 8 hours of continuing education credit.

**TAHRA's Support of Community Organizations** – In 2009 TAHRA participated in the Susan G. Komen Walk/Race for a Cure and provided breast health information to its members. We also held a "backpack food drive" for the Food 4 Kids Backpack Program and a toy drive to benefit the Parent / Child Center of Tulsa.

Finally, I extend my sincere gratitude to the 2009 TAHRA Board of Directors and Chairs. It has been a great experience both personally and professionally for me and I will always appreciate the faith our membership had in us to lead TAHRA.

President Elect – Jennifer Shultz, MBA

Past President – Julie Callahan, PHR

VP Programs – Rebekah Hipp, PHR

Registration Chair – Ann Ferguson

VP Membership – Sharon Goss, PHR

Hospitality Chair – Travis Jones

VP Leadership Development – Dr. Bill Young, SPHR

College Relations Chair – Laura Messer

VP Legislative Affairs – Kirk Turner, J.D.

Workforce Readiness Chair – Barbara Clyma

VP Public Relations – Sharee Wells

Fundraising Chair – Susan McGinnis

VP Education – Patty Smith, PHR

HR Certification Institute Chair – Debbie Brown, PHR

VP Diversity – Jeff Matthews

SHRM Foundation Chair – Beverly Griffin, SPHR

Treasurer – Noel Groves

At Large Board Member – Amber Hatten, PHR (Golf)

Chapter Management Professional – Julie Odom

At Large Board Member – Bryan Wempen (Website)

Chamber Liaison – Denise Reid

At Large Board Member – Melissa Adkison (Community)

In closing, I would like to congratulate Jennifer Shultz who will be the 2010 President for TAHRA. Jennifer is a dynamic, strong, and courageous leader. I ask all of you to give her your full support. I know she will "Make a Difference"!

*Holly Fisher*

Holly Fisher, PHR

2009 President



# RECOGNIZING OUR LEADERS

Bill Young, VP Leadership Development

## ANNOUNCING THE 2009 RICHARD J. MESSER EXCELLENCE IN HUMAN RESOURCES MANAGEMENT AWARD WINNER



The Board of Directors of TAHRA is pleased to announce that the recipient of the 2009 Richard J. Messer Excellence in Human Resources Management award is Christy DePasquale Ptak.

Christy has been a member of TAHRA since 1997. She has served as a member of the College Relations Committee, VP of Programs, President-Elect, President and Past-President and was the recipient of the President's Award in 2003. She has been a member of the Oklahoma State Council for a number of years and is currently in the second year of a three year term as Director of the Oklahoma State Council. Christy obtained her Senior Professional in Human Resources Certification in December, 2001.

She has spoken to a number of student chapters throughout the state on the HR profession and has served as an adjunct professor for the Business and Industry Training Program of Tulsa Technology Center over a three year period of time where she taught classes on Human Resource topics to local employers.

Christy's company involvement includes creating in-house training and development programs for her employer's managerial and other staff to assist them with their roles in the organizations. In addition, she has assisted in growing the participation in the Oklahoma Healthcare Recruitment Association (OAHCR) by serving as Secretary for the organization and actively participating and promoting the benefits of association with the National Association of Healthcare Recruiters (NAHCR).

Christy currently serves as Director of Human Resources for Tulsa Spine & Specialty Hospital.

Christy's community involvement activities through her church and in a number of local organizations such as Goodwill, Junior Achievement of Green Country, Meals on Wheels and others. She is currently assisting with the annual fund raiser for the Citizens Crime Commission. Christy has designated John 3:16 Mission as the recipient of her \$500 donation that accompanies her award. John 3:16 Mission is an interdenominational Christian ministry that provides food, shelter, clothing and restorative programs to Tulsa's homeless and at-risk population.

TAHRA also wishes to recognize and thank the other nominees for the Messer Excellence Award. Although not selected, we wish to thank them for their years of service to TAHRA and the HR profession.

*Terry Talent, HR Director for Tulsa County -- Holly Fisher, HR Manager for Cintas -- Travis Jones, CEO of Career Development Partners*

## 2010 BOARD ELECTION - Results are IN!

President - Jennifer Shultz, MBA, PHR

VP Public Relations - Shahla Wright

Past President - Holly Fisher, PHR

VP Education - Patty Smith, PHR

President Elect - Bryan Wempen

VP Diversity, Grover Hall, MPA, PHR, MHCS

Treasurer - Noel Groves

VP Leadership Development - Jennifer M. Remmert, MHR, SPHR

VP Programs - Amber Hatten, PHR

At Large Board Member - Bill Young, SPHR - Community

VP Membership - Chris Cable

At Large Board Member - Julie Callahan, PHR - Golf

VP Legislative Affairs - Kirk Turner, JD

At-Large Board Member - Diem Lewis, SPHR - Website



# DECEMBER LEARNING LAB

Patty Smith, VP Education and Michelle Copley LL Committee

December 3rd ♦ 2-4pm ♦ TTC Training Center ♦ Lemley Campus

## Strategic Management: The Theory and Its Organizational Application

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



### Presenter, Bill Webb, MA, SPHR

Bill 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.

**NEED ENERGY?**  
**NEED A GOOD NIGHT'S SLEEP?**  
**YOU NEED enlyten!**

Why wait over 30 minutes with other products when you can be well on your way to more energy or a better night's sleep in 3-5 minutes with a dissolving strip?

With our revolutionary **R.A.S.E.R. strip technology** you'll get immediate impact!

Order Online at [www.lytetheworld.com](http://www.lytetheworld.com)  
(More Products Shown On Our Website!)

Call For Free Product Samples  
**918-637-0060**

ELECTROLYTES...ANTIOXIDANTS...CALORIE BURNER...APPETITE SUPPRESSANT...MELATONIN...MANY MORE...

What  
do  
**YOU**  
do best?



Taking care of Employee Benefits  
is what **WE** do best!

Helping employers find the Right Insurance for their employees!

HEALTH, DENTAL, LIFE, DISABILITY, VISION,  
LONG TERM CARE, ACCIDENT, CANCER, HSA, FSA, COBRA

**BenEx Insurance**

Employee Benefits Experts

(918) 369-5900 • [www.benex.org](http://www.benex.org)

### **TWO NEW LAWS REQUIRE ACTION!**

## **GENETIC INFORMATION NONDISCRIMINATION ACT (“GINA”) BECOMES EFFECTIVE NOVEMBER 21, 2009**

On Saturday, November 21, 2009, the Genetic Information Nondiscrimination Act (“GINA”) became effective. GINA will prohibit workplace discrimination on the basis of genetic information through the establishment of new law and amendment of existing statutes, including Title VII of the Civil Rights Act. It also added provisions applying to health insurance issues and health plans concerning genetic information. It allows employees to participate in genetic testing without fear of losing health care or jobs.

### **What is Genetic Information?**

Genetic information includes information concerning an individual’s or family member’s genetic tests (analysis of human DNA, RNA, chromosomes, proteins or metabolites, that detects genotypes, mutations or chromosomal changes). Genetic information also includes information concerning “the manifestation of a disease or disorder in family members.” It does not include information about sex or age. There must be a genetic basis to the information, as opposed to just a genetic cause of the disease. Employers are not prohibited from using, acquiring or disclosing medical information concerning a disease that may be genetically caused.

### **Rights and Remedies**

GINA will prohibit unfair employment practices for employers to discriminate based on “genetic information” in hiring, firing and other terms and conditions of employment. Attorneys’ fees and costs are recoverable by the prevailing party at the court’s discretion. GINA may include a prohibition against back pay awards and may establish an upper limit on compensatory and punitive damages, depending on the number of individuals employed by an employer (e.g., damages for employer with more than 500 employees is capped at \$300,000).

### **Exceptions**

The following are exceptions to GINA:

- ~ Inadvertently requesting or requiring family medical history;
- ~ Requesting or requiring family medical history for purposes of complying with certification for FMLA;
- ~ Genetic monitoring of the biological effects of toxic substances in the workplace (when required to do so by law);
- ~ DNA analysis for law enforcement (e.g., CSI);
- ~ Employers offering health or genetic services (e.g., wellness programs) – remember:
  - Employees must authorize any request for genetic information in writing.
  - Results can only be released to the employee and a licensed health care provider.

Note: Employers can receive aggregate data that does not disclose employees’ identities.

### **Recordkeeping**

Employers will be required to keep records containing genetic information on separate forms and medical files (similar to ADA). Information covered by GINA should be treated as confidential medical records. Records can only be released in certain clearly defined circumstances, such as upon an employee request or court order.

### **Practice Pointer:**

The EEOC has revised its “Equal Employment Opportunity is the Law” poster. This new version reflects current federal employment discrimination law (including the Americans with Disabilities Act Amendments Act of 2008). The poster was revised to add information about the Genetic Information Nondiscrimination Act of 2008, which is effective November 21, 2009. The revised poster also includes updates from the Department of Labor. Employers should obtain the EEOC’s November 2009 version of the “EEO is the Law” poster and the “EEO is the Law” poster supplement. These posters can be found on the EEOC’s website ([www.eeoc.gov](http://www.eeoc.gov)).



# LEGISLATIVE UPDATE

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

## SMALL EMPLOYERS NOW AT GREATER RISK IN OKLAHOMA

*Written by Jennifer K. Kern, Esq. and J. Daniel Morgan, Esq., members of Newton, O'Connor, Turner & Ketchum's Labor and Employment Law Group.*

Employers with fewer than 15 employees are now subject to race, sex, disability, and other civil rights lawsuits in Oklahoma. The potential claims include harassment claims as well as discrimination claims involving terminations, promotions, and similar claims which previously could be brought only against employers with 15 or more employees. Small employers now must be more diligent in adopting preventive and compliance measures, including record keeping, employment policies and training.

On November 10, 2009, the Oklahoma Supreme Court ruled that tort liability for wrongful termination/harassment of an employee based on racial discrimination is prohibited by the Oklahoma Anti-Discrimination Act ("OADA") – regardless of the size of the employer's workforce. The decision, *Smith v. Pioneer Masonry, Inc.*, 2009 OK 82, takes away the immunity from discrimination lawsuits previously in place for workforces of fewer than 15 employees.

In *Smith*, an African-American plaintiff alleged that his employer allowed other employees to create a hostile, racially discriminatory working environment, constructively discharging the employee in violation of Oklahoma public policy. Pioneer Masonry employed fewer than 15 employees and the trial court relied on *Brown v. Ford*, 1995 OK 101, where the Oklahoma Supreme Court held that an employee's common law claim was not a "discharge" in breach of public policy because the employer in *Brown* engaged fewer than 15 employees, and thus was outside the purview of the OADA. (The Court of Civil Appeals affirmed the trial court's decision.)

In an abrupt about-face, reversing the trial court, the Oklahoma Supreme Court held that the OADA poses no obstacle in applying common-law tort (state law claim for tortious employment termination) to a racially motivated wrongful or retaliatory discharge. The Court overruled in part its prior holding in *Brown*, explaining the Court no longer looks to the adequacy of the remedies test in cases of wrongful termination involving status based discrimination. Instead, the Court now ruled that the common law provides a tort claim to all victims of racial discrimination regardless of the size of the employer's workforce.

The implications of this new expansion of the law of discrimination are wide-ranging. To protect themselves from liability, small employers must now adopt harassment policies, implement procedures to insure equal treatment, and maintain better personnel records in general, and disciplinary records in particular. Because almost every employment-related decision is now subject to being second-guessed by a state judge or jury, training is crucial for decision-makers. Moreover, harassment policies and training on those policies for employees and supervisors are needed to limit claims of discrimination and costly litigation.

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

## MEMBERSHIP

**Sharon Goss, VP Membership**

### WELCOME NEW MEMBERS...

Jill Norman

Youth Services of Tulsa

Cailee Crisp

Tulsa Community Care College

Debra Wilemon

X-ceptional Consulting

Chrisie Bedsworth

The Rowland Group

Tyson Wollert

Choice Connections



# CAMPUS CORNER

Laura Messer, VP College Relations



Bill Young, 2009 TAHRA Scholarship recipient Stevi-Zel Botha, and ORU SHRM Chapter sponsor Susan McMurray.

## *TAHRA Scholarship Awarded – CONGRATULATIONS, Stevi-Zel Botha, ORU!*

The TAHRA College Relations Committee is dedicated to promoting the professional development of its student chapters and representing the best of Human Resources to the student community.

TAHRA has established a scholarship program to promote the pursuit of a career in the field of HR and to recognize outstanding student achievement. This year, the \$1,000 scholarship award went to Stevi-Zel Botha a student at Oral Roberts University. Stevi-Zel is pursuing a degree in organizational/interpersonal communication and after graduation intends to pursue a career in international Training and Development.

## *Work-Life Balance: Is it a Reality?*

The University of Tulsa, Center for Community Research and Development invites you to join them for a free public community forum on Work Life Balance.

**Tuesday, December 8th, 2009 - 11:30 – 1:30**

**University of Tulsa, Allen Chapman Activities Center, Great Hall B (5th and Florence)**

- The current state of the psychological literature on work-family conflict and facilitation.
- Current work-life policies implemented in local Tulsa organizations.
- Future considerations for HR managers on work-life arrangements and expectations for supervisors and employees.
- Panelists include HR specialist Linda Garhart from Williams and CEO Paula Marshall of the Bama Pie Companies, Inc.

Come add your voice to the discussion of this important topic for the Tulsa and surrounding communities. Lunch will be provided. For more information on the Center for Community Research and Development, visit our website at [www.robotron.utulsa.edu/ccrd](http://www.robotron.utulsa.edu/ccrd). If you have questions regarding this forum, please call the CCRD office at (918) 631-5460.

## RENEW YOUR MEMBERSHIP

Sharon Goss, VP Membership

Your **2009 membership expires** on December 31, 2009, and it is time to renew for the 2010 membership year. The entire renewal process is done online; it is a quick and easy procedure. If you have already renewed, thank you!

To renew your TAHRA Membership for 2010, go to the website at [www.tahra.org](http://www.tahra.org) and log in to your account. Next, go to the Membership tab and click Membership Renewal. Update your Personal, Professional and Business information, and TAHRA Preferences, then click Continue Renewal.

~ If you wish to pay by credit card, follow the credit card prompts.

~ If you are paying by check, click on the “pay by check” link.

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

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

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







190 in attendance at the annual TAHRA Law Seminar.



We earn 9 hours of credit for lawyers and 8 for HRCI.



We study FMLA.



Documentation and recordkeeping.



Health and wellness issues.



Laws in current Political Environments.



Social media at work.



Kirk wraps up with a summary of pending legislation.



RIFs and risk management.



# MEMBER PHOTO OPS

## Networking Cocktail Party Pics



Registration for networking cocktail party.



Dee-licious hors d'oeuvres.

Prize Drawings.



Tipping our bartender and servers.



Greeting old friends.

Board members getting to know new members.



Meeting new people.



Continuing the Law Seminar discussion.



One tiny atrium - 39 hardy TAIRA members.



# DIVERSITY MATTERS

## Jeff Matthews, VP Diversity

*Over the last decade the rise of women in leadership rolls in major companies and operations has grown exponentially and for good reason. Recognition of the value for each employee is now seen as an asset for a company's bottom line. The understanding is that the global marketplace expects diversity regardless of race, gender or orientation. Any event that is exclusionary by fact is going to have diminishing returns for business. A diversity initiative is a wonderful asset to any company. Every employee is considered to be a powerful resource. Diversity and Inclusion are now viewed as key business initiatives in the same vein as reducing cost of goods and services sold, expanding market share or new innovation. Organizations that only employ "people of their kind" in leadership and high visibility positions will not be tolerated by certain market segments. These cultures will spend their hard earned dollars with businesses that truly believe in inclusion as they are sophisticated enough to recognize the difference. The following article is an example of the progress made with women in leadership rolls. Please take this opportunity to learn about the women who are head of some of the largest global companies and other operations.*

### ***The World's Most Powerful Women***

***Francesca Donner, 08.19.09, 06:00 PM EDT***

Women are making waves in business, politics and nonprofits around the world. Their influence is growing. Forbes' Power Women list isn't about celebrity or popularity; it's about influence. Queen Rania of Jordan (No. 76), for instance, is perhaps the most listened-to woman in the Middle East; her Twitter feed has 600,000 followers. In assembling the list, Forbes looked for women who run countries, big companies or influential nonprofits. Their rankings are a combination of two scores: visibility--by press mentions--and the size of the organization or country these women lead.

At No. 1, for the fourth consecutive year, is German Chancellor Angela Merkel. Up for reelection this September, she is leader of the world's fourth-largest economy. She faces a tough year: Germany's GDP is expected to shrink this year despite a small uptick in the second quarter.

Federal Deposit Insurance Corp. Chairman Sheila Bair, who remains in the No. 2 spot, has presided over the orderly takeover of 77 banks so far this year. In fighting for more power for her agency, she has butted heads with Fed Chairman Ben Bernanke and U.S. Treasury Secretary Timothy Geithner.

Chief Executives Indra Nooyi of PepsiCo ( PEP - news - people ) (No. 3), Cynthia Carroll of Anglo American ( AAUK - news - people ) (No. 4) and Irene Rosenfeld of Kraft Foods ( KFT - news - people ) (No. 6) rank among the world's most powerful businesswomen and are tasked with steering their companies through unusually challenging times.

Singapore's sovereign wealth fund, Tamasek, has delivered extraordinary average annual returns of 18% under the leadership of Ho Ching (No. 5). She is currently seeking a successor.

This year's list includes several notable newcomers--from the U.S. and abroad. The recently approved Supreme Court Justice Sonia Sotomayor debuts at No. 55. She will be the third woman and the first Hispanic in the top court. First lady Michelle Obama, a champion for working women and the families of the U.S. military, appears at No. 40. Among the female U.S. Cabinet secretaries, Homeland Security Secretary Janet Napolitano and Health and Human Services Secretary Kathleen Sebelius rank at No. 51 and No. 57, respectively. Meanwhile, SEC Chair Mary Schapiro (No. 56) is in the midst of a maelstrom, as Congress weighs new regulations of the financial services industry. All eyes are also on Iceland's new prime minister, Johanna Sigurdardottir (No. 75) as she seeks to recapitalize the banks of her small island nation, which recently came very close to complete economic collapse. She is an advocate of Iceland's entry into the E.U. and adoption of the euro--views not entirely popular with her people.

In the tech sector, Carol Bartz (No. 12), who was appointed CEO of Yahoo! ( YHOO - news - people ) in January and is the former chief of Autodesk ( ADSK - news - people ), faces tremendous pressure. With the Microsoft ( MSFT - news - people ) search deal behind her, she needs to show investors that she can quickly shore up the top and bottom lines. An engineer by training, Ursula Burns (No. 14), was recently appointed CEO of Xerox ( XRX - news - people ), and is the first African-American woman to run a major U.S. public company.

This year, instead of including highly placed media figures, we spotlighted them with a list of their own. Look for it on [forbes.com/women](http://forbes.com/women).



## November Program Pics



Travis Jones greets speaker Mike Neal, President, Tulsa Metro Chamber.



Registration for the program.



Meeting up with colleagues.



The Tallents, dynamic father-daughter HR duo!



Sponsor representative Professor, Brigitte Steinheider explains OU Organizational Dynamics Master's degree programs.



Monica Maples awards Sneed Lang Herold's \$100 gift cards for membership drive winners.



Member Carey Baker is congratulated on her participation in Tulsa's Entrepreneurial Spirit Award competition by guest, Tom McCabe.



President Holly and Sponsor, Brigitte prepare to draw for door prizes.



2009 TAHRA Scholarship recipient Stevie-Zel Botha and ORU SHRM Chapter sponsor Susan McMurray.



Speaker, Mike Neal addresses us on Excellence in Tulsa.

Hearing Mike's take on bringing new jobs.



ORU Student chapter collects our donations for the Food 4 Kids Backpack Program.



# Thanks to TAHRA's 2009 Sponsors and Advertisers



# COMING ATTRACTIONS

## DECEMBER

December 3rd – Learning Lab – Strategic Management: The Theories and Its Organizational Application – 2:00-4:00 p.m. – TTC Training Campus

DECEMBER PROGRAM MEETING – December 16th – 2009 Legal Year in Review – Radisson Tulsa Airport Hotel – 11:15 am-1:00 pm – Bring a TOY for the Toy Drive to benefit The Parent Child Center of Tulsa

## 2010

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



**Reliant's Learning Management System** the fast, easy and affordable way to track your entire company training program.

Now with a customizable Dashboard - providing instant access to vital information you need now!

Training Schedule	Title	Description	Link	Day	Start Time	End Time
Customer Service	Orientation-Class	Orientation-Class	Orientation	T	8:00 AM	5:00 PM
Customer Service	Internet Basics Test	Internet Basics Test		T	8:00 AM	11:30 PM

Classes	Start/End Time	Status	CBT	Class No	Course Title
Withdraw	03/04/2008 12:00AM - 11:59PM	Pending Approval	950	11457	Orientation

**Reliant LMS Dashboard Metrics:**

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

918.770.0590 ❖ info@reliantlive.com ❖ www.reliantlive.com

