

CHAPTER CONNECTION

No EHRA meeting in August due
to SHRM IN Annual Conference

A publication of the Evansville-Area Human Resource Association

July 2026



AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



PRESIDENT'S MESSAGE

EHRA Members,

I hope you are enjoying all that summer has to offer and finding opportunities to recharge with family, friends, and activities you enjoy. While summer often brings a change of pace, it also serves as a reminder of the importance of investing in ourselves—both personally and professionally.

As HR professionals, we continue to navigate a workplace that is evolving at an incredible speed. From advancements in technology and artificial intelligence to changing employee expectations and workforce demographics, our role has never been more important.

The opportunity to learn from one another, share ideas, and stay connected through professional associations like EHRA helps ensure we are prepared for what lies ahead.

As we look toward the second half of the year, I encourage you to take advantage of the educational and networking opportunities EHRA offers. Whether you are a seasoned HR leader, new to the profession, or somewhere in between, there is tremendous value in connecting with others who understand the challenges and opportunities we face every day. Your EHRA Board remains committed to bringing meaningful programming, valuable resources, and opportunities to build relationships within our HR community.

August also brings the annual SHRM Indiana HR Conference—a time when HR professionals from across the state (and beyond) gather to learn, connect, and be inspired. Whether you are attending this year or not, I encourage you to seek out one new idea, one new connection, or one new perspective that can help you grow and strengthen your impact within your organization. And if you are attending, be on the lookout for details of our EHRA meetup, as well as information on how to connect with us through the conference app: *Whova*.

I'll leave you with a quote that resonates with me this time of year:

"Success is the sum of small efforts, repeated day in and day out." — Robert Collier

In a profession dedicated to helping others succeed, it is often the small actions—a conversation, a coaching moment, a recognition, or a thoughtful decision—that create the greatest impact over time.

Thank you for your continued support of EHRA,

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.

Megan O'Connor, SHRM-CP



June launched our summer programming and July closed it strong in incredible ways. Across three partnerships, planning became practice. Our members stepped into classrooms and community rooms, veterans found a first point of contact for career support, and young people in our own community began building the skills that employers tell us they value most. This update shares where the work stands, who made it possible, and how you can be part of what comes next.

Two EHRA Members Who Volunteered

Jamie Fairchild, PHR, SHRM-CP, Director of Human Resources at the **Community Action Program of Evansville**, and **Kendra Krietemeyer**, Human Resources Director at **American Window and Glass**, gave our Boys and Girls Club Evansville students something a curriculum alone cannot deliver. They explained why they personally look for soft skills when they interview candidates, and the room listened differently because the message came from two people who make hiring decisions.

Our Boys and Girls Club series ran five weekly sessions from June through July 31. Jamie and Kendra were instrumental in providing coaching and instruction during these sessions. Roughly twenty middle and high school students attended each week, sorting hard skills from soft skills and putting collaboration, communication, leadership, honesty, and perseverance into practice through team based challenges that grew harder as the weeks went on.

Both volunteers shared afterward that receiving the curriculum in advance helped them prepare, that the time commitment was manageable, and that the experience was deeply rewarding. Their generosity is exactly the kind of engagement that makes this programming possible.

Why Soft Skills Are Workforce Readiness

It can be tempting to see a gym full of teenagers sorting skill cards as a warmup rather than workforce development. The evidence says otherwise. As hiring shifts toward a skills based model, employers are placing greater weight on demonstrated competencies than on credentials alone. SHRM's research on the skills first movement found that HR professionals now rank relevant experience and demonstrated skills as top factors in hiring decisions, ahead of educational background and interview performance.

When we teach young people to name, practice, and articulate skills like communication, collaboration, and perseverance, we are not filling time. We are teaching them to compete in the labor market they are about to enter. That is also why the employer voice in the room mattered. Students did not just hear that soft skills matter. They heard it modeled in real time.

Where the Rest of the Work Stands

Following my in-person visit with the Wounded Warrior Project peer support group, I have received individual requests for resume help from veterans, and the demand is growing. Heartfelt thanks to Chaplain Cotton for connecting EHRA with Warrior Matthew Templeton to connect veterans with job searching help and transitioning to the civilian sector.

Ahead of SWIN's Jobapalooza 2026 event at the Dream Center, EHRA also launched an asynchronous video module covering job fair preparation so attendees could arrive ready rather than figuring it out at the door. On event day, I volunteered for EHRA alongside Paula Nurrenbern and Becca Samuel from USI to support preregistration. The day closed with 335 attendees connecting with employers who are actively hiring and with community resource providers. We are now partnering with SWIN Workforce Board to build that pilot into a full five module preparation series, complete with a facilitator guide, a participant handbook, and a free learning management system where participants can earn a certification at no cost.

Three Ways to Get Involved

- **Review veteran resumes.** The specific need is translation, helping service members turn military roles, responsibilities, and accomplishments into language civilian hiring managers recognize and value. If you have experience supporting resumes or coaching military to civilian transitions, your expertise makes a direct difference.
- **Review programming materials.** The five module series is in active development, and feedback shapes it before it reaches job seekers. If you bring instructional design experience, frontline hiring experience, or simply a clear eye for what job seekers actually need, your review makes the final product stronger.
- **Open a door.** Much of what we are able to offer depends on who we know. If you have relationships with employers, training providers, service organizations, or community groups that could expand the resources and referrals available to job seekers, an introduction is one of the most valuable contributions a member can make.

To take part in any of the three, email me at mroconnor1@usi.edu.

SHRM Resources Worth Bookmarking

- **Skills based hiring.** The SHRM Foundation's [Ready for Success: Adopting a Skills Mindset in Employment Practices](#) is a twelve step toolkit for advancing a skills based hiring approach, from writing skills based job descriptions to building interview scorecards that assess aptitude and fit.
- **Hiring veterans.** Hiring veterans. SHRM's [Employing Military Veterans](#) toolkit guides HR professionals in sourcing and supporting veteran hiring. For members who want a deeper credential, the SHRM Foundation's Veterans at Work Certificate is free and open to all, with no SHRM membership required, and earns ten professional development credits toward SHRM-CP or SHRM-SCP recertification.
- **Workforce re-entry.** Several of the populations we serve are returning to work after a gap, whether from caregiving, military service, health circumstances, or incarceration. SHRM's Express Request on [Returnships and Workforce Re-Entry Programs](#) is a useful starting point for members whose organizations are considering structured re-entry pathways. SHRM member login required.

Warmly,

Megan O'Connor, SHRM-CP

EHRA, Workforce Readiness Chair | Director of Workforce Readiness, HR Indiana SHRM State Council



EHRA Monthly Meeting Schedule 2026

**NO MEETING IN AUGUST 2026, DUE TO THE
SHRM INDIANA CONFERENCE (8/24—8/26)**

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

Please mark your calendars for future 2026 EHRA monthly meetings:

*September 17th— Laurie Pierce—From Draining to Dynamic: A Framework
For Collaborative Team Meetings*

*October 22nd— EHRA 2026 Annual Conference 7:30am to 4:45pm
City View at Sterling Square*

Meetings are typically the 3rd Thursday of every month.



AUGUST 24-26, 2026

MONDAY, TUESDAY, WEDNESDAY

JOIN US AUGUST 24-26 AT THE INDIANAPOLIS CONVENTION CENTER & THE WESTIN.

Registration is now OPEN! *Registration closes on August 10, 2026 at 11:59pm. No on-site registrations will be accepted.*

THE 2026 CONFERENCE HAS BEEN PRE-APPROVED FOR 21.75 SHRM AND HRCI CREDITS.

The SHRM Indiana Conference is one of the largest regional human resources conferences in the United States.

Our goal is to be a best in class, regionally-focused SHRM conference, both in quality of our programming and in our attendance. We offer world-renowned keynote speakers, three days of educational sessions, networking opportunities, and exposure to the latest HR products and services. No matter if you are just starting out as an HR Generalist, or you are a Senior VP of HR, SHRM Indiana has just the right education for you.

Keynote speakers for 2026 include:

- Erin Brockovich
- Jennifer McClure
- Lindsay Boccardo – Emcee
- Drew Robinson
- David Przybylski

EHRA 2026 ANNUAL CONFERENCE

October 22, 2026

7:30 AM to 4:45 PM



City View at Sterling Square

210 N. Fulton Ave.

Evansville, IN 47710

<https://cityviewevv.com/>



EVANSVILLE AREA
HUMAN RESOURCE
ASSOCIATION

ANNUAL CONFERENCE

Three Speakers Four Sessions

BREAKFAST AND LUNCH PROVIDED

Register Now!

Thurs. Oct 22 ● 7:30 A.M. TO 4:45 P.M.

WHAT YOU'LL LEARN

1

WHEN RIGHT AIN'T EASY - ETHICAL DECISION MAKING

Dr. Nikie Walker

2

MIND THE GAP: DEVELOPING LEARNING JOURNIES

JoDee Curtis

3

DOCUMENTING & DEALING W/TOXIC BEHAVIOR PT 1

Alise Isbell

4

DOCUMENTING & DEALING W/TOXIC BEHAVIOR PT 2

Alise Isbell

Register at: <https://ehranet.starchapter.com/meetinginfo.php>

AGENDA:

7:30 a.m.	Registration/Breakfast
8:15 a.m. - 8:30 a.m.	Opening Remarks
8:30 a.m. - 10:00 a.m.	When Right Isn't Easy: Ethical Decision Making for HR Professionals Dr. Nikie Walker
10:00 a.m. - 10:30 a.m.	Sponsor/Vendor Break
10:30 a.m. - 12:00 p.m.	Mind The Gap: Developing Learning Journeys - JoDee Curtis
12:00 p.m. - 1:00 p.m.	Lunch
1:00 p.m. - 2:30 p.m.	Documenting & Dealing w/ Toxic Behavior - Alise Isbell Pt 1
2:30 p.m. - 3:00 p.m.	Sponsor/Vendor Break
3:00 p.m. - 4:30 p.m.	Documenting & Dealing w/ Toxic Behavior - Alise Isbell Pt 2
4:30 p.m. - 4:45 p.m.	Closing Remarks

Welcome Our New Members!

Welcome New EHRA Members!

Jessica Edwards — Elastec

Shelby Donnellan — The Cox Group



***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

NLRB Advice Memorandum Signals Shift on Non-Compete Agreements

By: Joshua B. Gessling

On June 26, 2026, the National Labor Relations Board’s (“NLRB”) Division of Advice issued an advice memorandum (“Advice Memorandum”) indicating that NLRB prosecutors will not challenge six-month non-compete agreements solely on the basis that such provisions chill employees’ rights to engage in protected concerted activities under Section 7 of the National Labor Relations Act (“NLRA”). This marks a significant departure from the approach taken during the Biden administration, when the former NLRB General Counsel, Jennifer Abruzzo, asserted that overly broad non-compete agreements violated Section 7 by restricting employees’ rights to seek other employment.

Although the Advice Memorandum does not constitute binding law, it signals that current NLRB prosecutors are unlikely to challenge relatively brief non-compete agreements based solely on the grounds that they chill Section 7 rights. Nevertheless, employers should continue to assess whether other provisions commonly found in non-competition agreements—such as non-disparagement and confidentiality clauses—are overbroad. If so, employers should consider narrowing these provisions and reviewing enforcement practices. Employers should also remain aware that future changes in political leadership could result in a return to the prosecutorial priorities of former GC Abruzzo. Regular review of non-compete agreements for compliance with applicable state law remains advisable.

This note is provided for informational purposes only and does not constitute legal advice. If you have questions about how this information may affect you, consult your legal counsel to discuss your specific circumstances. This information should not be relied upon as 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.

Why SHRM Membership Matters

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.

HR's best don't just join SHRM. They rely on it.

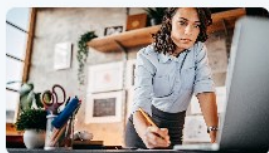
\$299/yr

www.shrm.org/membership



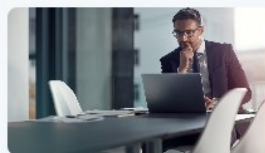
For Students

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:
No EHRA Meeting in August

**SHRM Indiana Annual Conference in
Indianapolis, IN 8/24 to 8/26/26**

**What's Happening
at EHRA**

**Stay up to date on
events at our website:**
www.ehranet.org

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