



Greater Pensacola SHRM



QUARTERLY NEWSLETTER - EDITION 3 - JANUARY 2024

OUR MISSION

We create partnerships and connections to educate, serve, advise, and empower our local workforce communities.

OUR VISION

To be the premiere HR resource for our local workforce communities.

CONTACT US

Email: gpshrmfl@gmail.com

LinkedIn: <https://www.linkedin.com/company/gpshrm>

Facebook: <https://www.facebook.com/greaterpensacolaSHRM>

NOT A MEMBER?

Join today! Complete our membership application on our website at <https://www.gpshrm.org>

Questions?

Contact: VP Membership at GPSHRMMembership@gmail.com



LEGISLATIVE UPDATES

FLORIDA:

The Florida Legislative Session is right around the corner. It begins January 9, 2024.

January 31 - February 1, 2024

HR Florida Legislative Conference - Tallahassee

May 10, 2024

GPSHRM Legal Conference

NATIONALLY:

THE EEOC AND DOL ISSUE THEIR REGULATORY AGENDAS FOR 2024

The Pregnant Workers Fairness Act - The EEOC will issue regulations to implement the Pregnant Workers Fairness Act by December 29, 2024.

Executive, Administrative and Professional Exemption - The DOL plans to finalize updates to the executive, administrative and professional exemption for overtime pay under the Fair Labor Standards Act by April, 2024. Maybe...

SHRM Public Policy Priorities:

To learn about or to join our GPSHRM Legislative committee reach out to:

Sandy Whitaker
Legislative Chair:

sandy.whitaker@lifeviewgroup.org

Join SHRM's A-Team to learn more about SHRM's public policy priorities at www.shrm.org/advocacy

THE BIDEN ADMINISTRATION AI EXECUTIVE ORDER: FIVE KEY TAKEAWAYS

1. Biden's Executive Order on AI:

- Aims to manage risks and leverage benefits
- Sets new standards for AI safety and security

2. HR Implications:

- Focus on preventing under-compensation and bias in AI use
- Emphasis on hiring, retaining talent, and upskilling

3. Global Initiative and Immigration:

- Encourages global collaboration and attracts AI talent to the U.S.

4. Generative AI Tools and Governance:

- Covers tools like ChatGPT, emphasizing safety, security and trust.
- Governance is needed for AI use cases, especially in sensitive sectors.

5. Security Collaboration and Legal Considerations:

- HR collaboration with IT, legal and security against AI fraud
- Acknowledges legal complexities, emphasizing ethical AI use

Learn More: [HR Implications of Biden's AI Executive Order \(shrm.org\)](https://shrm.org).

The 2024 Legislative Session is expected to be very active. Many committees are in the full swing of meetings to review bills and make changes. At this time, we are tracking several bills including:

Bill Number	Synopsis	Sponsor	Most Recent Action
HB11 & SB458 (similar)	<p>HB11: Invalid Restrictive Covenants with Physicians Provides restrictive covenants which prohibit physician from practicing medicine within specified area for certain period of time are void & unenforceable.</p> <p>SB458: Invalid Restrictive Covenants in Health Care Specifying that certain restrictive covenants in employment agreements relating to certain licensed physicians are not supported by a legitimate business interest; specifying that such restrictive covenants are void and unenforceable, etc.</p> <p>HR FL's Position:</p>	<p>HB11: Dr. Joel Rudman (R)</p> <p>SB458: Jason Brodeur (R)</p>	<p>HB11: Now in Healthcare Regulation Subcommittee</p> <p>SB458: Referred to Health Policy; Commerce and Tourism</p>
HB49	<p>HB49: Employment and Curfew of Minors Removes certain employment restrictions for minors 16 & 17 years of age; revises age at which employment restrictions apply; prohibits counties & municipalities from adopting or enforcing certain ordinances that are more stringent than state law.</p> <p>HR FL's Position:</p>	<p>HB49: Linda Chaney (R)</p>	<p>HB49: Now in Regulatory Reform & Economic Development</p>
HB127 & SB128 (identical)	<p>HB127/SB128: Paid Parental Leave Requires state to provide paid parental leave to certain employees for specified time period; prohibits state from requiring that employee use his or her annual or sick leave for paid parental leave; provides employee is entitled to accumulate specified benefits during such leave; prohibits state from refusing to grant such leave.</p> <p>HR FL's Position:</p>	<p>HB127: Ashley Gantt (D)</p> <p>SB128: Lori Berman (D)</p>	<p>HB127: Now in Constitutional Rights, Rule of Law & Government</p> <p>SB128: Referred to Governmental Oversight and Accountability; Appropriations Committee on Agriculture, Environment, and General Government; Appropriations</p>

HB425	<p>HB425: Department of Labor Creates Department of Labor; provides structure & purpose of department; designates department as state Agency for Workforce Innovation for purposes of implementing s. 24, Art. X of State Constitution; revises provisions relating to state minimum wage including, protected rights, prohibition on certain contracts, process for filing complaint for violation of protected rights, statute of limitations during investigation, liability, & recordkeeping; creates the DOL Community Advisory Board; requires annual report.</p> <p>HR FL's Position:</p>	HB425: Angela "Angie" Nixon (D)	Withdrawn prior to introduction
HB433	<p>HB433: Workplace Heat Exposure Requirements Preempting regulation of heat exposure requirements in workplace to state; provides certain local laws, ordinances, resolutions, regulations, rules, codes, policies, & amendments are void & prohibited; requires Department of Commerce to adopt rules relating to workplace heat exposure requirements if OSHA has not done so by date certain; prohibits local governments from mandating or imposing requirements or seeking information from persons relating to certain requirements.</p> <p>HR FL's Position:</p>	HB433: Tiffany Esposito (R)	Now in Regulatory Reform & Economic Development
HB599	<p>HB599: Gender Identity Employment Practices Specifies employment policy of state relating to person's sex; prohibits employees & contractors of certain employers from being required to use, from providing, & from being asked to provide certain titles & pronouns; prohibits employees & contractors from being penalized or subjected to certain actions for not providing certain titles & pronouns; prohibits adverse personnel action on basis of deeply held religious or biology-based beliefs; provides administrative & civil remedies; provides that it is unlawful employment practice for nonprofit organization to require certain training, instruction, or activity.</p> <p>HR FL's Position:</p>	HB599: Ryan Chamberlin (R)	Now in Constitutional Rights, Rule of Law & Government
HB643	<p>HB643: Prohibited Discrimination Based on Hairstyle in the Education System Prohibits discrimination based on protected hairstyle in Florida K-20 public education system; provides that term "race" includes protected hairstyles for purposes of United States Code within public & private education system.</p> <p>HR FL's Position:</p>	HB643: Fentrice Driskell (D)	Now in Education Quality Subcommittee
SB40	<p>SB40: Review of Employment Contracts Requiring employers to provide a current employee with a copy of the employee's employment contract upon request; defining the term "employee", etc.</p> <p>HR FL's Position:</p>	SB40: Linda Stewart (D)	Referred to Commerce and Tourism; Judiciary; Rules

The President's Corner

Embrace the Future: HR Resolutions for a Remarkable Year Ahead

As we usher in a new year, it's not just about turning a page on the calendar; it's an opportunity to set the tone for growth, success, and camaraderie in our professional journey. As your incoming president, I am excited to embark on this transformative year with all of you and invite each member of the Greater Pensacola SHRM Chapter to join me in making New Year resolutions that elevate our impact in the world of Human Resources.

Membership Marvels: Expand Our Family - Let's make a resolution to grow our GPSHRM family. Encourage your colleagues and HR enthusiasts to join our vibrant community. Share the benefits of being a part of our chapter and foster a welcoming environment for all.

Certification Champions: Invest in Your Professional Growth - This year, let's commit to investing in our professional development. Pursue certifications like the SHRM-CP, SHRM-SCP, PHR, or SPHR, and inspire others to embark on the certification journey. Let's celebrate the achievements of our certified members and encourage continuous learning and practice being a student of our profession.

Volunteering Vibrancy: Give Back to Our Profession - Engaging in volunteer opportunities is a powerful way to give back to our community and enrich our professional lives. Whether it's mentoring, organizing events, serving as a committee chairperson, or contributing your skills on a committee or to project, let's resolve to be active participants in shaping the future of HR.

Local/State Advocates: Active Involvement Beyond Borders - Expand your horizons by getting involved in local and state HR initiatives. Attend events, conferences, join SHRM's A-Team and connect with professionals outside our immediate circle. The exchange of ideas and experiences will not only enrich us individually but will also elevate the reputation of our Chapter.

Student Support: Nurturing Future HR Leaders - Let's make a commitment to support and guide the next generation of HR professionals. Connect with students with the University of West Florida's student SHRM Chapter, share your experiences, and create opportunities for mentorship. By investing in students, we invest in the future of our profession.

Chapter Ambassadors: Spread the GPSHRM Spirit - Be a champion for our Chapter. Act as a bridge between the chapter and the broader business community as we create connections and partnerships. Share our successes, encourage participation, and help amplify our collective voice.

Embrace Change: Welcome New Ideas and Feedback - Change is the only constant, and with change comes innovation. Let's foster an environment where new ideas are not just welcome but celebrated. Encourage open communication, seek feedback, and embrace the diversity of thought within our Chapter.

Remember, the journey is as important as the destination. Let's make our resolutions with enthusiasm, commitment, and a sense of shared purpose. Together, we can make 2024 a landmark year for the Greater Pensacola SHRM Chapter.

Wishing you all a year filled with growth, success, and the joy of shared achievements.

Cheers to the New Year!

GinNeal McVay, MSHRM, PHR, SHRM-CP
President
Greater Pensacola SHRM Chapter



Introducing
2024 Greater Pensacola SHRM Board of Directors



President
GinNeal McVay
PHR, SHRM-CP

GINNEALMCVAY@GMAIL.COM



President-Elect
Melissa Lewis
SHRM-CP

MELISSA.LEWIS@UWWF.ORG



Secretary
Michelle Pollock

MICHELLE_POLLOCK@US.AFLAC.COM



Treasurer
Brenda Sanford
PHR, CHRS, SHRM-CP

BRENDAJSANFORD23@GMAIL.COM



VP of Membership
Lenicha Bell

LENICHA.BELL@WEINTHEWORLD.ORG



VP of Programs
Anna Causey
ChHC, RHU, REBC, SHRM-CP

ANNA@TCBENEFITSGROUP.COM



**VP of Information
Technology**
Carrie Hadder

CHADDER@ESCLAW.COM



VP of Marketing
Pat Holtman

PAT5385@ATT.NET



Immediate Past President
Stephanie Norment
PHR, SHRM-CP, ACA

STEPHANIE.NORMENT@ECUA.FL.GOV



Director
Randy Ardis
SPHR, SHRM-SCP

RANDYARDIS@ATT.NET



Director
Doug Mullins
SPHR, SHRM-SCP

DOUGLAS.MULLINS2@YAHOO.COM

Introducing

2024 Greater Pensacola SHRM Committee Chairpersons

Awards

Randy Ardis, SPHR, SHRM-SCP
Doctor's Diet Program
randyardis@att.net

College Relations

Vacant

Diversity, Equity & Inclusion

Brittany Winters
Escambia County Board of County Commissioners
bjwinters@myescambia.com

Legal Conference

Anna Causey, ChHu, RHU, REBC, SHRM-SCP
Torgersen Causey
anna@tcbenefitsgroup.com

Marketing/Social Media

Pat Holtman
One Digital
Pat5385@att.net

Non-Dues Revenue

Brenda Sanford, PHR, CHRS, SHRM-CP
Retired
brendajsanford23@gmail.com

SHRM Foundation

Randy Ardis, SPHR, SHRM-SCP
Doctor's Diet Program
randyardis@att.net

Workforce Readiness

Vacant

Certification

Randy Ardis, SPHR, SHRM-SCP
Doctor's Diet Program
randyardis@att.net

Community Relations

Amanda Holtzhower, B.A., M.A., SHRM-CP
Baskerville-Donovan, Inc.
aholtzhower13@gmail.com

Leadership Conference

Vacant

Legislative

Sandy Whitaker, SPHR, CCEP
LifeView Group, Inc.
Sandy.Whitaker@lifeviewgroup.org

Membership

Lenicha Bell, SHRM-CP
Well-being & Equity (WE) in the World Institute
lenichab@gmail.com

Programs

Anna Causey, ChHu, RHU, REBC, SHRM-SCP
Torgersen Causey
anna@tcbenefitsgroup.com

Wellness

Heather Lupinetti, MSM, SHRM-CP, PHR
CDAC-Behavioral Healthcare
Heather.lupinetti@gmail.com

If you have a passion for any of these areas, we encourage you to join a committee and get involved!

We have exciting news coming soon about our 2024 Workforce Readiness initiative.

If you have a passion for ensuring new generations entering the workforce have the tools to be successful, reach out to GinNeal today to learn about the vacant Workforce Readiness chairperson opportunity.

LET'S HEAR FROM SOME OF OUR BOARD & COMMITTEE CHAIRS!



SHRM Foundation Chair, Randy Ardis

Have you shown up at a local meeting and been asked if you want to buy a ticket for a 50/50 drawing? When you ask, "What's it for?", you get the short answer, "For the SHRM Foundation."

I thought I'd take a minute to expand the answer. So where does the money go? The answers may surprise you!

The SHRM Foundation's mission is to mobilize and equip HR to lead positive social change so ALL talent and workplaces can prosper and thrive. To do this, SHRM offers scholarships and grants to both students and professionals for opportunities to improve their knowledge and skills in the field.

For students that equates to money for tuition for undergraduate and graduate programs. If you've considered going back to obtain an advanced degree, most scholarship funds flow to graduate program candidates. Important dates for scholarships are that most applications open 12/28/23 and most close on 3/13/24. Check the SHRM Foundation page for details on their eight specific programs under the "Get Involved" section.

For professionals it equates to recognition and opportunities to attend regional and national conferences, giving many the chance to gain knowledge and make connections to people and programming that will prove invaluable in their HR experience.

The Foundation creates programming which helps increase and improve the workplace including:

- "Veterans at Work" --- closing the gap between military and civilian work experience
- "Employing the Military Community" --- which affects military spouses and families
- "The Aging Workforce" --- engaging and retaining great knowledge and resources
- "Getting Talent Back to Work" --- helping previously incarcerated candidates
- "Employing Abilities at Work" --- helping our "differently-abled" candidate groups

In addition, the Foundation conducts research and has spearheaded "The Rise of Skilled Credentials in Hiring" since the most recent five-year trend shows that there has been a decrease of over 1 million fewer enrollments in traditional 2- and 4-year degree programs in the US. The Foundation aims to keep HR professionals on the cutting edge of trends in the workplace and gives us tools to manage these changes as well.

Plus...there's more! But I'll leave that to you. Login to SHRM.org and you will find the second button at the top of the Main Page to be the link to the Foundation Section. Once there, I strongly suggest you review the most recent SHRM Foundation Impact Report so you can see the amazing statistics on what the Foundation is doing for us and the future leaders of HR.

Thanks to all of you, GPSHRM was able to donate \$2,200.00 to the SHRM Foundation during 2023! Here are some of the amounts GPSHRM raised throughout the year:

- \$461 - Legal Conference Donations
- \$687 - Donations -Monthly 50/50
- \$160 - Donation - Spirit of Giving 50/50
- \$373 - Alcohol Basket - Spirit of Giving
- \$19 - Rounded up from GPSHRM
- \$500 - HR Florida Donation on Behalf of GPSHRM

In closing, please know that in addition to monthly 50/50 drawings, the Board and Foundation Chair put together gift baskets for drawings for our annual Legal Conference and for our annual Spirit of Giving event locally. They do the same for the HR Florida Conference to support our statewide giving initiatives.

As always, we appreciate your support and encourage you to take advantage of the benefits offered by the SHRM Foundation. It's there because of support from members like you!



Treasurer, Brenda Sanford

2023 donations for the SHRM Foundation were exceptional! Our thanks to our members and guests for your generous donations, totaling \$2,200 as Randy noted in his breakdown report!

We also were fortunate to be able to provide a sizeable donation of \$3,700 to our 2023 charity, NAMI. Here is a breakdown:

- \$461 - Legal conference Donations
- \$527 - Monthly Donations from Basket Ticket Sales
- \$200 - Donations
- \$2,385.76 - Spirit of Giving Silent Auction Items
- \$126.24 - GPSHRM Rounding Donation

Did you know...GPSHRM is looking for meeting sponsors. If you are a business that would like to sponsor a monthly meeting, contact me for more details before all the spots are full!



VP of Programs, Anna Causey

We had such great success with the Spirit of Giving event at the Gateway Church of Christ, we are happy to announce that we have moved all our events to that location in 2024! The space is beautiful and offers opportunities for GPSHRM to grow.



GPSHRM Monthly Chapter Meeting

Please join us!

**Cultivating Strong Leadership:
Prioritizing Self-Care for HR Professionals**

Within the field of human resources, it's a common trend for HR leaders to place the needs of others above their own, often overlooking their personal well-being. Recognizing that our actions serve as a model for those we lead, the question arises: How can we effectively lead while embodying the behaviors we expect from our team? Join us for an insightful discussion led by Sonia Stimpson, RN, CHC, as we delve into the significance of prioritizing personal health for impactful leadership, underlining the belief that self-care is not selfish.

The goal of this month's program is to inspire HR professionals to make their well-being a priority, fostering a balanced leadership approach in both their personal and professional lives.

Additionally, we're excited to announce the launch of a wellness challenge. From January through June 2024, Florida Blue will be present at our lunch meetings, offering blood pressure checks and weigh-ins for challenge participants. Entry into the challenge is \$10 per person, and the individual with the highest percentage of weight loss by the end of June will claim the entire pot!



Sonia Stimpson, RN, CHC
Care Consultant
Florida Blue

New Location!

Gateway Church of Christ
445 Creighton Road / Pensacola
January 10, 2024 / 11:15 am - 1:00 pm
(Networking begins @ 11:15 am)



*Thank you to our Program Sponsor
for making this event possible!*



This course is approved for 1.0 PDC through SHRM and HRCI.

GPSHRM is recognized by SHRM to offer professional Development Credits (PDC) for SHRM-CP® or SHRM-SCP® recertification activities.

Be sure to join us in January & February as we kick off the new year with two great program initiatives:

January - Cultivating Strong Leadership: Prioritizing Self-Care for HR Professionals - Sonia Stimpson, RN, CHC (Florida Blue) and GPSHRM

February - Understanding The New Pregnancy Discrimination Act - Emmanuel Sheppard & Condon

GPSHRM meets the 2nd Wednesday of every month. Make sure to register for these programs at www.gpshrm.org.

NEW in 2024!

LAUNCHING OUR WELLNESS CHALLENGE!!!

We are excited to announce the launch of a wellness challenge for the new year!

From January through June 2024, Florida Blue will be present at our lunch meetings, offering blood pressure checks and weigh-ins for challenge participants.

Entry into the challenge is \$10 per person and the individual with the highest percentage of weight loss by the end of June will claim the entire pot!

Who's up for the challenge?!

Get to Know...

Amanda Holtzower, Community Relations Committee Chairperson:

Happy New Year! My name is Amanda Holtzower and I am the new Community Relations Chair for the Greater Pensacola SHRM Chapter. I am very excited about this opportunity and can't wait to get started helping our local community.

Here is a little about me...

- HR Director at Baskerville-Donovan, Inc., a local Civil Engineering firm in Pensacola
- Member of 2024 Leadership Pensacola (LeaP) class
- UWF Alumni (Undergrad & Masters)
- Married for almost 11 years to her amazing husband Nathan
- Has a 5.5. year old son, Brody, who is in Kindergarten
- 2 rescue lab mixes, Finn & Lizzie

In 2023, the chapter raised a total of \$3,700 for NAMI. We did this by donations from the Legal Conference in May and the Spirit of Giving Silent Auction Items in December. Funds were also raised by monthly donations from basket ticket sales, GPSHRM rounding donations, and general donations. We also volunteered at the NAMI "Ending the Silence" 5k Run/Walk in October at UWF which supported the NAMI Pensacola, Okaloosa/Walton and EscaRosa Suicide Prevention Coalition.

The Community Relations Committee is looking for new members to join in 2024. If you are interested, please email me at aholtzower13@gmail.com or reach out to me at one of our monthly meetings. We will look at ways to get involved in our community by volunteering with various non-profits and come up with different ways to raise money for these organizations throughout the year.

Brittany Winters, DEI Committee Chairperson:

Happy New Year to all!

My name is Brittany Winters, and I am the new Diversity, Equity and Inclusion Chairperson for GPSHRM'S 2024 calendar year. I am the Director's Aide and HR person for Escambia County Area Transit, where I pride myself on helping others and improving the work culture for all employees. With so many changes going on in the world, it is important that we make sure our employees are being seen and are understood. I plan to bring great ideas, information and current events on DEI&B and I am thrilled to get involved. If you are interested in being a part of my committee, please feel free to reach out to me. I look forward to a wonderful year ahead.

Heather Lupinetti, Wellness Committee Chairperson:

Heather Lupinetti, the new Wellness Chair for Pensacola SHRM. She is a native of the Upper Peninsula of Michigan, moved to Southwest Florida in her middle-school years. She decided to pursue a career within the Human Resource Field as she is guided by the pursuit of her central passion: helping and motivating others to achieve their goal. She has been in the Human Resource field for over thirteen years and concurrently worked as an adjunct college professor at several higher education institutions/colleges throughout the years. She's earned her master's degree and her PHR and SHRM-CP industry certifications. She also has served on the local SHRM Board of Charlotte County for twelve years, including her last position as President in 2020. This year, she moved to the panhandle and is continuing her passion to volunteer as the wellness chair for our chapter. Her initiatives for 2024 will be centered around the wellness theme: "Empowering Your Wellness Journey." She will provide us with various tools, information, interactive and engaging activities, and ideas to incorporate wellness initiatives in the workplace.

**Make plans NOW to attend the
2024 HR Florida Conference & Expo!**

August 25-28, 2024

Rosen Shingle Creek, Orlando, FL

Want to purchase a discounted registration? Email brendajsanford23@gmail.com

2024 HR Florida Conference & Expo
Renew the Heart of HR

August 25-28, 2024
Rosen Shingle Creek
Orlando, Florida

HR FLORIDA STATE COUNCIL
AFFILIATE OF
SHRM
BETTER WORKPLACES
BETTER WORLD™

Dominique Dawes **Anthony Robles** **Johnny Crowder**

2024 HR FLORIDA CONFERENCE & EXPO

The HR Florida Conference & Expo is the annual conference of the HR Florida State Council, a state affiliate of the Society for Human Resource Management (SHRM). This is one of the largest human resources conferences in the state of Florida attracting over 2,000 HR professionals and vendors throughout the state and across the globe. Representing virtually every industry and size of business, this is the place to be for professionals to network, grow, and learn about the human resources industry. You also have the opportunity to earn maximum credits for both the HR Certification Institute and SHRM Competencies Certifications.

Join us for our 46th annual conference on August 25 – 28, 2024 at the Rosen Shingle Creek, Orlando, FL

If you are interested in purchasing a discounted registration for the 2024 conference, see below. There are a limited number available so take advantage of these tremendous savings!

Want to learn more? Click [HERE](#)

Want to purchase a discounted registration? Email brendajsanford23@gmail.com

2024 Registration Rates	Pre Sale	9/1/23 - 9/30/23	\$899.00
	Super Saver	10/1/23 - 2/29/24	\$1049.00
	Early Bird	3/1/24 - 4/30/24	\$1199.00
	Regular	5/1/24 - 7/31/24	\$1399.00
	Late	8/1/24 - 8/15/24	\$1599.00
	Walk In	After 8/15/24	\$1749.00



HRFL24 needs YOU!



HRFL 2024 is looking for qualified **presenters** to help offer programs with a strategic focus and to provide attendees a good mix of programs towards their required HR Certification CEUs. If you would like to apply the deadline is February 15, 2024. For questions please reach out to Lori.kleiman@hrflorida.org.

2024 HR Florida Call for Presentations

[Submit Abstract](#)

Submission Deadline
February 15, 2024

The HR Florida Conference & Expo is the annual conference of the HR Florida State Council, a state affiliate of the Society for Human Resource Management (SHRM). This is one of the largest human resources conferences in the state of Florida attracting over 2,000 HR professionals and vendors throughout the state and across the globe. Representing virtually every industry and size of business, this is the place to be for professionals to network, grow, and learn about the human resources industry.

To ensure we meet the needs of our conference attendees, we want to provide the broadest possible content. It is advantageous to us to offer programs with a strategic focus in mind and providing successful business outcomes, strategic mindset and effective individual performance.

The vast majority of attendees are HR Certified and attend this conference as their primary source of required CEUs. As such, we want to ensure we have a good mix of programs that will serve that purpose. To understand the topics they need for their recertification, please click below on information from our two certifying bodies. For HRCI, the business credits are desired by senior level attendees and can be approved for topics outside tactical HR functions.

Please be sure to include how the program develops participants strategic planning or critical thinking skills; impacts the organizations bottom line and/or strategic objectives; and requires participants to learn about other business functions or enter into partnership with another department for the activity, as applicable.

If you have questions, please feel free to reach out to our team
lori.kleiman@hrflorida.org.

For any questions regarding HRFL2024 contact GPSHRM's

VP Membership/HR Florida Ambassador

Pat Holtman

Pat5385@att.net

GPSHRM finishes the 2023 year with so much community involvement and participation in our 2023 charity events! Take a look at some of the highlights and be sure to be a part of the successes, fun and growth opportunities in 2024!



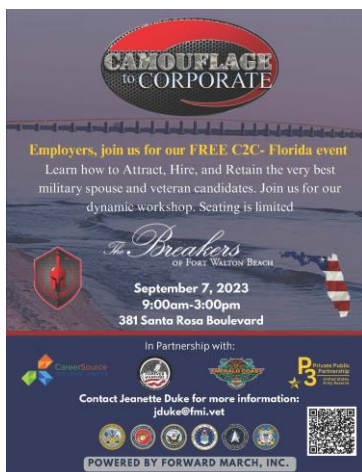
Raising funds for the SHRM foundation and NAMI



Ending the Silence Walk/Run



University of West Florida HR Student Case Competition Winners!



Military spouse/Veterans



Membership in the SR County Chamber

SPIRIT OF GIVING 2023



Silent auction bidding begins!



Great music!



Jingle all the way!



Check in and get your raffle tickets
from Brenda!



NAMI is here with updates on how your
Donations have helped so many!

Our sincere thanks to all of the businesses who so generously donated items for our Silent Auction!

With your help, we were able to raise \$2,385.76 to help those in need!

TAKE CONTROL OF YOUR CAREER

INVEST IN YOUR FUTURE AND YOUR ORGANIZATION TODAY.

A SHRM and local chapter membership provides you with exclusive benefits, promotes career growth and networking opportunities, and gives you the chance to elevate HR wherever you are.



1,000 CUSTOMIZABLE JOB DESCRIPTION TEMPLATES



LOCAL AND NATIONAL HR NETWORKING OPPORTUNITIES



MULTI-STATE LAW COMPARISON TOOL



LOCAL CAREER ADVANCEMENT OPPORTUNITIES*

*Local chapter resource



HR KNOWLEDGE ADVISOR ASSISTANCE

Join SHRM and your local chapter to make your network even stronger.

75TH ANNIVERSARY



Join SHRM or Renew Your Membership Today!
[SHRM.org/JoinSHRM](https://shrm.org/JoinSHRM)



SHRM Membership: \$244.00

****Rate will increase to \$264.00 on February 6, 2024****

Greater Pensacola SHRM Basic Membership: \$65.00

****Pay ahead and save with GPSHRM All Access and Basic Access Memberships****

Visit www.gpshrm.org for more details.



RAISE THE BAR IN YOUR CAREER AND GET SHRM CERTIFIED

Ready to prove yourself?

The SHRM-CP and SHRM-SCP certifications measure an HR person's ability to apply what they've learned in the office.

See what we mean:
<https://shrm.co/c5cin1>