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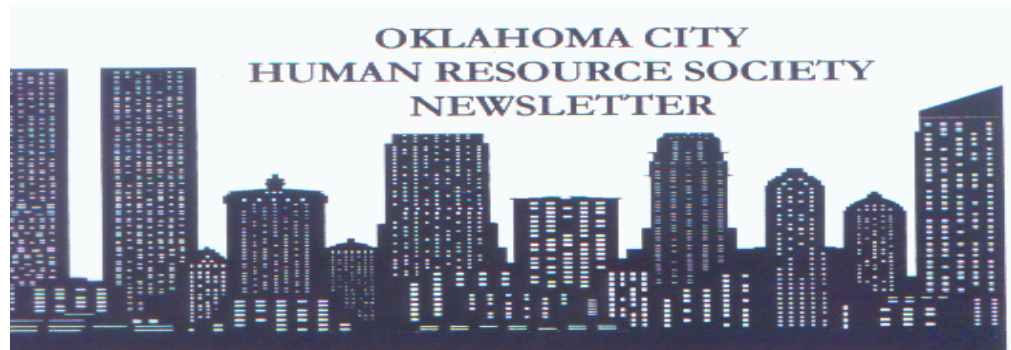
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## April OCHRS 2006 Meeting

### Topic:

*Senior HR Panel Discussion:  
HR Past, Present and Future*

### Speakers:

**Scott Briggs, OPUBCO  
Carol Williams, C.H. Guernsey and Co.  
Lisa Fleming, Coppermark Bank**

*Date:* Thursday, April 27, 2006

*Place:* Embassy Suites Hotels  
1815 South Meridian  
Oklahoma City, OK 73108

*Time:* 11:30 a.m.

*Cost:* \$18 for members  
\$25 for non-members  
\$9 member-student

**PAY & REGISTER ON-LINE or PAY AT MEETING**  
*Must RSVP by Monday, April, 24<sup>th</sup>, 12:00 P.M.*

### **SPONSOR:**

Association & Society Insurance Corporation (ASI)

## CONT.....

Come hear from the experts in Human Resources. The Senior HR Panel has many years of experience, see the bios below:

### **SCOTT A. BRIGGS**

Scott Briggs is the Director of Human Resources for *The Oklahoman*. In this role, Scott oversees a variety of functional areas, including employee recruitment, employee relations, compensation, performance management, employee benefits, payroll, training and development, and employee health and wellness. Prior to joining *The Oklahoman* in 2003, Scott spent 7 years counseling corporations, municipalities and other business entities in the area of Human Resources, including compliance with anti-discrimination, wage and hour, and all other federal and state statutes and regulations affecting the employer/employee relationship. Immediately preceding *The Oklahoman*, Scott served as Chief Operating Officer of Total Compliance Connection, L.L.C, a company providing human resource support and consulting services for employers in Oklahoma and Texas. In that role, Scott acted as a corporate consultant and frequently lectured on Human Resource issues to members of the business community. Before joining Total Compliance Connection, Scott practiced law with McAfee & Taft in Oklahoma City where he focused on labor and employment law.

Scott is a native Oklahoman and has lived in the Oklahoma City area for the past 18 years. He graduated from the University of Oklahoma with a Bachelor of Business Administration degree, followed by the University of Oklahoma College of Law, where he obtained a law degree.

Scott lives in Edmond with his wife and their two children. He is active in his church community and also serves as a Board member for the American Heart Association, Oklahoma Goodwill Industries, the Oklahoma Foundation for Excellence, and the Oklahoma City Thrift Federal Credit Union.

### **Lisa Fleming**

Panelist Lisa Fleming is currently Vice President, Director of Human Resources at Coppermark Bank, where she has worked for the past eight years. Prior to joining Coppermark, Lisa was in a Management Development role at the Federal Reserve Bank of Kansas City, Oklahoma City Branch for 8 years. As part of her Management Development rotation, she was assigned to manage Human Resources which sparked a strong desire to establish a career in the dynamic and rewarding field of HR.

Lisa holds a BA in Economics from OSU and is a graduate of the Graduate School of Banking, HR Management at Madison, Wisconsin. However, her proudest academic accomplishment is her SPHR certification. She is currently serving on the BOD of OCHRS as Vice President - Workforce Readiness. She also serves on HR Committees for the Oklahoma Banker's Association and the Central Oklahoma Clearing House Association.

Lisa and her husband, Tom, make their home in Mustang where they have 2 sons, one in Kindergarten and one in college. She is also involved in charitable endeavors through her church where she currently serves as a lector and communion minister.

## **Carol Williams**

Carol Williams is currently Human Resources Director at C.H. Guernsey & Company, where she has worked for the past eleven years. Her four key areas include recruiting, training, benefits and employee activities. Prior to joining C.H. Guernsey & Company in 1985, Carol worked for Cigna Healthcare for eight years.

Over 20+ years of progressive and increasingly responsible positions in employee benefits administration, human resources and management. Her expertise includes:

- Employee benefits
- Customer service
- Written and verbal communications
- Personnel interviewing and training
- Conflict resolution
- Strategic planning

She is currently an active member of OCHRS and SHRM

# **2006 State Conference**

## **Legislative Report and Request for "Legislative Excellence" Nominations**

The 2006 Oklahoma Legislative Session has been a bit unusual, by most accounts. I have tracked a number of Human Resources related bills, some you would like, most you would not; however, very few of any real consequence have made their way out of committees. Some "scares" that arose faded before calls for action could go out to you. Overall, it appears we should have a reasonably good outcome.

Although not much has actually happened in areas we watch, there are legislators who have put forth a strong effort toward positive reforms and initiatives, or who have effectively blocked bad legislation, during this session. **Please use the following nomination form to recognize good work by a legislator you know has worked positively on behalf of Employment Law, Workers Compensation, Health Care, Economic/Job Growth, or other Human Resource related law and regulatory issues. Nominations must be received by April 20, 2006.**

Be sure to attend the **Legislative Reception** on the evening of **May 3rd** when this award will be given to a legislator chosen by the State Council from nominations received.

Lynette Parnley  
Legislative Affairs, OCHRS/OK State Council

# NOMINATION

**2006 Oklahoma Human Resources State Conference  
Oklahoma State Council's**

## **Legislative Excellence Award**

*Nominate the State Legislator you believe serves our state as the best "Friend of Human Resources", by supporting, authoring, or championing positive employment related legislation and economic growth for Oklahoma.*

*Award to be presented at the Legislative Reception  
May 3, 2006  
6:00 p.m. – 8:30 p.m.  
Sam Noble Museum of Natural History*

Legislator's Name:  
Representative \_\_\_\_\_

Senator \_\_\_\_\_

District (if known): \_\_\_\_\_

I am nominating this legislator because (describe reasons or thoughts supporting this nomination below or by accompanying note/letter):

Submitted by (please print name): \_\_\_\_\_

Signature: \_\_\_\_\_

Chapter Affiliation: \_\_\_\_\_

SHRM Member No.: \_\_\_\_\_

Date: \_\_\_\_\_

Send nominations to Lynette Parmley, State Legislative Affairs Director:  
c/o P.O. Box 26967, Oklahoma City, OK 73126;  
or by e-mail to [parmley@clfrates.com](mailto:parmley@clfrates.com)

# REGISTAR NOW!

The [2006 Oklahoma Human Resource State Conference and Expo](#) is less than a month away!

## OKHR 2006 World of Diversity

The 2006 Oklahoma Human Resource State Conference and Expo will take place May 3-5, 2006, so register now! The Conference has been generously sponsored by Crowe and Dunlevy, Attorneys and Counselors at Law.

The 2006 Oklahoma Human Resource State Conference and Expo will be held in Norman, Oklahoma, at the National Center for Employee Development. The Conference will begin on Wednesday evening, May 3rd, with a **Legislative Reception** at the Sam Noble Oklahoma Museum of Natural History, where attendees will find out who has been selected for the **2006 Oklahoma Human Resource State Council's Legislative Excellence Award of the Year!** All current Oklahoma State Legislators are invited to attend the Legislative Reception.

In addition to motivational **keynote speakers**, including **Vince Orza**, and **Scott Cawood** of ModernThink, an array of over 40 educational sessions to choose from, and exhibitors to visit with, the 2006 Oklahoma Human Resource State Conference and Expo is proud to host the first **Best Places to Work in Oklahoma Banquet** on Thursday evening, May 4th.

A **PHR/SPHR exam preparation review class** will be offered from on Wednesday, May 3rd, from 8am to 4pm. Lunch is included in the registration fee. The PHR/SPHR testing window is May 1 through June 30, 2006, so if you are planning on testing during this time, you will want to sign up for the PHR/SPHR exam preparation review class. Using a game show format, participants will spend the day reviewing practice test questions, discussing the logic of why the correct answers are correct, and practicing test-taking skills. Sign up for this class using the 2006 Oklahoma Human Resource State Conference and Expo Registration Form, available [on-line](#) or for download, [www.okhr2006.org](http://www.okhr2006.org).

To register for the 2006 Oklahoma Human Resource State Conference and Expo, [register online](#) or download a registration form from [www.okhr2006.org](http://www.okhr2006.org). To register for one day of the Conference, please use the paper registration form.

**Accommodation** is available at the adjoining Marriott International, at the National Center for Employee Development, a 996 room full service hotel. **Two nights lodging for the full conference is \$175.** A spouse may stay for an additional \$20 per night. Please refer to the back of the [registration form](#) for more hotel information.

More information about the Conference can be found at [www.okhr2006.org](http://www.okhr2006.org).



## Association & Society Insurance

**Corporate Office:**  
2301 Research Blvd., Ste. 300  
Rockville, MD 20850-6265

**Mailing Address:**  
P.O. Box 2168  
Rockville, MD 20850-2168

301-816-0045, ext. 146 Δ 800-638-2610, ext. 146 Δ 866-492-4850 (fax)

### **Employees who are Eligible for the Corporate TRICARE Supplement**

- ✚ **Military Retirees** under age 65 from any of the branches of the armed forces, regardless of rank, who are entitled to retired, retainer, or equivalent pay
- ✚ **Military Retiree Spouses, Surviving Spouses & Some Former Spouses\*** under age 65
- ✚ **Spouses & Surviving Spouses of Active Duty Servicemen** under age 65 using TRICARE Standard
- ✚ **Reservists, Guardsmen, and Spouses of Reservists and Guardsmen** who are enrolled in the new TRICARE Reserve Select (TRS) program
- ✚ While Reservists and Guardsmen are on a tour of active duty, **Spouses of Reservists & Guardsmen**
- ✚ **Retired Reservists, Retired Guardsmen, & Former Members** with 20 creditable years of military service who are ages 60 to 65. Eligible employees include their **Spouses**
- ✚ **Spouses & Surviving Spouses** under age 65 **Of Permanently & Totally Disabled Veterans** (CHAMPVA program\*)
- ✚ **Surviving Spouses** under age 65 **Of Veterans Who Died From A VA-rated, Service Connected Disability** (CHAMPVA program\*)
- ✚ **TRICARE-eligible Employees** over age 65 **Who Are Ineligible for Medicare** and provide a Statement of Disallowance from the Social Security Administration. Their DEERS file must be updated to reflect Medicare ineligibility
- ✚ **TRICARE-eligible Employees Who Reside Overseas.** If over age 65, then they must be enrolled in Medicare Part B and their DEERS file must be updated to reflect Medicare eligibility. Since Medicare does not pay outside of the U.S., TRICARE will continue as primary payer
- ✚ **TRICARE-eligible Employees** under age 65, **Collecting Retirement Pay From The Employer**
- ✚ **Employees Eligible For Employer Health Benefits Who Are** Under Age 21 Or Under Age 23 If A Full-time Student and are eligible dependents of Military Retirees or Active Duty Servicemen

### **Dependent Eligibility**

- ✚ **Unmarried, Dependent Children Of TRICARE-eligible Employees Are Eligible To Age 21 Or To Age 23 If Full-time Students**
- ✚ **Unmarried, Dependent Children Are Eligible Beyond The Maximum Age Limits If They Are Incapable Of Self Support Due To Mental Or Physical Disability\***
  - i. Disabled dependents must continue to be eligible for TRICARE and must have been covered previously under an employer-sponsored health plan at the time of open enrollment
  - iii. Disabled children are not eligible for the Corporate TRICARE Supplement if dually covered under both TRICARE and Medicare

**\*contact TRICARE to verify eligibility**

# Fred's Catering

(405) 341-3639

Visit us at: [fredscatering.com](http://fredscatering.com)

- ✓ All You Can Eat
- ✓ Free Delivery ( Limited Area)
- ✓ 24 Years in Business



## Choices of 3 Meats:

- Beef (Brisket)
- Smoked Ham (95% Fat Free)
- Smoked Polish Sausage
- Chopped Pork
- Smoked Turkey Breast (96% Fat Free)
- Italian Chicken Breast
- Smoked Chicken
- Chicken with Mushroom Sauce

### Price:

50 — 200 persons .....\$6.50 per person  
201— 3000 persons ..... \$6 per person

## Choices of 3 Side Dishes:

- Tossed Salad
- Cole Slaw
- Green Bean
- BBQ Bean
- Corn or Corn on the Cob
- Macaroni & Cheese
- Macaroni Salad
- Potato Salad
- AU Gratin Potatoes
- Baked Potatoes
- Mashed Potatoes & Gravy
- Raisin Rice

## Other services:

- Traditional Menu
- Dessert Menu
- On site grilling: Hamburgers, Hot Dogs & Relish. \$4.99 per person

# Membership

The deadline for renewing your membership is past. We will be going through and updating the active member roster. If you have not renewed your membership for 2006, please take a moment this week to do this. If we do not receive it soon, you will be removed from the roster. The membership renewal form is available on our [website](#). If you have questions about membership, you may contact me by phone or email. Thanks to all who have already renewed for 2006!

*Melanie Thompson Stilling*  
*Vice President, Membership*  
*949-1414 or [melanie.thompson@na.manpower.com](mailto:melanie.thompson@na.manpower.com)*

ALSO.....

## *Welcome New Members*

- Linda Hancock of Oklahoma Farm Bureau & Affiliated Companies
- Paula Brando of Anheuser-Busch Packaging Group-Metal Container Corporation
- Elizabeth Challis of Tronox
- Ann Talley of Tronox
- Lisa Parkman of Cole & Reed
- Marie Lewis of HAC, Inc. dba Homeland Stores
- Tina Beard of MIPT

## ***SPONSOR OPPORTUNITIES***

### ***2006 OKLAHOMA HUMAN RESOURCE STATE CONFERENCE AND EXPO***

If your organization would like to be a **sponsor** of the 2006 Oklahoma Human Resource State Conference and Expo, please contact Brian Kirtley, (405) 521-2541. To be an **exhibitor** at the Conference, please contact Tory Santille, (405) 321-1555. Sponsorship forms and Exhibitor forms are available for download from [www.okhr2006.org](http://www.okhr2006.org).

## **UPDATE FROM OUR STUDENT CHAPTER, UCO** **HR SOCIETY:**

### **“Davidson Speaks to UCO HR Society About HR Revolution”**

**By Pamela Mullins**

When most people think of Human Resources, payroll and benefits come to mind. Also, most consider HR to be the “policy police”, walking around measuring women’s skirts to enforce company dress codes along with other almost seemingly unimportant rules. However, the field of Human Resources is mounting an evolution, according to the Human Resources Director from The Hartford, Bradley Davidson, MS, SPHR. Many consider HR rather new to the professional career world, Davidson believes that within the next decade it will be radically different.

Davidson presented last week at UCO’s Human Resource Society meeting on campus in Edmond. Davidson informed eager HR students about the evolution of HR from “transactional roles focusing only on processes”, such as payroll, new hires, benefits into a nontraditional role of “strategy, focusing on business results and value” that HR can bring to the table. If we can train HR professionals to become more business oriented, HR can be more effective in utilizing employees and aiding in moving the company in the best direction for the future.

Usually HR has minimal relevant knowledge of the business side of their organizations. This leads to minimal knowledge of how to most efficiently use the workforce as a powerful resource. Take advantage of the professionals in every department. Make a regimen of attending any and all meetings concerning the business to learn the priorities, challenges, and language. “Take business courses such as finance or marketing” Davidson offers, “or mentor with an HR business partner”.

Strategic HR professionals understand how to get results by focusing “on improving organizational and human capital decisions in a way that will drive business results”, Davidson adds. Detailed knowledge of particular business will jumpstart a strategic role for the HR professional in any organization. “Focus on the value you add, not just cost savings and activities” Davidson states. Short term cost cutting will not ensure future stability or success for any organization.

The UCO HR Society would like to personally thank Mr. Bradley Davidson for coming to speak at our meeting. We greatly appreciate all the support from OCHRS also. Any professionals interested in attending or speaking at one of our meetings please visit our website: [www.busn.ucok.edu/hrclub](http://www.busn.ucok.edu/hrclub). Also, we are always looking to find student internships and/or mentor/job shadowing.



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AFFILIATE OF

