



## Newsletter

### **October Program Meeting**

Wednesday, October 16 | 11:15am - 1:00pm|  
DoubleTree by Hilton Hotel - Tulsa Downtown



### **Empowering Your Team to Hold Courageous Conversations**

Presented by Sandra Quince  
Global Diversity & Inclusion Executive, Senior Vice President  
Market President Human Resources Partner, Oklahoma

It is vitally important we embrace and appreciate every person's background — their culture, their heritage and their experiences. This demonstrates a commitment to being a great place to work, and upholds values that strengthen communities. This session will help HR Directors understand the importance of allowing employees a safe space to have dialogue on topics that are important to them while maintaining unity in the workplace.

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[Register here](#)

### **October Learning Lab**

Thursday, October 24 | 2:30pm - 4:30pm|  
OSU Tulsa North Hall Room 155

## **Implementing D&I in your Workplace**

Join TAHRA as we celebrate Diversity Awareness Month at the October Learning Lab! The first hour of this lab will consist of presentations from local companies offering a unique opportunity to learn how they have approached and implemented D&I in their workplaces. The second hour will be a panel discussion/Q&A with prepared questions and questions from you. Come and hear success stories and gain valuable knowledge from the following companies that have implemented D&I plans/strategies and learn how they collaborate with and impact HR:

AAON – Stephanie Cameron

Key Personnel – Denise Reid, Community Relations

Bank of America – Sandra Quince, Global D&I Executive, Senior VP

ONE GAS – Harvey Hightower, Director, Inclusion & Diversity

**Sign up**

### **NOW AVAILABLE!**

#### **TAHRA Compensation and Benefits Survey**

The results of TAHRA's 1st Compensation and Benefits Survey have been compiled and published for 2019 and are now available for purchase. Human Resource professionals in over 110 Oklahoma businesses were invited to participate in this year's survey, which included 318 jobs in 15 areas of compensation. The benefits section of the survey includes extensive data for bonus/commission plans, salary ranges, and more than 20 benefit and policy programs.

Pricing is as follows:

- \$250 – TAHRA member and participant
- \$500 – Participant
- \$750 – TAHRA member/non participant
- \$1000 – Non Member/non participant

To order your copy of the survey, please email [admin@tahra.org](mailto:admin@tahra.org). We will then invoice you and once we receive payment, Johanson Group will send you secure log-in information to access the survey.

Sponsored by:



## **TAHRA Annual Employment Law and Practices Seminar Registration is now OPEN!**

Thursday, November 7 |7:30am - 4:30pm|  
Tulsa Renaissance Hotel and Convention Center

One of TAHRA's most popular and well attended events, the Annual TAHRA Employment Law and Practices Seminar is a full day of informative and interactive presentations by experienced area attorneys. This seminar will provide you with critical medical marijuana updates, how to properly conduct investigations, employee benefits, on-boarding and off-boarding employees, employment law updates, how to manage FMLA and FLSA and the ever popular stump the lawyer segment. You don't want to miss this!

### Registration Information:

- Cost - \$200
- Early bird registration - \$180 if paid by October 18, 2019
- Group registration - \$140 per person for entities registering 3 or more by October 18, 2019
- To register group larger than 5, please email [admin@tahra.org](mailto:admin@tahra.org)

Continental breakfast and lunch will be provided at the seminar at no additional cost to participants, and the seminar will provide valuable continuing education credits for human resources professionals and attorneys.

If you have any questions or need additional information, please contact Jake Crawford, Vice President of Legislative and Legal Affairs, at (918) 587-0000 or [jake.crawford@mcafeetaft.com](mailto:jake.crawford@mcafeetaft.com).

[Sign up here](#)

OKHR State Council Presents

# Emerging Professionals Networking Social



Wednesday, October 23rd, 2019

**Main Event**

7830 South Santa Fe Avenue  
Tulsa, OK 74132



*Join us for a night of food, drinks, and fun!*



## 2020 OKHR State Council Scholarship Application

OKHR State Council is proud to offer 2 - \$1,000 scholarships to students planning to pursue a career in human resources who are involved in relevant degree programs.

Please complete application by **December 1st**. Application is available online [here](#).

## On the Job Training Opportunities

The Oklahoma Employment Security Commission is excited to announce the Trade and Economic Transition Dislocated Worker Grant's on-the-job training (OJT) program. OJT is training by the employer provided to a participant while engaged in productive work in a job that provides knowledge or skills essential to the full and adequate performance of the job. Employers are given the opportunity to tap into a pool of workers who are good candidates but require training to perform the specifics of the job. This is a chance to build your ideal

workforce! Up to 50% of the cost of training will be provided. It is paid on a wage reimbursement basis for a limited time period. For more information email [EconomicTransitionDWG@oesc.state.ok.us](mailto:EconomicTransitionDWG@oesc.state.ok.us) or call (405) 557-5371.

## **Welcome to our newest members!**

Paullei Tanner - ML Jones LLC  
Michael Harris - Tulsa Community College  
Michelle Siegfried - Tulsa Public Schools  
Tami Thompson - Bel Aire Recovery Center  
Michael Odon - Sercel-GRC Corp  
Dana Hickman - Rooney Insurance Agency  
Ryan Lauerma - Oaktree Staffing  
Alexis Reed - BH Media Group/Tulsa World  
Brad Cavener - iSolved

## **Calendar**

- **October Program Meeting**

Wednesday, October 16 |11:15am - 1:00pm|

- **OKHR State Council Emerging Professionals Networking Social**

Wednesday, October 23 |6:30pm - 8:30pm|

- **October Learning Lab**

Thursday, October 24 |2:30pm - 4:30pm|

- **TAHRA Employment Law and Practices Seminar**

Thursday, November 7 |7:30am - 4:30pm|

Get the best price by registering early!

**Click [here](#) to view our calendar!**

**Note:** Due to the rising cost of hotel and lunch expenses, we are forced to raise the price to attend our program meetings. Beginning January 1, 2020 the cost for a member to attend a program meeting will be \$25 and the cost to attend as a guest will be \$40. We are not raising the price of prepaid meetings for the year or the price of learning labs. It has been over 10 years since we have increased our prices and apologize for any inconvenience that this may cause.



[SHRM Website](#)

[HRCI Website](#)

[OKHR Website](#)

Tulsa Area Human Resources Association | PO Box 140958, Broken Arrow, OK 74014

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