

2008 OCHRS Officers

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945-1479

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841-6730

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Chapter Administrator
sharonfulton@airosurf.com
706-6499



2008 Oklahoma Human Resources State Conference and Exposition

April 16-18, 2008
Renaissance Hotel,
Tulsa, Oklahoma

Network with Human Resource
Professionals from across the great
State of Oklahoma!!





2008 Oklahoma Human Resource State Conference and Exposition

Don't miss out! Over 300 human resource professionals from Oklahoma have already registered for the 2008 Oklahoma Human Resource State Conference and Exposition, April 16 - April 18, 2008, at the Renaissance Hotel in Tulsa, Oklahoma. Register online today at www.okhr2008.com. You won't be disappointed!

Are you or your co-workers only interested in attending Chester Elton's keynote presentation on Friday? If so, you now have the option to register for this one item at a sizzling low price. This is an excellent opportunity to have your entire staff come and learn about the much talked about "Carrot Principle."

Also, don't forget you can register a friend for the Wednesday Salsa Spectacular!

Conference highlights include:

* Keynote Speakers

Chester Elton, Co-author of "The Carrot Principle - How the Best Managers Use Recognition to Engage Their People, Retain Talent, and Accelerate Performance"

and

Deb Coehn from the national Society for Human Resource Management

- * An array of breakout sessions with dynamic speakers
- * A Professional in Human Resources/Senior Professional in Human Resources Certification Review Class - included at no extra charge!
- * Networking Events - Salsa Spectacular, Oklahoma Aquarium Tour and Interactive Chef Demo
- * Exhibitor Hall with Drawings and Prizes
- * and much, much more!

Is your company interested in being a conference sponsor? Contact Gayle Barrett, gayle.barrett@crowedunlevy.com, (405) 235-7787, or Jonna Brakebill, (918) 494-1713, jlbrakebill@saintfrancis.com.

Would your company like to reserve an Exhibitor Booth? Contact Michelle Downing, (918) 207-3855, michelle-downing@cherokee.org.

Register today online at www.okhr2008.com.

Terri Martinez, Chair
2008 Oklahoma Human Resource State Conference and Exposition

Letter from the President

Greetings OCHRS Members!

I want to encourage everyone to attend the Oklahoma HR Conference being held in Tulsa this year April 16-18. "SPICE IT UP!" is the theme this year. As a member on the committee for this conference (which has lasted a full year), I personally know that it has taken much work and dedication behind the scenes by all HR societies within Oklahoma. I know that it requires some financial cost, missed work and short travel time down the turnpike to Tulsa, but it will be well worth it in the value it brings you in knowledge, networking and even fun. Fun is okay, isn't it?

Sometimes, I think we forget to stop and smell the roses. How many of us realize that we spend too many hours a day working? And not enough time enjoying our lives . . . should we have some passion about what we do? Do you enjoy your work? Do you find pleasure in completing your projects, duties, etc.? I always get the answer that I enjoy some of it, not all of it. I know there is no pleasure in terminating an employee (at least for most of us), but isn't there a confidence that you have done this daunting task in the most humane manner while trying to maintain their self-esteem? There have been a few times in the past, I have been thanked for treating an employee with dignity, and shouldn't that be the way we treat all human beings? Just because someone doesn't follow our attendance policy or can't meet the performance criteria we have set, doesn't mean they are a bad person; just not the right employee for this company.

Well, off the soapbox for now. All of us should, on occasion, re-evaluate our commitment to our career. We should be able to know that we are doing a good job, even though we might not always get the appreciation for a job well done. My boss remembers to tell me, on occasion, "You know that I think you are doing a great job" and I always respond, "it is good to hear it from you." Have you shown appreciate for those that work with you? Sometimes, we start expecting a good job and perhaps take it for granted. We should realize that all of us appreciate hearing it as well as knowing it.

So, I would like to suggest that you go out and "APPRECIATE" someone today. I can tell you that if you manage to attend the State HR Conference in Tulsa, you will have fun, have some great networking and learn so much. Remember, to stop and smell the flowers now and then and even pat yourself on the back for a job well done!

Sincerely,

Kathleen Lyons, SPHR
OCHRS President 2008-2009



2007 SHRM SUPERIOR MERIT AWARD
CHAPTER

For Immediate Release

*Oklahoma City Human Resources Society Receives
Distinguished Award*

On behalf of the Society for Human Resource Management, I am pleased to confirm that your chapter has been awarded the 2007 Superior Merit Award. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to your members.

The Society for Human Resources Management (SHRM) is the world's largest association devoted to human resource management. The society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 225,000 members in over 130 countries, and more than 575 affiliated chapters.

"This recognition demonstrates both the leadership and the successful partnership the chapter has with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession" noted Pamela J. Green, SPHR, Chief Membership Officer for SHRM.

The Oklahoma City Human Resources Society receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.

Again, congratulations on your achievement.



The SHRM Foundation Regional Scholarship Program will award a total of \$100,000 to working SHRM members this year. We would like to acknowledge the generous support of the J. J. Keller Foundation in underwriting this program for 2008.

Please publicize these scholarships to your members and encourage them to apply. A printable [scholarship flier](#) is available online. You may also request a supply of printed scholarship brochures from Sandi Peyton at speyton@shrm.org.

The awards program is designed to assist HR professionals in meeting their career goals. Individuals may apply for either a \$1375 education scholarship or a \$750 certification scholarship. A total of 100 scholarships will be awarded.

Application Deadline: July 15, 2008

Eligibility: National SHRM professional, general and associate members pursuing a college degree or working towards PHR, SPHR, GPHR or California 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.

Awards: 60 certification scholarships of \$750 each and 40 academic scholarships of \$1375 each will be awarded. Applications will be judged in the following five groups:

- Northeast Region
- Southeast Region (includes former Caribbean Atlantic Region)
- North Central Region
- Southwest Central Region
- Pacific West Region (includes former Asia Pacific Region)

Each region has a total of \$20,000 to distribute which guarantees that there will be 20 scholarship winners (12 certification awards and 8 academic awards) in each group.

How to Apply: Visit [Regional Scholarship Program](#) to print out an application or learn more about the scholarships.

We appreciate your assistance in publicizing these scholarship opportunities to your members. Thank you!

Beth M. McFarland, CAE
Manager, Special Projects; SHRM Foundation

You are receiving this message because you are listed as a SHRM volunteer leader.

PRIVACY STATEMENT: SHRM member e-mail addresses are confidential. SHRM and the SHRM Foundation do not sell these addresses or furnish them to advertisers or sponsors. The SHRM Foundation is a 501(c)3 affiliate of the Society for Human Resource Management. Contributions to the Foundation are tax-deductible. For more information visit www.shrm.org/foundation. SHRM Foundation, 1800 Duke Street, Alexandria, VA 22314.



Pinnacle Business Solutions, Inc. Office Closure

The Pinnacle Business Solutions, Inc. (PBSI) office, located in NW Oklahoma City, will be closing operations effective May 30, 2008. The organization lost 62 employees as of February 29, 2008, and the remainder will follow on May 30, 2008.

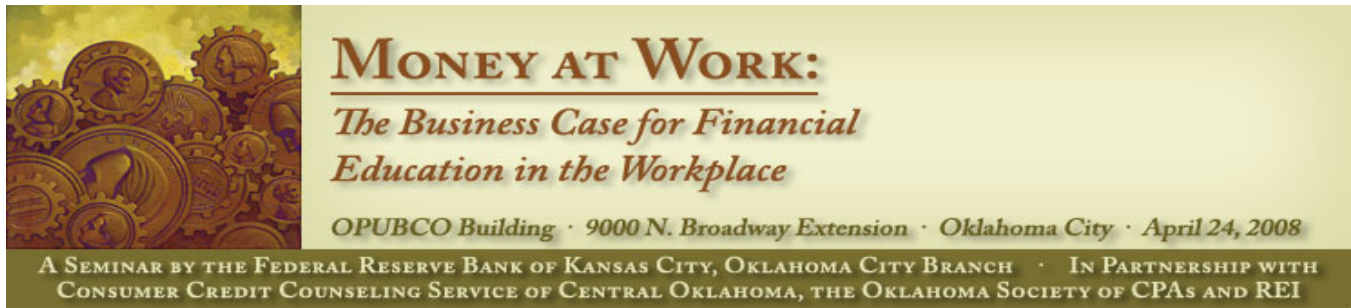
Pinnacle Business Solutions, Inc. has held the Oklahoma Part B Medicare contract for the Centers for Medicare and Medicaid Services (CMS) since Medicare's inception. The employees at PBSI have a vast amount of knowledge in the medical field. Some of the job functions performed at PBSI include claims processing, provider credentialing, and coordination of benefits, customer service, appeals, clerical/administrative, and Human Resources.

If there are any opportunities at your organization that may align with this type of clientele, please contact Becki White or Michelle Gibson. They will be happy to share your information with the staff as they begin their job search or seek a new career path.

Thank you for your time.

Becki White
Human Resource Manager
Pinnacle Business Solutions, Inc.
(405) 841-6707
(405) 848-3276 fax
rcwhite@pinnaclebsi.com

Michelle Gibson, SPHR
Human Resource Coordinator
Pinnacle Business Solutions, Inc.
(405) 841-6730



Are your employees in financial trouble? You bet they are – and at all salary ranges. Recruiting, training and retaining talented workers can make or break your business. Learn first hand how financial education at the workplace impacts your business's bottom line. According to recent research, personal financial problems are a significant cause of stress in today's workplace. This stress directly affects both employees and their employers, resulting in decreased productivity and increased absenteeism and turn-over.

The Money at Work seminar will explore ways employers can offer free or low-cost financial education as an effective employee benefit. Programs, tools and resources that you can readily use in your organization will be presented by both employers and service providers.

Topics Include:

- The returns of financial education to both employers and employees
- Examples from service providers working directly with Oklahoma employers; and
- Program designs, practices and resources you can use to start providing this benefit to your employees.

Speakers include:

- Chad Wilkerson, Federal Reserve Bank of Kansas City, Oklahoma City Branch
- Jennifer Wallis, Consumer Credit Counseling Service of Central Oklahoma
- Amy Welch, Oklahoma Society of Certified Public Accountants
- Jeremy Layman, Rural Enterprises, Inc.

Date: Thursday, April 24

Time: 8:00 – 9:45
(Breakfast buffet will be served at 7:30)

Location: OPUBCO Building
9000 N. Broadway Extension
Oklahoma City, OK

Registration: www.kansascityfed.org/moneywork
The \$10 registration fee includes a breakfast buffet.

Contact: Steven Shepelwich
Senior Community Affairs Advisor

Federal Reserve Bank of Kansas City, Oklahoma City Branch
(405)270-8675 / steven.shepelwich@kc.frb.org

The Oklahoma Employment Law Letter and
Doerner, Saunders, Daniel & Anderson
Present

2008 OKLAHOMA EMPLOYERS
WORKSHOP:
*DEALING WITH NEW
CHALLENGES IN THE WORKPLACE*

- Handling FMLA Nightmares
- Immigration and You
- OSHA and Its Inspections
- Employer or Contractor? It Really Does Matter
- Avoiding Common Pitfalls When Handling ERISA Benefit Plans

May 13, 2008

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

May 15, 2008

Waterford Marriott
6300 Waterford Boulevard
Oklahoma City, OK 73118
405-848-4782

To Register, go to www.dsda.com and click on upcoming seminars: 2008 Oklahoma Employers Workshop or call the receptionist at 918-582-1211.



Membership Corner

Please welcome our new members who joined in March 2008:

- Bryan Wempen – Reliant
- Kathy Aproika – O G & E
- Jeff Cover – Duit Construction
- Tonya Hempstead – Student
- Linda Turner – JET & Associates
- Brad Parker – Student
- Tracie Stephenson – Sunbeam Family Services
- Ramona Patton – Braum's Ice Cream & Dairy Stores
- Jay Haynie – Gallagher Benefits
- Matthew Tipton – CLS Group
- Jason Walker – CLS Group
- Paul Crone – Marriott ExecuStay
- Steve Taylor – 4 Star Trailers, Inc.
- Elizabeth Reed – Basic Energy Services
- Theresa Stewart – Chaparral Energy

Would you like the opportunity to get to know your fellow members? We are seeking **VOLUNTEERS FOR MEMBER REGISTRATION**. If you are interested in helping during our busy meeting registration on a regular or occasional basis, please contact: Melanie.thompson@hlsolutions.com. Thank you for your support!

REMINDER: 2008 OCHRS Membership Renewals were due 1/31/08. If you have not renewed your chapter membership for 2008, please visit our website to renew.

The new dues for 2008:

- Member Renewal Fee (SHRM Member): \$50.00
- Affiliate Renewal Fee (Non-SHRM Member): \$125.00

Each member should have received an emailed invitation to renew your OCHRS membership. Each member or new member has the opportunity to pay online with a variety of payment options. This format takes the place of paper invoices mailed in the past. Memberships are renewable each January.



Membership Corner

CONGRATULATIONS TO OUR MEMBERS

Our SHRM chapter has achieved **Membership Superstar Status** for the Southwest Central Region. We have been recognized for achieving 14.3% growth during 2007. Thank you for supporting our chapter and inviting your friends and associates!

Membership Certificates

This year we are adding another service for our chapter members. We will be creating personalized membership certificates which will be distributed at our chapter meetings and by mail. Look for more information soon.

For more information or questions regarding membership or membership status, please contact:

Melanie Thompson Stillinger, VP of Membership
(405) 286-6444
melanie.thompson@hplsolutions.com

Michelle Gibson, VP of Member Services
(405) 841-6730
mjgibson@pinnaclebsi.com

Sharon Fulton, Chapter Administrator
(405) 706-6499
sharonfulton@airosurf.com

FYI – Up coming UCO HR Society Meeting
April 17th – 4:00 pm
April 29th ~ 2:00pm

All meeting are held on the UCO campus in the business building.

PHR/SPHR Certification

The next testing window for the PHR and SPHR exam will be May and June 2008. Applications for the exam will be accepted online at www.hrci.org until 4/18/08. Please feel free to contact stephany.wade.tate@chickasaw.com if you have any questions at all.

HRCI's Question of the Week:

Q. I am preparing to take the PHR exam in May, and I noticed that some areas covered in the HRCI body of knowledge are marked either “PHR Only” or “SPHR Only.” Why is this, and does it mean that I don’t need to know anything about the items marked “SPHR Only?”

A. When HRCI conducted its most recent practice analysis in 2005, the HR professionals who responded to our survey indicated that a few responsibility areas were performed chiefly by those at the PHR level and some others chiefly by those at the SPHR level. Therefore, exam questions that relate specifically to those job responsibilities were moved to the appropriate level exam.

This does not mean, however, that you may not need to know something about the related knowledge level or underlying concept. For example, in the Employee and Labor Relations functional area, responsibility #11 “Participate in collective bargaining activities, including contract negotiation and administration” is now marked SPHR ONLY. Therefore a question dealing with specific contract negotiation strategies or activities would appear on the SPHR exam. However, in the US, the National Labor Relations Act covers most collective bargaining agreements in the private sector. Therefore, the PHR exam might appropriately ask a question about the NLRA and its impact on the collective bargaining process, since it appears in Knowledge Area #48 of the body of knowledge.

And the Winners are...

At our March 27th OCHRS Meeting we gave out two \$100 discounts to OCHRS members towards the State HR Conference which will be held in Tulsa, April 16-18. The March winners for \$100 towards their registration:

Luann Queen
Business and Human Resources Manager
Oklahoma One-Call Systems, Inc.

Stacy Pierce
Training and Development Specialist
Duncan Industrial Solutions

Congratulations!



SHRM®



OCHRS

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Oklahoma City, OK 73137

Tel: 706-6499

Kathleen.Lyons@cit.com

AFFILIATE OF



SOCIETY FOR

HUMAN

RESOURCE

MANAGEMENT