

CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

Hope to see you at the April 16th,
monthly EHRA meeting.

April 2026



PRESIDENT'S MESSAGE

Spring is in full swing, and with it comes renewed energy for learning, connection, and growth within our EHRA community. Your Board of Directors continues to focus on delivering meaningful opportunities that support you professionally while strengthening our impact across the Evansville area.

One of those opportunities is our **April EHRA Membership Meeting**, and I hope you'll plan to join us on **Thursday, April 16, 2026: 11:00 AM – 1:00 PM at CityView at Sterling Square.**

Agenda:

- **11:00–11:30 AM** | Registration & Networking
- **11:30 AM–12:00 PM** | Lunch
- **12:00–1:00 PM** | Program

This month's program, ***From Paychecks to Purpose: Making Compensation Meaningful***, will explore how compensation can be more than a transaction—serving instead as a tool to reinforce values, motivate performance, and strengthen employee engagement. This session is designed to challenge traditional thinking and offer practical perspectives you can take back to your organization.

Beyond our monthly meetings, I want to thank you for the many ways you show up for EHRA—through attendance, volunteering, mentoring students, and supporting workforce readiness initiatives. Our association thrives because of the willingness of members to share expertise, ask thoughtful questions, and learn from one another.

If getting more involved with EHRA is one of your goals for 2026, there are still meaningful ways to do so. Committee participation, board service, and event support are excellent opportunities to build leadership skills, expand your network, and contribute to the HR profession locally. Please feel free to reach out if you'd like to learn more.

Jennifer Zimmer
President



[EHRA Mission](#)

The mission of the Evansville-Area Human Resource Association, Inc. is to promote professionalism in the area of Human Resource Management by providing opportunities for networking, comprehensive education and proactive support for its members while serving as a resource and advancing initiatives in the community through the enlistment of engaged and talented volunteer leaders.

Get Involved: Workforce Readiness Partnerships Are Growing

Something worth paying attention to is happening right here in our community. The EHRA Workforce Readiness Initiative is heading into one of its most active seasons yet, and the impact is real. This summer, we are bringing hands-on career readiness programming to middle and high school students at the Boys and Girls Club of Evansville, building sustainable asynchronous resources for domestic violence survivors at the YWCA, expanding our collaboration with the Southwest Indiana Workforce Board, and breaking new ground with veterans and military families throughout the Evansville community.

This is exactly the kind of work HR professionals are uniquely positioned to lead. You understand hiring. You understand what it takes to compete in today's job market. And you know better than most what it costs a community when people cannot access the tools they need to succeed.

When HR professionals invest in workforce readiness at the community level, the return extends well beyond the individual. We are cultivating the talent pipeline our regional employers depend on, reducing barriers to workforce entry, and contributing to the kind of sustained economic growth that benefits everyone. This is the work our profession was built for. Mock interviewing, resume coaching, making a connection, lending your expertise for an afternoon, or simply passing this along to a colleague who is looking to give back, every contribution moves this work forward.

If you are ready to get involved or want to learn more about upcoming volunteer opportunities, reach out to Megan O'Connor at mroconnor1@usi.edu. We would love to have you at the table!



Get Ready for Work



EHRA Monthly Meeting Schedule 2026

April 16th, 2026–

**Program: From Paychecks to Purpose:
Making Compensation Meaningful**

**Location: City View at Sterling Square
210 N. Fulton Ave, Evansville, IN 47710
<https://cityviewevv.com/>**

11:00 AM—1:00 PM

Guest tickets are also available for purchase

Visit ehranet.org and click on meetings to register or for more information.

Please mark your calendars for future 2026 EHRA monthly meetings:

May 21st Cori Deputy Working Genius

Meetings are typically the 3rd Thursday of every month.

April Meeting Information

Thursday, April 16th, 2026

Location: City View at Sterling Square

AGENDA:

11:00 - 11:30 Registration and Networking

11:30 - 12:00 Lunch

12:00 - 1:00 Program

PROGRAM: FROM PAYCHECKS TO PURPOSE: MAKING COMPENSATION MEANINGFUL

IN THIS IMMERSIVE, STORY-DRIVEN SESSION, YOU'LL STEP INTO THE SHOES OF THREE EMPLOYEES—AN INDIVIDUAL CONTRIBUTOR, A MANAGER, AND AN EXECUTIVE LEADER—TO EXPERIENCE HOW COMPENSATION DECISIONS SHAPE REAL LIVES AND WORKPLACE CULTURE. THROUGH VIVID NARRATIVES AND INTERACTIVE MOMENTS, YOU'LL SEE HOW MARKET ANALYSIS, PAY TRANSPARENCY, AND EMPATHETIC COMMUNICATION TRANSFORM TECHNICAL POLICIES INTO MEANINGFUL EMPLOYEE EXPERIENCES.

WE'LL CONNECT THE "WHAT" OF COMPENSATION TO THE "WHY" THAT EMPLOYEES FEEL: FAIRNESS, RECOGNITION, SECURITY, AND BELONGING. YOU'LL DISCOVER HOW SMALL DIFFERENCES IN PAY IMPACT DAILY REALITIES, WHY TRANSPARENCY BUILDS TRUST (OR ERODES IT), AND HOW MANAGER CONVERSATIONS AND CLEAR RATIONALE TURN NUMBERS INTO UNDERSTANDING. LEAVE WITH PRACTICAL TOOLS TO TRANSLATE DATA INTO DIALOGUE, CRAFT AUDIENCE-SPECIFIC MESSAGES, AND DESIGN PROCESSES THAT ARE EQUITABLE, COMPETITIVE, AND DEEPLY HUMAN.

LEARNING OBJECTIVES

EXPERIENCE THE HUMAN IMPACT OF MARKET ANALYSIS:

MAP SURVEY DATA AND PAY RANGES TO TANGIBLE EMPLOYEE OUTCOMES ACROSS FRONTLINE, MANAGER, AND EXECUTIVE ROLES. UNDERSTAND HOW EVEN SMALL DIFFERENCES IN PAY CAN AFFECT PERCEPTIONS OF FAIRNESS, ENGAGEMENT, AND RETENTION.

OPERATIONALIZE PAY TRANSPARENCY FOR TRUST:

MOVE FROM NUMBERS TO NARRATIVE WITH CLEAR RATIONALE, AUDIENCE-SPECIFIC MESSAGING, AND MANAGER TALKING POINTS. LEARN HOW TRANSPARENCY SUPPORTS ENGAGEMENT, REDUCES UNCERTAINTY, AND GUIDES CAREER DECISIONS.

CONNECT POLICY TO CONVERSATION:

TURN STRUCTURES AND GUIDELINES INTO EMPATHETIC, CONSISTENT DIALOGUE THAT REINFORCES CULTURE AND BELONGING. GAIN STRATEGIES FOR MANAGERS TO COMMUNICATE COMPENSATION DECISIONS WITH CLARITY AND COMPASSION.

DESIGN EQUITABLE AND COMPETITIVE PROCESSES:

APPLY PRACTICAL TOOLS TO ENSURE YOUR COMPENSATION PROGRAMS ARE NOT JUST MARKET-ALIGNED, BUT ALSO FAIR, MOTIVATING, AND MEANINGFUL FOR EVERY EMPLOYEE.

SPEAKERS:

MEGAN NAIL: As SVP, Total Rewards Practice at NFP, Megan provides expert guidance to clients, helping them to align their organization's goals with effective total rewards and compensation strategies. She specializes in designing market competitive compensation frameworks that support the organization's specific needs and philosophy, ensuring they are practical to implement and use.

SHAWN NORRIS: Shawn brings nearly 20 years of experience in the corporate benefits industry. Shawn's primary focus and dedication is to help business owners and HR executives, and multiemployer programs (consortiums, MEWAs, captives) implement employee benefit programs designed to attract and retain employees while assisting them in meeting their current and long-term financial objectives. Shawn is a key leader on the NFP team.



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THANK YOU TO OUR APRIL 2026 MEETING SPONSOR:

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Welcome Our New Members!

Welcome New EHRA Members!

Kia Moore - D. Patrick



Please refer people to EHRA!

*MEMBERSHIP REQUIRES DUES TO BE PAID TO BE RECOGNIZED IN EHRA SYSTEMS AS A MEMBER.

LET US RECOGNIZE YOU OR A TEAM MEMBER! IF YOU HAVE A FUN PHOTO OR KNOW OF AN ACCOMPLISHMENT OF ONE OF OUR MEMBERS, PLEASE SEND THEM TO ABBIEG1776@GMAIL.COM TO SHARE IN THE NEWSLETTER.



HUMAN RESOURCES LAW UPDATE

LEGISLATIVE AFFAIRS UPDATE

with Joshua B. Gessling—Legislative Affairs Chairperson

Illinois Employment Law Changes in 2026

By: Nick J. Golding and Dylan J. Murphy

Illinois has recently seen two major changes to the employment law scene, including the creation of the Family Neonatal Intensive Care Leave Act and the amendment of the Workplace Transparency Act.

The New Neonatal Intensive Care Leave Act

Effective June 1, 2026, the Family Neonatal Intensive Care Leave Act (NICLA) provides additional leave to employees dealing with a child admitted in a specialized care unit for premature, critically ill infants commonly referred to as the “NICU.”

An employee is entitled to up to ten (10) days of unpaid leave if their employer has between 16 to 50 employees, and up to 20 days of unpaid leave if their employer has 51 or more employees. NICLA leave is in addition to any available leave taken under the Family and Medical Leave Act (FMLA). Like FMLA, employees may take leave on a continuous or intermittent basis. Unlike FMLA, NICLA leave is available to employees regardless of their length of service or part-time or full-time status.

Employers cannot require employees to use accrued paid time off prior to using NICLA leave, although employees may elect to do so. Employers may also require that NICLA leave be taken in minimum increments of no less than two hours in duration. Employers are required to reinstate the employee to their position or one substantially equivalent when the employee returns from NICLA leave. Otherwise, an employee may file a complaint with the Department of Labor or their own private civil action in circuit court within sixty (60) days of the last event constituting and alleged violation.

New Amendments to the Workplace Transparency Act

Illinois also amended the Workplace Transparency Act, which affects employment, separation, and settlement agreements with Illinois employees, applicants, contractors, and consultants. Effective January 1, 2026, these amendments broaden the definition of “unlawful employment practice,” includes protections for “concerted activity,” prohibit certain unilateral agreement terms, narrows what is required for confidentiality in separation and settlement agreements, and expands remedies available to employees.

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with Joshua B. Gessling—Legislative Affairs Chairperson

Illinois Employment Law Changes in 2026

—CONTINUED

By: Nick J. Golding and Dylan J. Murphy

Employment Agreements

Of particular note, these amendments will likely result in necessary amendments to employment and separation agreements going forward. Beginning January 1, 2026, new and amended employment agreements cannot contain unilateral terms that: (1) shorten an applicable statute of limitations, (2) apply non-Illinois law to an Illinois employee's claim, (3) require a non-Illinois venue for an Illinois employee's claim, or (4) state that confidentiality is the employee's preference. Such terms are void to the extent they deprive employees of substantive or procedural rights or remedies concerning unlawful employment practices.

However, provisions that would be impermissible as unilateral conditions may still be included if they are *mutual*, which is demonstrated by containing written provisions expressly acknowledging the individual's rights to report unlawful employment practices and criminal conduct, participate in proceedings related to unlawful employment practices, make truthful statements required by law, seek confidential legal advice, and engage in concerted activity to address workplace issues. The amendments broaden these acknowledgments beyond prior law.

Settlement Agreements

Confidentiality provisions must be supported by separate, bargained-for consideration that is distinct from consideration for a release of claims, and we recommend this be specifically stated in the agreement. Employers may not unilaterally state that confidentiality reflects the employee's preference, and confidentiality provisions cannot restrict future or prospective concerted activity related to workplace conditions.

Employees who may bring claims under the Workplace Transparency Act have more remedies available to them. In addition to reasonable attorneys' fees and costs, individuals may recover consequential damages for establishing a violation of the Act or for successfully defending against an employer's claim for breach of a confidentiality obligation.

This note is for informational purposes only and not for the purpose of providing legal advice. If you have questions about how this information may affect you, you may wish to consult your legal counsel to discuss your specific circumstances. This information cannot be relied upon or substituted for legal advice.



SHRM Membership Helps You See What's Coming—and Be Ready for It.

SHRM membership is for HR and business leaders who are accountable for outcomes—leaders who need their workforce decisions to hold up in the boardroom, with regulators, and with employees.

Your career. Your impact. Your future. Choose the membership that fits your needs and start unlocking your full potential today.

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Work is changing faster—and with higher stakes—than most organizations are prepared for. HR leaders are expected to protect the business, support the workforce, and drive performance at the same time.

SHRM exists to help you do that—with clarity, foresight, and real-time guidance when decisions matter most.

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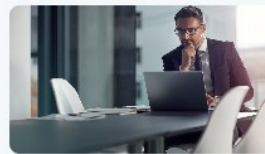
For Students

Gain access to mentors and resources to accelerate early career success.



For HR Professionals

Advance your career with toolkits, certifications, and mentorship opportunities.



For Executives & Leaders

Get strategic insights, workforce trend reports, and C-suite level connections.



For Small & Mid-Size Businesses

Reduce compliance risk with customizable handbooks and direct access to expert advice.



CLASSIFIEDS: JOB POSTINGS & HELP WANTED ADVERTISEMENTS

Help Wanted Advertisements

Companies, Recruiters, and Human Resources Professionals who are seeking applicants for human resource positions may place “Help Wanted” advertisements on the EHRA website. The advertisement, which will run for 30 days, will appear on the EHRA Jobs webpage that can be viewed by the general public. This option also provides additional reach with posts made on the EHRA Facebook, Twitter, and LinkedIn social media pages.

The following rates apply for “Help Wanted” Advertisements:

- EHRA Members: \$100/30 days
- Non-EHRA Members: \$200/30 days
- Staffing Agencies: \$250/30 days

To place a “Help Wanted” job listing, please visit our website and complete the online form. The Communication Chair will review the submission and contact the employer submitting the application. Once the posting has expired, the Communications Chair will contact the employer with an invoice and information on payment.

Job Wanted Advertisements

Members of EHRA who are seeking new career opportunities may place “Job Wanted” advertisements on the EHRA website. The listing, which will run for 30, will appear on the Job Link webpage viewed only by active EHRA members who are logged into the website. If the EHRA member placing this advertisement would like for the listing to be confidential, the EHRA Communication Chair will serve as liaison between the member and interested employers.

These advertisements are free of charge for EHRA members.



Don't miss this
months meeting with:

PROGRAM:

**From Paychecks to Purpose:
Making Compensation Meaningful**
Speakers: Megan Nail & Shawn Norris
Thursday, April 16th, 2026
11am to 1pm

**What's Happening
at EHRA**

**Hope to see you at
the April Monthly
EHRA meeting today/
April 16th at 11am**

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