

2005 OCHRS
Officers

Stacey Scott, PHR
President
Maschino, Hudelson &
Associates 359-0594

Scott Lowber, PHR
President Elect/Treasurer
4 Star Trailers, Inc
324-7827

Greg Davis, PHR
Past President
706-6499

Jeremy Hornbuckle, PHR
VP Programs
Seagate 324-3042

Lynette Parmley
VP Legislative Affairs
C.L. Frates and Company
270-5761

Melanie Thompson
Stillinger
VP Membership
Manpower 949-1414

Cooper Johnson
VP Sponsorship
Maschino Hudelson &
Associates 359-0594

Gayle L. Barrett
General Counsel
Crowe & Dunlevy
235-7700

Dan Maloy, CCP
VP Comp/Benefits
Matthew Young
Management Consulting
732-9409

Brad Davidson, SPHR
VP Public Relations
The Hartford 621-5011

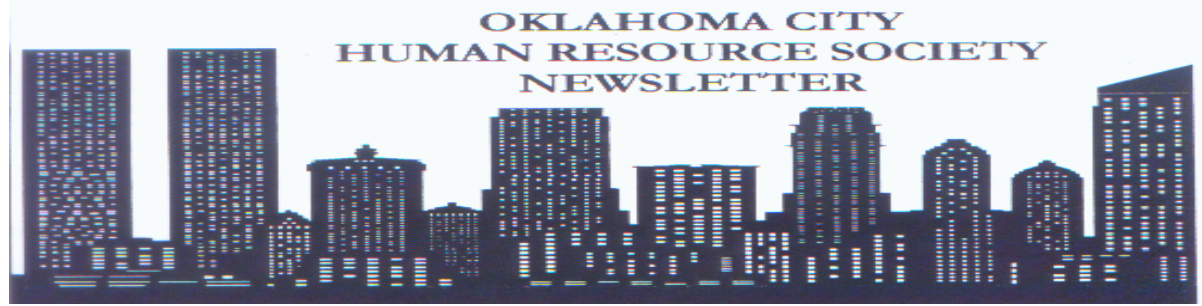
Michelle Gibson, PHR
VP Community Services
Arkansas BCBS 841-6730

Stephany Wade-Tate, SPHR
VP Professional
Development/Certification
Chickasaw Nation
Industries 767-8900

Kathleen Norman, SPHR
VP Diversity
The CIT Group 945-1479

Lindsey Murry
President, UCO HR Society
Lmurry@cox.net

Joy Pollock, PHR
VP Member Services
Hudiburg Auto Group
737-6641



OCHRS CHAPTER MEETING

Topic:

CONSUMERISM.....The New Frontier Ed O'Malley, Nation Financial Partners, will discuss the evolution of consumerism and its impact on the future of the medical insurance industry. This session will include concepts and strategies related to HSA, HRA, FSA, as well as the information necessary to empower employees to become educated healthcare consumers.

Speaker: Ed O'Malley
National Financial Partners

DATE: Thursday, April 28, 2005

PLACE: Embassy Suites Hotel
1815 S. Meridian
Oklahoma City, OK

TIME: 11:30 a.m.

COST: \$18 for members, \$25 for non-members

Please RSVP to Stacey Scott by Monday, March 21, 2005, 12:00 P.M. by registering online at www.ochrs.org or by phone at 706-6499. Thank you

Learn more about our speaker on next page

Biography

Ed O'Malley

Ed O'Malley joined NFP in February of 2002 with 10 years of experience in employee benefits marketing through broker/consultant distribution. After spending six years in Sales and Marketing with a large regional plan in New York City, Ed more recently served as the Vice President of Sales and Business Development for an employee benefits administration company in Stamford, Connecticut. In his current role at NFP Benefits as Senior Vice President, Ed works closely with NFP Benefit National Practice leaders to continue to expand the business value proposition and coordinates insurance providers, service vendors and Third Party Administrators to negotiate exclusive underwriting offers and service agreements. Ed has a BA in Education from the University of Cincinnati.

Message from the President

I hope everyone enjoyed the March meeting with Larry Burk and learned a few things. He had a lot of information to share in such a short time period. I actually learned a few things myself. I wanted to share something that I learned.

Did you know that you can go to www.shrm.org , click HR Resources on the left had side, click Express Request. This is updated weekly. This week's topic is the following:

“Goal Setting: Did you accomplish all that you wanted to accomplish last year? What do you hope to accomplish this year? The best way to accomplish the things you want is to set goals. Setting goals can mean the difference between being successful in your career and life and not. When setting goals be careful not to set too many goals or unrealistic goals. To receive additional resources on this topic, please complete the form below. A new Express Request will be posted on Monday.”

CONT....

After completing the form I received the following e-mail:

This automated Express Request response is brought to you by the SHRM Information Center. If you have questions that are not answered here, please submit them on the assistance request form at <http://www.shrm.org/hrresources/icrequest.asp>

Note: If a long link has broken and wrapped to the next line, you may be required to cut and paste longer links into your browser's address field
-- be sure to copy the entire link.

I hope this is helpful:

20 Minute Goal Setting Tutorial Index

<http://www.about-goal-setting.com/goal-setting-tutorial.html>

Performance Management Planning

<http://www.opm.gov/perform/plan.asp#Staff%20Recommendations>

INDIVIDUAL PERFORMANCE GOAL SETTING and INDIVIDUAL LEARNING GOAL SETTING: BACKGROUND AND PROCESS

<http://dizzy.library.arizona.edu/library/teams/fast/sos/GOALFORM.htm>

The importance of goal setting

http://www.realestate-investment-online.com/goal_setting.htm

The Goalguy Knowledge Center

<http://www.goalsguy.com/Knowledge/>

The Ten Commandments of Goal Setting

<http://www.businessknowhow.com/growth/goalset.htm>

Goal Setting with Employees

http://www.mapnp.org/library/emp_perf/goal_set/goal_set.htm

Motivation and Goal Setting Worksheet

<http://esdstudent.gcal.ac.uk/webpass/Goal%20Setting.htm>

Writing Good Work Objectives

<http://home.att.net/~nickols/workobjjs.htm>

Action Verbs for Goals

<http://www.job-analysis.net/G053.htm>

http://ollie.dcccd.edu/mgmt1374/book_contents/2planning/perf_objectives/

action.htm

Goal Setting

<http://garnet.acns.fsu.edu/~jkm9509/pet4214/ch15.htm>

SMART goals/objectives

<http://www.coun.uvic.ca/learn/program/hndouts/smartgoals.html>

<http://www.dph.sf.ca.us/CHPP/CAM/3-ToolBox/Skill-BasedActivities/Writing>

SMARTObjjs.pdf

The Goals Grid:

http://home.att.net/~nickols/goals_grid.htm

Writing Good Work Objectives:

<http://home.att.net/~nickols/workobjjs.htm>

Writing Measurable Objectives:

CONT...

<http://www.ala.org/ala/acrlbucket/is/organizationacrl/planningacrl/smart>

objectives/writingmeasurable.htm

Please take 60 seconds to rate my service to you today. This information is used for quality assurance and developmental purposes.

<<http://surveys.shrm.org/scripts/perseus5.exe?Qu=2&P=../wwwroot/infosur0>

105.htmHYPERLINK

"<http://surveys.shrm.org/scripts/perseus5.exe?Qu=2&P=../wwwroot/infosur0>

804.htm"

<<http://surveys.shrm.org/scripts/perseus5.exe?Qu=2&P=../wwwroot/infosur0>

105.htmHYPERLINK > >

Wow! What a great way to receive some awesome information. Just wanted to share.

I also want to remind everyone about the STATE CONFERENCE, May 10-13! Please register and make sure you designate that you are a member of the OCHRS local chapter.

I would love to hear from our members anytime for ideas and suggestions for OCHRS. Please feel free to contact me any time at 359-0594 or sscott@mha-ins.com

I look forward to seeing everyone at the April meeting!

Hello and good morning,

SCHOLARSHIP DEADLINE: MAY 15.2005

Time is running out and our applicant response has been low. *We need you help in getting the word out!!* The five domestic regions, Asia Pacific and Caribbean Atlantic are all allotted a portion of \$30,000 in scholarship money. And we want to make sure we use it!!

Don't forget a chapter or state council can apply for scholarship funds for a program that promotes SPHR, PHR or GPHR certification. Individuals may apply if they are pursuing a graduate or an undergraduate degree in HRM, or their SPHR, PHR, or GPHR certification. All applicants **must** be SHRM members.

We encourage you to announce the scholarship information at you chapter meeting, on your website, e-mail notifications, or your newsletters. Attached for you convenience is the foundation scholarship flyer that you may copy and use to help promote the scholarship.



2005 Education and Certification Scholarships Now Available for SHRM Members

The SHRM Foundation Regional Scholarship Program is a flexible awards program designed to assist working SHRM members in meeting their professional development goals. Individuals may apply for either an Education Scholarship or a Certification Scholarship, and applicants may specify the amount of money they are requesting up to \$3000.

Application Deadline: May 15, 2005

Who May Apply: National SHRM professional, general and associate members pursuing a college degree or working towards PHR or SPHR certification are eligible to apply. SHRM student members and local-only members are *not* eligible for these awards. Chapters and state councils may also apply for scholarship funds to support certification-training programs.

Award Amount: Individuals may request any amount that meets their educational needs up to \$3000. For example, if your organization does not reimburse you for taking the certification exam, you could request a scholarship for the amount of the exam fee. Or if you are working on your master's degree and your tuition reimbursement does not cover your full college costs, you could request a scholarship to cover the additional expenses. The number of scholarships and the individual award amounts will vary depending on the number of applicants and their financial needs. A total of \$6000 in scholarship money is available for each SHRM region, and a total of \$30,000 will be awarded nationwide in 2005.

How to Apply: Visit http://www.shrm.org/foundation/2002_scholguidelines.asp or <http://www.shrm.org/foundation> to print out an application and to learn more about the scholarship program.

These scholarships are made possible by your generous donations
to the SHRM Foundation.

Thank you for investing in your profession!

If you have questions please do not hesitate to contact:

Mark Christensen, Regional Manager
Director

877-252-9945

mchristensen@shrm.org

Nancy Wallmuller, Reg. Coordinator

703-535-6074

nwallmuller@shrm.org

Larry Burk, Reg.

972-307-3073

lburk@shrm.org

SPONSOR FOR THE MONTH OF APRIL



**maschino
hudelson**
& Associates



David Maschino & J. Kelly Hudelson

Maschino Hudelson & Associates is proud to support the
Oklahoma City Human Resources Society.

Your Largest Oklahoma Owned Benefits Agency

EXPERIENCE

RESOURCEFUL

ENTHUSIASTIC

PEOPLE

PROVEN

DEPENDABILITY

INTEGRITY

STRENGTH



HAVE YOU
REGISTERED
YET?

**2005 Oklahoma
Human Resource
State Conference
MAY 11 -13, 2005**

**Tulsa Renaissance Hotel
and Convention Center**

Hurry!

**Early Bird Registration
Ends April 11!**

Register Online Today!



AFFILIATE OF



**EARLY BIRD REGISTRANTS ARE ELIGIBLE TO
WIN A PORTABLE DVD PLAYER AND MOVIES!**

**A STRATEGIC PLAYER
REGISTER AT WWW.OKSHRM.ORG**



HR2005 Oklahoma Human Resource State Conference Registration

A Strategic Player • May 11-13, 2005 • Tulsa, OK

One form per registrant. Please copy as needed.

1. Contact Information

Name: _____
Last First M.I.

Name for Badge: _____

Chapter: _____ SHRM Number: _____

Firm/Company: _____

Title _____

HRCI Certification _____

Business Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____

E-mail Address: _____

Shirt Size: Small Medium Large
 XLarge XXLarge

Please check all appropriate boxes:

- My contact information has changed. Please update my records.
- This is my first SHRM State Conference.
- Please have a SHRM conference committee member contact me to discuss accommodations for dietary restrictions and/or disabilities.

2. Hotel Accomodations

A block of rooms will be held at Renaissance Tulsa Hotel & Convention Center, 6808 S 107th E Ave, Tulsa, OK 74133. Rooms start at \$99. Blocked rooms will be held until 4/20/05.

Please call Renaissance Tulsa directly at (918) 307-2600 or

(800) 264-0165 to make your

reservation. When making reservations, ask for the 2005 Oklahoma Human Resource State Conference to get the special rate. For more information about Renaissance Tulsa, visit them online at: www.renaissancetulsa.com



AFFILIATE OF



3. Conference Registration

To qualify for the SHRM member registration fees, you must be a SHRM member when you register for and attend the Conference, or a completed SHRM membership application must accompany the Conference Registration Form.

	Postmarked on or before April 11:	Postmarked April 12 or after:	Total:
Full Registration			
SHRM Member	\$375	\$400	
Non SHRM Member	\$400	\$425	
Students	\$150	\$150	
One-day Registration (5/11)	\$200	\$225	
One-day Registration (5/12)	\$200	\$225	
One-day Registration (5/13)	\$100	\$125	
Special Events included with Registration			
Networking Casino Night			
Guest	\$50	\$50	
Mini-golf & Sports Tournament			
Guest	\$50	\$50	
Grand Total:			\$

Please print Guest's name: _____

4. Method of Payment

Check enclosed (payable to SHRM Conference)

Credit Card: Visa MasterCard AmEx

Credit card number _____ Expiration date _____

Name of cardholder (please print) _____

Authorized Signature _____

P.O. Number _____

5. To Register

Online: www.okshrm.org

Fax: (405) 447-0010

Mail: 2005 Oklahoma HR State Conference
1644 NE 4th Street, Moore, OK 73160

Conference Tax ID: 73-1310636

Walk-Ins: Welcome at the Registration Desk

Cancellations: Cancellations must be made in writing.

Cancellations received after May 1, 2005 are non-refundable. All cancellation refunds, less \$50 service charge, will be mailed to the registrant. Substitutes are allowed.

EMPLOYMENT EMPLOYMENT

ARINC REGIONAL HUMAN RESOURCE MANAGER

JOB DESCRIPTION:

ARINC's Midwest and Rockies Region is looking for someone to join our team as Human Resource Manager. This person will be based out of the Oklahoma City office and will manage the Region in employee relations, performance management, staffing, training, and will have responsibility for maintaining compliance with corporate policies, federal and state regulations. Other responsibilities will include communication corporate and division initiatives, managing HRAD staff and the department budget, analyzing reports and gathered data in order to help develop action plans to ensure the successful execution of all HR metrics. This person will also manage the facility and security personnel in the region. Ability to travel up to 25% in required.

REQUIRED EXPERIENCE:

Qualified candidates will have at least 10 to 15 years of experience in managing employee relations, employment law, recruiting, management coaching, training facilitation, administration of compensation and performance management plans. This person must have strong decision making, problem solving, and judgment skills, ability to remain objective in dealing with all levels of employees and management. Applicant must be computer literate including knowledge of Word, Excel, and Outlook and must have effective written and verbal communication skills. Presentation and training skills are helpful.

DESIRED EXPERIENCE:

Background knowledge in the areas of facilities and security is an additional plus.
Education or Certification Requirements
BS or BA in related discipline. SPHR Preferred

ARINC is proud to be an equal opportunity employer

To apply for this position, go to www.arinc.com/careers and submit your resume to Job #3594BR

For more information, contact Sofia Jones at 405-605-7022 or smjones@arinc.com

No agencies please

ZYANT TECHNOLOGY INC.

IT Staffing consulting company seeking fulltime IT Technical recruiters for positions at the corporate offices of Xyant Technology Inc., in Norman, Oklahoma. Base salary (based on experience) coupled with an excellent incentive compensation plan, plus health, 401K, vacation, holidays etc., with realistic potential to earn more than 100K.

Qualified candidates should e-mail their resumes to: dshelton@xyant.com



2005 Oklahoma Employers Workshop

Dealing With New Challenges in the Workplace

Tuesday, May 10 — Tulsa

Thursday, May 12 — Oklahoma City

It's back! Our comprehensive workshop full of ideas for complying with employment laws and regulations, avoiding litigation, reducing costs, and improving your chances of winning employment disputes.

Oklahoma Employers Note:

Invest Just One Day to Help Prevent an Expensive Lawsuit

When your employees claim that you have done something wrong to them, it costs you time and money to investigate and address the claims. When they sue you, the expense and time involved go up dramatically. And when they win, your business itself can be jeopardized. This workshop is designed to help improve your chances of avoiding employment disputes before they arise and position your company to win any later lawsuits.

Each session is filled with practical tips and proactive steps you can apply to your organization immediately. Don't miss this opportunity to learn from some of Oklahoma's most experienced employment law professionals.

Who Should Attend This Workshop

- Chief Executive Officers
- Business Owners
- Human Resource Administrators
- Personnel Directors
- Managers at All Supervisory Levels
- General Counsel and Labor Counsel

This workshop is for anyone who needs to be better informed in the areas of employment and labor law. Each participant will receive an up-to-date, comprehensive guide to the topics covered at the workshop.

Program Schedule

For both Tulsa and Oklahoma City sessions

How to Hire— A plan to find, screen and hire (legally) the best workforce possible.

Alphabet Soup— ADA, FMLA, and Workers Comp.-Disability Issues in the Workplace. We will examine disability and medical leave issues arising in the workplace, and discuss solutions and strategies for employers.

Get Smart— How employers can best use technology in the workplace for their benefit.

When Employees Leave— Whether your employee has resigned, been terminate or disappeared, you as an employer have obligations at the ending of the relationship. We will review employer's obligations for the payment of wages and benefits, including an in-depth look at COBRA.

Employment Rights of Returning Military Personnel— What an employer should do when former employees return from their tour of duty. We will also cover the rights of disabled veterans.

Each session will be conducted by experienced attorneys with the Oklahoma law firm of Doerner, Saunders, Daniel & Anderson, L.L.P. In addition to defending Oklahoma employers in a wide variety of employment law disputes, the firm's attorneys are editors of the monthly newsletter *Oklahoma Employment Law Letter*.

Registration Form

2005 Oklahoma Employers Workshop

To help us plan for the number attending the workshop, we ask that you register as early as possible.

Name

Title

Name

Title

Name

Title

Organization

Address

City State Zip

()

Telephone

Email Address

I will attend the workshop in Tulsa on
May 10, 2005

I will attend the workshop in Oklahoma
City on May 12, 2005

My check, payable to **Doerner, Saunders,
Daniel & Anderson, L.L.P.**, in the amount
of \$_____ is enclosed.

Mail to:

Ms. Betsy Moore
Doerner, Saunders, Daniel & Anderson, L.L.P.
320 South Boston Avenue, Suite 500
Tulsa, Oklahoma 74103
(918) 591-5344 · bmoore@dnda.com

To Register

Complete registration form, and send it
with your check by April 26, 2005, to:

Ms. Betsy Moore
Doerner, Saunders, Daniel & Anderson, L.L.P.
320 South Boston Avenue, Suite 500
Tulsa, Oklahoma 74103
(918) 591-5344 · bmoore@dnda.com

Registration Fee

\$90.00 includes tuition, workshop
manual, and lunch.

Locations

Oklahoma City Marriott
3233 N.W. Expressway
Oklahoma City, Oklahoma 73112
(405) 842-6633

Renaissance Tulsa Hotel
& Convention Center
6808 South 107th East Avenue
Tulsa, Oklahoma 74133
(918) 307-2600

Schedule

Check-in, 8:30-9:00 a.m.
The presentations will be from
9:00 a.m. until noon, and
from 1:00 until 4:00 p.m.
A buffet lunch will be served.

The Oklahoma Employment Law Letter

and
DOERNER, SAUNDERS,
DANIEL & ANDERSON, L.L.P.,
present

2005 Oklahoma Employers Workshop

*Dealing With
New Challenges
in the Workplace*

May 10, 2005 Renaissance Tulsa Hotel
& Convention Center
Tulsa

May 12, 2005 Oklahoma City Marriott
Oklahoma City

9:00 a.m. to 4:00 p.m.

CENTERED IN THE ARTS DISTRICT WITH BEAUTIFUL DOWNTOWN VIEWS



**CALL 236-2420
TO RESERVE YOURS!**

UNEQUALED AMENITIES

**RETRO DESIGNS WITH 12 FT. CEILINGS
EXTRA LARGE WALK-IN CLOSETS
STAINLESS STEEL APPLIANCES
24 HR FITNESS CENTER
CONCIERGE SERVICE
RETAIL SHOPS**



DON'T WAIT - 90% LEASED!



APARTMENTS AND CORPORATE SUITES START AT \$900 MONTH

Sponsor for the Month of April is:

Maschino Hudelson & Associates

OCHRS would like to extend a warm welcome to our newest members:

Ladonna Wilson	Deputy Program Manager, C.N.I
Jenny Stepp	Payroll Benefits Specialis, Petra Industries
Olivia Mendez	HR Assistant, 4Star Trailers Inc.
Angie Martens	HR Assistant, C.H. Guernsey & Co.
Patricia Lessly	Benefits Specialists, Okla. Publishing Co.
Leigh Ann Johnson	Human Resource Director, Oklahoma City Indian Clinic,
Debbie Hamm	HR Generalist, Federal Reserve Bank
Lindsey Esplin	HR Assistant, Crowe & Dunlevy,
Nicole Emmerson	HR Specialist, Nextep,
Sherri Edwards	Branch Manager, Remedy Staffing
Amanda Carrow	Marketing Manager, ITS Quest, Inc.
Randy Carter	President, Carter Crutchfield Inc.
Tammi Bierd	Personal Administator, City of Shownee,

CONGRATULATIONS TO ALL NEW MEMBERS!!!!!!!

UCO HR Society meetings:

- 4/7/05 **Identity Theft Seminar** presented by Eddie Sturgis from Pre-Paid Legal will be here to discuss one of the fastest growing crimes in America - Troy Smith Lecture Hall Room 113 @ 7:30 pm
- 4/14/05 **Sponsor Appreciation Banquet** - We cleaned house last year at this event and plan on doing the same this year. Last year - Dr. Warning won for **SPONSOR OF THE YEAR**, and our organization was recognized for our ***"Outstanding Contribution to the University."*** 6:00 pm in the UC Ballroom.

SPONSORSHIP

If you or your firm is interested in sponsorship opportunity's within OCHRS, please contact Cooper Johnson, VP Sponsorships, at 405-359-0594 or cjohnson@mha-ins.com



CHRS

PO Box 30993

Midwest City, OK 73140-3993

Tel: 706-6499

[*davis@ochrs.org*](mailto:davis@ochrs.org)

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT

SHRM®

