EHRA
Evansville Area Human Resource Association

WELCOME
ANNOUNCEMENTS

July 2025

HR INDIANA SHRM
YOUR PEOPLE STRATEGY LEADER

TODAY'S PROGRAM:

- **Thursday, July 17, 2025**
  - 11AM-11:30AM CST
    - Registration & Networking
  - 11:30AM-12PM CST
    - Lunch
  - 12PM-1PM CST
    - Program
- **Program Information:**
  Legal Updates

- **Discussion topics:**
  Federal and State Government Affairs Update. What is going on in DC right now, and how will it affect HR? Tracy Justice will be on hand to discuss the Indiana General Assembly - what are they doing, and what does it mean to HR? We have a a new president this year. How is it going? What policies are being proposed? Learn all of this and more during this fast-paced and lively presentation.

This program is valid for 1.0 PDC for the SHRM-CP or SHRM-SCP.
For more information about certification or recertification please visit www.shrmcertification.org.
This program has been approved for 1.0 HR recertification credit with HRCI.

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TODAY'S GUEST SPEAKERS:

Chris Schrader



Christopher Schrader is Director – Government Affairs for HR Indiana SHRM, chairs the Healthcare Policy Committee, and serves on the Labor Law Policy Committee at the Indiana Chamber of Commerce.

He is also president of Schrader and Associates, a full-service HR management consulting firm focused on helping small and medium-sized businesses excel and grow. Prior to starting his own company, he worked for several firms in the publishing industry for more than 25 years, holding leadership positions in Operations, Sales, Accounting, and Human Resources.

Chris grew up in a politically active family; both parents ran for office at one time or another. He has testified many times before the Indiana General Assembly.

He is a frequent visitor to the Indiana delegation in Washington, DC and has developed solid Capitol Hill relationships over the last 25 years.
Chris holds a degree in Political Science from Indiana University. He is certified as a Senior Professional in Human Resources by the Human Resources Certification Institute.

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TODAY'S GUEST SPEAKERS:

Tracy Justice



Tracy Justice, a first generation American born to Haitian immigrants, is the CEO and Founder of Be Bold Be You, LLC, a human capital strategic planning, performance management, executive leadership coaching, training & development, community engagement, mastermind, think tank, virtual programming company.

Talented in her unique approach to challenging thought processes that get in the way of innovative and collaborative thinking, she works with leaders to get clear about their shared vision goals, who they need to be and how to be intentional about how they show up and interact with others. Coach Tracy, as she's sometimes called, helps to humanize the business model to create skill-based people strategies.

She's also responsible for the Bold Energy Bold Life movement, which is about encouraging others to move towards the Bold Life they envision for themselves being aware of the energy that influences the experience of the journey. "Moving forward, fearless or afraid", she says, "is the best way to master boldness!".

Tracy is a certified HR consultant, certified professional coach, team improvement practitioner, and Energy Leadership Index-Master Practitioner. She graduated from Aurora University with a Bachelor of Science in Business Administration, summa cum laude with a minor in accounting.

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EHRA WELCOMES ALL GUESTS IN ATTENDANCE TODAY!

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Evansville-Area Human Resource Association

We encourage you to consider becoming a member of the EHRA!

Members receive a variety of benefits:

- Discounted member rates for EHRA programs & conferences
- Professional & social networking opportunities
- Access to development & volunteer opportunities

Visit www.ehranet.org or email membership@ehranet.org to learn more!

MEET THE 2025 EHRA BOARD OF DIRECTORS!

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Learn more: *https://ehranet.org/board.php*

MISSION & OBJECTIVES OF EHRA

- **MISSION:**
  - To promote professionalism in the area of Human Resource Management by providing opportunities for networking, comprehensive education & proactive support for its members, while serving as a resource & advancing initiatives in the community through the enlistment of engaged & talented volunteer leaders.

- **VISION:**
  - To be the HR voice for the Tri-State.

- **OBJECTIVES**:
  - Meeting member growth & development needs
  - Strengthening relationships with workplaces
  - Fostering connections with centers of education
  - Building upon community partnerships

Learn more: *https://ehranet.org/about.php*

hrcruise.com







March 16-21, 2026

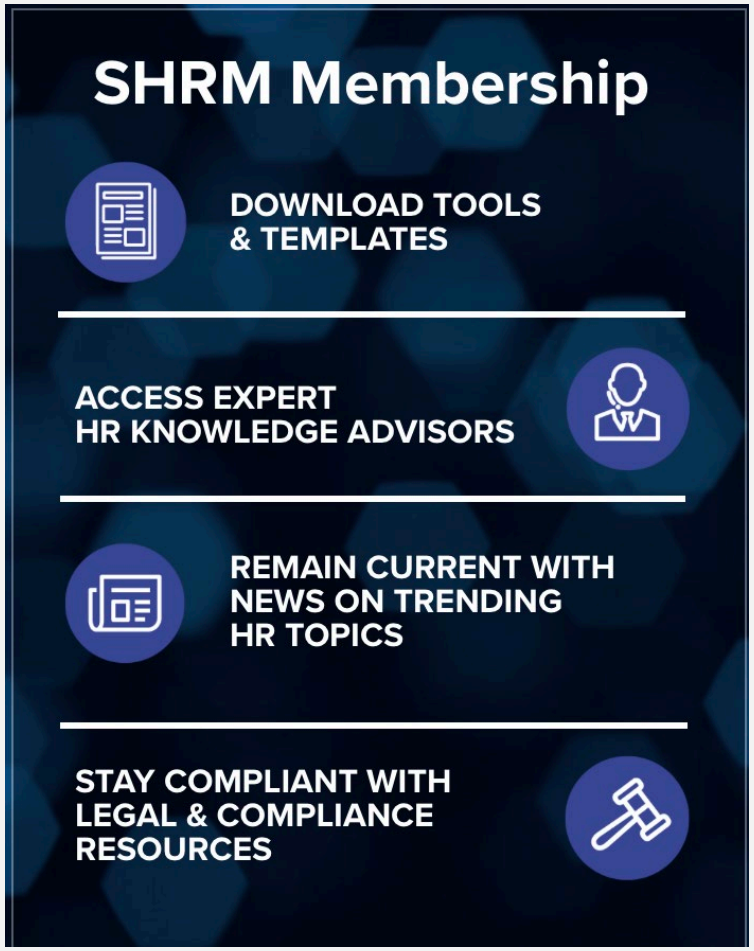
HR CONFERENCE CRUISE℠

Port Canaveral - Perfect Day - Labadee - Port Canaveral

HR INDIANA SHRM · MISHRM · SHRM · ASPECT

Dual Membership Value (SHRM & Local Chapter)

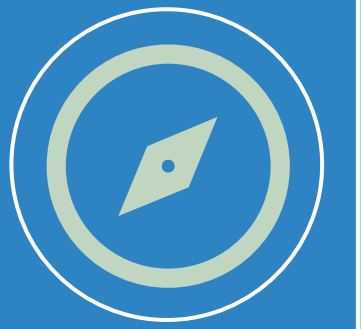
BENEFITS





Join/Renew now at
shrm.org/membership and **www.ehranet.org**

SHRM MEMBER RESOURCES



How-To Guides

- Salary Ranges
- Paid-Leave
- Investigations



Policies

- Remote Work
- Leaves of Absence
- Paid time off



Toolkits

- Managing Conflict
- Employing Interns
- Leveraging AI



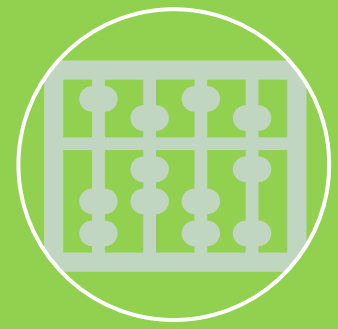
Bench marking

- Benefits
- Compensation
- Employment



Research

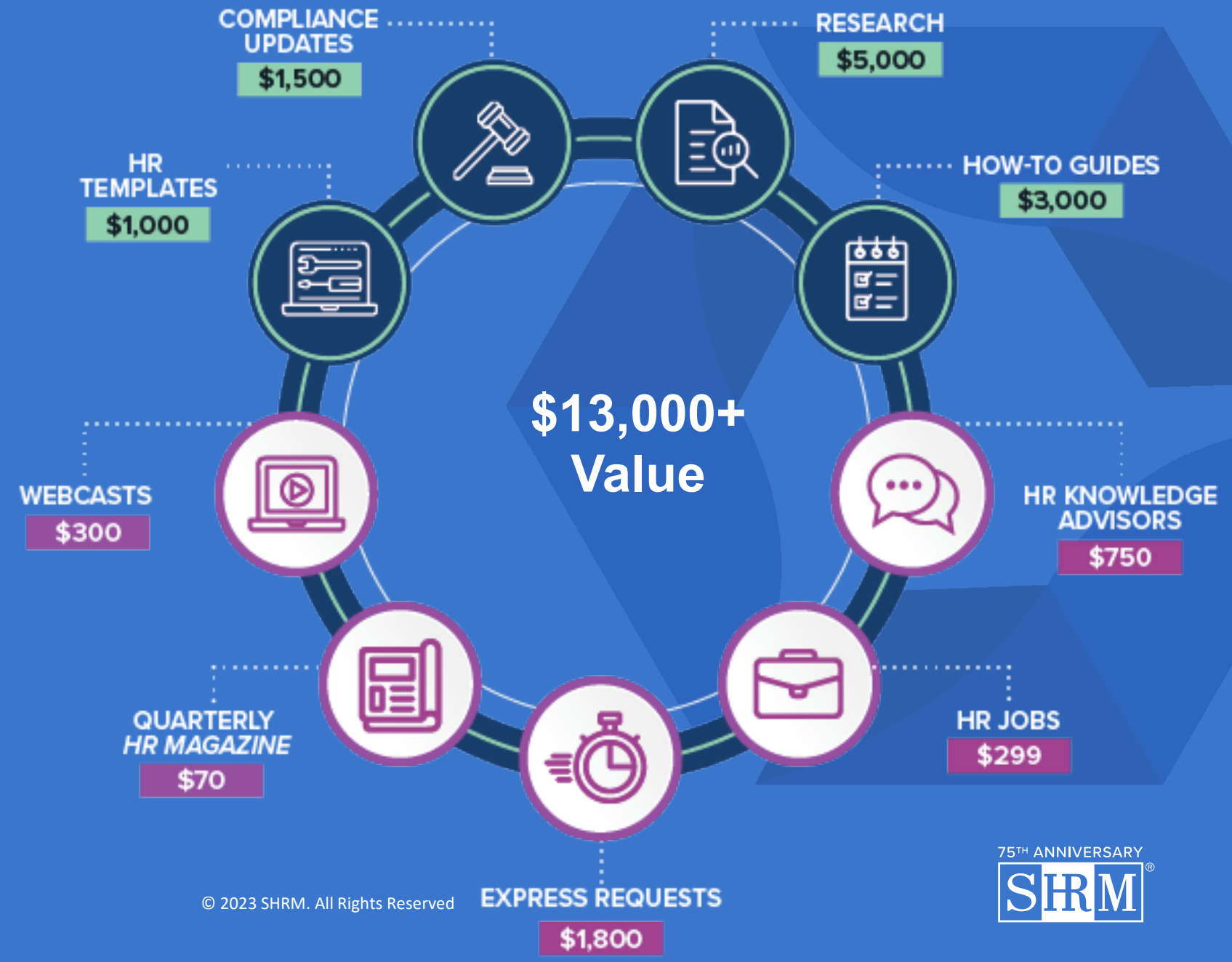
- State of the Workplace
- The Culture Effect
- IE&D Metrics



Interactive Tools

- Interview Questions
- Law Comparison
- Performance Reviews

SHRM MEMBERSHIP VALUE



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75TH ANNIVERSARY SHRM

ATTN: SHRM & EHRA MEMBERS

IF YOU ARE A SHRM MEMBER, PLEASE MAKE SURE YOUR PRIMARY E-MAIL ON THE EHRA WEBSITE MATCHES YOUR PRIMARY E-MAIL ON THE SHRM WEBSITE. THESE TWO E-MAIL ADDRESSES NEED TO MATCH IN ORDER FOR OUR MEMBER COUNT TO MATCH SHRM.



YOU HAVE TWO OPTIONS TO UPDATE. YOU CAN UPDATE ON THE EHRA WEBSITE OR YOU CAN UPDATE ON THE SHRM WEBSITE. IT DOESN'T MATTER WHICH ONE AS LONG AS THEY MATCH. PLEASE CONTACT MEMBERSHIP@EHRANET.ORG FOR ANY QUESTIONS.

DID YOU RECENTLY BECOME SHRM CERTIFIED? LET US KNOW! EMAIL MEMBERSHIP@EHRANET.ORG

TAKE A BIG STEP FORWARD IN YOUR CAREER!





Get SHRM Certified

https://www.shrm.org/credentials/certification

Benefits of SHRM Certification

- Competitive advantage
- Mastery of HR knowledge & dedication
- Recognition from peers & organization
- Assists in job search & business
- Network with HR professionals

Learn more:

https://www.shrm.org/credentials/certification



Second Test Window: Dec. 1, 2025 - Feb. 15, 2026

Applications Accepted	Deadline
June 4, 2025	Dec. 17, 2025

GET CERTIFIED.

GET NOTICED.

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SPONSORS WANTED

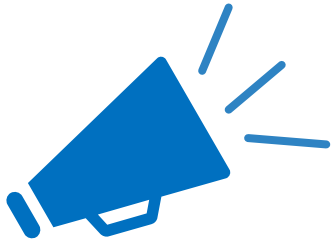
Be a part of our Monthly Meetings or the EHRA Annual Conference



Interested?
Know someone who might be?
Contact Brad Odil @ bodil@referenceservices.com

Learn more at ehranet.org/sponsors

JOB POSTINGS & HELP WANTED ADS!



- **Position Wanted Posting for HR Job Seekers**
  - Members of EHRA who are seeking new career opportunities may place advertisements on the EHRA website.
  - The listing, which will run for 30 days free of charge, will appear on the webpage viewed only by logged-in EHRA members.
  - Can be listed confidentially.

- **Jobs Postings for HR Positions**
  - Ad will run for 30 days, can be viewed by the general public & blasted on EHRA's social media pages.
  - **The following rates apply:**
    - EHRA Members: $100
    - Non-EHRA Members: $200
    - Staffing Agencies: $250

To place a "Position or Help Wanted" job listing, visit https://ehranet.org/classifieds.php?type=job to complete the online submission form.

September 18, 2025 Meeting Info



The Hidden Engagement Killer: How Communication Sabotages Employee Performance

Julia Pillow, MBA, SHRM-SCP
Lead HR Business Partner, CountryMark

Location:
City View at Sterling Square
210 N Fulton Ave
Evansville, IN 47710

Program:
In today's diverse workplace, effective communication is essential for fostering high employee engagement and performance. However, many leaders inadvertently sabotage their teams through inconsistent, unclear, or overly generic communication styles. The Hidden Engagement Killer: How Communication Sabotages Employee Performance examines how misaligned communication approaches can lead to frustration, disengagement, and diminished productivity.

NO MEETING IN AUGUST!!

Join us at the 2025 HR Indiana SHRM Annual Conference!



Thank You to Today's Meeting Sponsor



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