

CHAPTER CONNECTION

Hope to see you June 18th for
the monthly EHRA meeting.

A publication of the Evansville-Area Human Resource Association

June 2026

HR



PRESIDENT'S MESSAGE

EHRA Members,

It is so hard to believe we are nearly halfway through 2026. Time is flying by! Even with school out in the summer months, EHRA continues with our monthly programming, and we have an amazing speaker lined up in June.

Alise Isbell is a communication expert, experienced trainer, facilitator, and instructional designer. She empowers clients to transform ideas into clear messages. She holds a B.A. in English and an M.A. in Business Communication. Alise is a Certified Microsoft Office User Specialist and The Birkman Method Consultant. She published articles on effective communication in Nationwide Business Journals while also winning an IABC Bronze Quill Award in Writing. **AND** she is coming to Evansville from Texas for our meeting!!



During the meeting, participants will learn how to deliver difficult messages with finesse. We all encounter difficult situations in the workplace. This advanced communication course blends written and interpersonal skills for audiences, but particularly managers and supervisors. Participants will learn how to present thoughts clearly, logically, and appropriately and persuasively. Participants will learn how to align with the audience by adjusting the terms, examples, and comparisons they use.

I hope you'll make plans to join us on June 18th from 11am-1pm.

I would also like to thank everyone who took the time to provide feedback through our latest survey. The board met this week to go over your ideas and suggestions and there were some great ones! We will be doing some experiments over the course of the year to implement some changes in an effort to make your EHRA membership more beneficial.

“The single biggest problem in communication is the illusion that it has taken place.” – George Bernard Shaw

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.

WORKFORCE READINESS JUNE UPDATE

EHRA | SERVING THOSE WHO SERVED

MEGAN O'CONNOR | EHRA WORKFORCE READINESS CHAIR



Hello everyone, I want to share some meaningful work taking shape in our workforce readiness efforts, and a few ways you can be part of it.

Wounded Warrior Project: A Call for Resume Reviewers

We are partnering with the Wounded Warrior Project to support veterans transitioning into civilian careers, and we need members willing to provide resume reviews and feedback. For many veterans the challenge is not capability, it is translation: profound military experience does not always carry over into the language civilian hiring managers recognize, and that gap can leave talented people feeling unseen.

To help, I built a free, lightweight online tool veterans can use right from their phone to translate military experience into civilian-sector terms,

AI with Human Hands on It

I used AI, specifically Claude, to help build it, and the *how* matters as much as the *what*. SHRM frames it well as AI paired with Human Ingenuity: AI can accelerate, but the human stays responsible for the judgment, ethics, and accountability. In practice, the tool stores nothing a veteran types, has no cost or login, and never speaks *for* a veteran; it helps them find their own words, then hands the pen back. I reviewed and verified every part myself. That is the standard I hope we hold as HR professionals: let AI extend what we can do while keeping authentic human control over work that affects real people.

at their own pace.

The tool gets experience onto the page. What it cannot do is say, *"I see what you have done here, and it matters."* When you review a resume, you give a veteran the experience of being heard and supported. If you are interested in volunteering in an ongoing capacity or even a one-time event, please reach out. Even one veteran helped is worth it.

Thank You to Our Boys & Girls Club Volunteers

Thank you to the two members who stepped forward to support our work with the Boys & Girls Club of Evansville. Your time means a great deal to these young people.

A little about the program, because it reflects a creative approach to workforce development. It is a five-week series for middle and high school students, and the students never sit in a classroom watching slides. Learning happens in a gymnasium through hands-on team challenges: relay races sorting workplace skills, guiding blindfolded teammates by voice, building towers under communication limits, solving escape-room puzzles, and pitching solutions, all building to a Week 5 "Hire Our Squad" championship. **It looks like play. It is workforce development.** Every challenge builds a specific career-ready skill, critical thinking, confidence, communication, leadership, adaptability, and teamwork, and facilitators tie each one back to the world of work. By the end, students have practiced the skills in the NACE Career Readiness Competencies framework and, just as importantly, experienced themselves as capable and ready. That confidence is the real product.

Coming Soon, and How to Get Involved

We are also beginning work on an asynchronous job seeker video series to help people prepare for job fairs and navigate their search with confidence. More to come.

Please reach out with any questions, ideas, or interest in getting involved. This work is stronger because of those who choose to lean in. To learn more about current projects, volunteer, or get involved, I would love to hear from you at mroconnor1@usi.edu.



EHRA Monthly Meeting Schedule 2026

It's not too late to register and attend Thursday's meeting:

June 18th, 2026—

Program: Delivering Difficult Messages with Finesse

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:

July 16th—Nick Seifert: Find Your Tequila

How to leverage your personal passion and purpose to drive career success and employee engagement.

No Meeting in August

September 17th— TBD

Meetings are typically the 3rd Thursday of every month.

Monthly Meeting Information

Thursday, June 18th, 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: DELIVERING DIFFICULT MESSAGES WITH FINESSE

We all encounter difficult situations in the workplace. This advanced communication course blends written and interpersonal skills for audiences, but particularly managers and supervisors. Participants will learn how to present thoughts clearly, logically, and appropriately and persuasively.

Participants will learn how to align with the audience by adjusting the terms, examples and comparisons they use.

SPEAKER: ALISE ISABELLE

Alise Isbell is a communication expert, experienced trainer, facilitator and instructional designer. She empowers clients to transform ideas into clear messages.

She holds a B.A. in English and an M.A. in Business Communication. Alise is a Certified Microsoft Office User Specialist and The Birkman Method Consultant. She published articles on effective communication in Nationwide Business Journals while also winning an IABC Bronze Quill Award in Writing.



Alise was the youngest elected President of ATD Houston in 2009 and is a member of the International Association for Business Communicators and HR Houston and frequently speaks at these organizations' conferences.

As an independent business owner, Alise provides instructional design services on any topic. She carefully determines the current needs, defines the goals of training and creates materials to bridge the gap. Alise also delivers instructor-led training courses in person or online in five categories: written, spoken, interpersonal communication, train-the-trainer and micro-learning.

INTENSIVE HAITIAN CREOLE FOR HUMAN RESOURCES

3-PART VIRTUAL WORKSHOP FOR HR
PROFESSIONALS WORKING WITH HAITIAN
EMPLOYEES

BUILT FOR REAL WORKPLACE COMMUNICATION

THIS HIGH-IMPACT SERIES IS DESIGNED FOR HR TEAMS THAT NEED TO COMMUNICATE MORE EFFECTIVELY WITH HAITIAN CREOLE-SPEAKING EMPLOYEES DURING ONBOARDING, TRAINING, AND DAY-TO-DAY OPERATIONS.

PROGRAM DETAILS

- DATES: JULY 8, JULY 15, JULY 22
- TIME: 11:00 AM – 12:00 PM CST
- LOCATION: LIVE ON ZOOM (INSTRUCTOR-LED)
- PRICE: \$899 PER PARTICIPANT
- LIMITED TO 70 PARTICIPANTS TOTAL (MAX 2 PARTICIPANTS PER COMPANY)
- ENROLLMENT CLOSES JULY 1 OR ONCE CAPACITY IS REACHED

INCLUDED IN ENROLLMENT

- LIVE, INTERACTIVE SESSIONS WITH A PROFESSIONAL HAITIAN CREOLE INSTRUCTOR
- EXCLUSIVE IN-CLASS MATERIALS AND ON-THE-JOB CHEAT SHEETS
- CERTIFICATE OF COMPLETION

COMMON PAIN POINTS

- INEFFICIENT ONBOARDING DUE TO LANGUAGE BARRIERS
- MISCOMMUNICATION AROUND POLICIES AND EXPECTATIONS
- OVER-RELIANCE ON BILINGUAL EMPLOYEES

SECURE YOUR SPOT TODAY!

SCAN THE QR CODE TO ENROLL OR REACH OUT FOR MORE INFORMATION.



(812) 499-1696

INFO@HEARTLANDLANGUAGE.COM

THANK YOU TO THE MONTHLY MEETING SPONSOR:



HEARTLAND
INTERPRETATION & TRANSLATION

Welcome Our New Members!

Welcome New EHRA Members!

Elizabeth Bracher — Red Spot Paint & Varnish

Elyssa Ernspiger — First Federal Savings Bank

Laurie VanBibber — Red Spot Paint & Varnish



***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

New Indiana Law Imposes Requirements for Employers Concerning Employment of Unauthorized Aliens

By: Nick Golding and Lee Braun

On March 5, 2026, Indiana Governor Mike Braun signed Senate Enrolled Act No. 76, also known as the “Fairness Act” (“Act”), a sweeping immigration enforcement bill that will go into effect on July 1, 2026. In addition to requiring local governments to cooperate with federal immigration detainer requests against individuals within their custody, the Act also includes recruiting, hiring, and employment requirements Indiana employers must meet to avoid potential sanctions by the Attorney General.

The Act adds a new chapter to the Indiana Code providing that it is unlawful for an employer to knowingly or intentionally recruit, hire, or continue to employ an unauthorized alien in Indiana. Employers can avoid liability by showing they engaged in reasonable diligence to confirm the work eligibility of an individual before recruiting, hiring, or continuing to employ the individual, such as using the federal E-Verify system or following industry best practices. If the Attorney General determines there is probable cause that an employer violated these requirements, they are authorized to bring an enforcement action seeking penalties against the employer, up to and including the permanent revocation of all the employer’s operating authorizations in the state.

Although the Act is currently set to take effect on July 1, a pending legal challenge could impact its future. On April 8, Monroe County Sheriff Ruben Marte filed a federal lawsuit in the Southern District of Indiana seeking relief against the Act and a declaration from the Court that it is unconstitutional because it allegedly violates the Fourth Amendment’s prohibition against detaining individuals without a judicial warrant or probable cause that the person committed a crime. While it is possible the Southern District of Indiana could rule the Act unconstitutional, for now Indiana employers should continue to prepare for the Act to take effect on July 1.

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 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



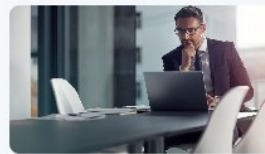
For Students

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:
**Delivering Difficult Messages
With Finesse**

Speaker: Alise Isabelle
Thursday, June 18th, 2026
11am to 1pm

**What's Happening
at EHRA**

**Hope to see you June
18th at the monthly
meeting — It is not too
late to register and
attend!!!**

www.ehranet.org

2026 board

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