EHRA
Evansville Area Human Resource Association

WELCOME
ANNOUNCEMENTS

September 2025

HR INDIANA SHRM
YOUR PEOPLE STRATEGY LEADER

TODAY'S PROGRAM:

- **Thursday, September 18, 2025**
  - 11AM-11:30AM CST
    - Registration & Networking
  - 11:30AM-12PM CST
    - Lunch
  - 12PM-1PM CST
    - Program
- **Program Information:**
  The Hidden Engagement Killer

- **Discussion topics:**
  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.

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.

TODAY'S GUEST SPEAKERS:

Julia K Pillow, MBA, SHRM-SCP



Julia K. Pillow is a results-oriented Human Resources professional with extensive experience in employee relations, leadership development, and strategic HR initiatives across diverse sectors such as tourism, oil & gas, government, and non-profit organizations. She specializes in cultivating strong workplace cultures, developing high-performing teams, and aligning HR strategies with organizational goals to support long-term success.

Currently, Julia is the Lead HR Business Partner for Recruitment & Employee Relations at CountryMark Corporate Services. In this role, she plays a vital part in shaping employee experiences, ensuring compliance with policies, and increasing workforce engagement. She works closely with senior leadership to develop HR strategies focused on workforce planning, talent acquisition, and fostering an inclusive organizational culture. She is committed to building meaningful relationships with employees, proactively addressing concerns, and creating a supportive, inclusive environment. Prior to this, Julia served as the Director of Finance & Administration at Explore Evansville, where she effectively led teams, managed HR operations, and promoted professional growth through staff development programs, performance evaluations, and training initiatives. Her leadership helped ensure operational excellence and a positive workplace dynamic.

An advocate for diversity, equity, and inclusion (DEI), Julia is the Director of Inclusion & Diversity for HR Indiana SHRM, where she drives impactful DEI initiatives and promotes inclusive workplace practices. She holds a SHRM-SCP certification and a Master of Business Administration from Western Governors University Indiana.

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EHRA WELCOMES ALL GUESTS IN ATTENDANCE TODAY!

EHRA
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

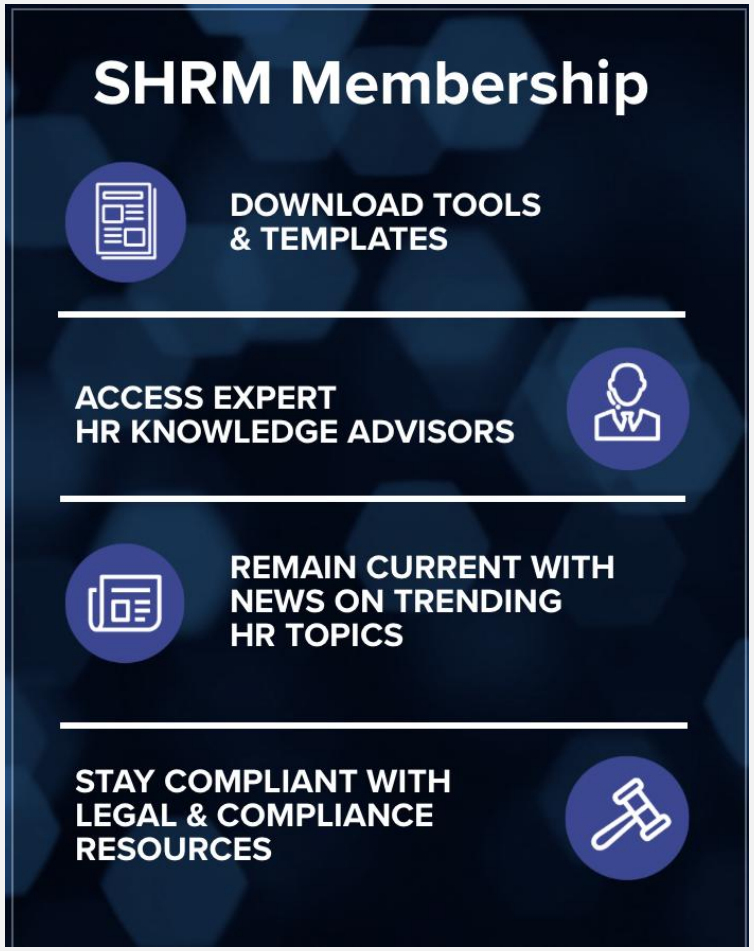
Learn more: *https://ehranet.org/about.php*



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Dual Membership Value (SHRM & Local Chapter)

BENEFITS

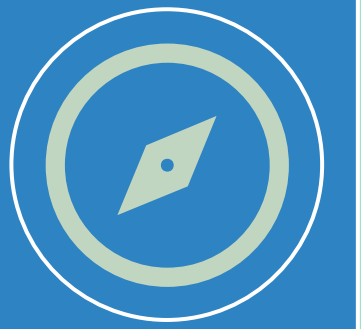




Join/Renew now at

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



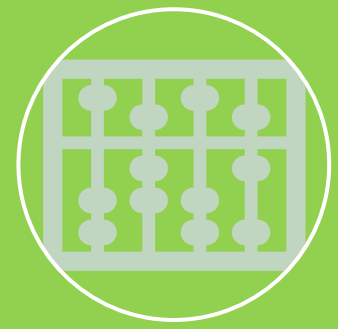
Bench marking

- Benefits
- Compensation
- Employment



Research

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

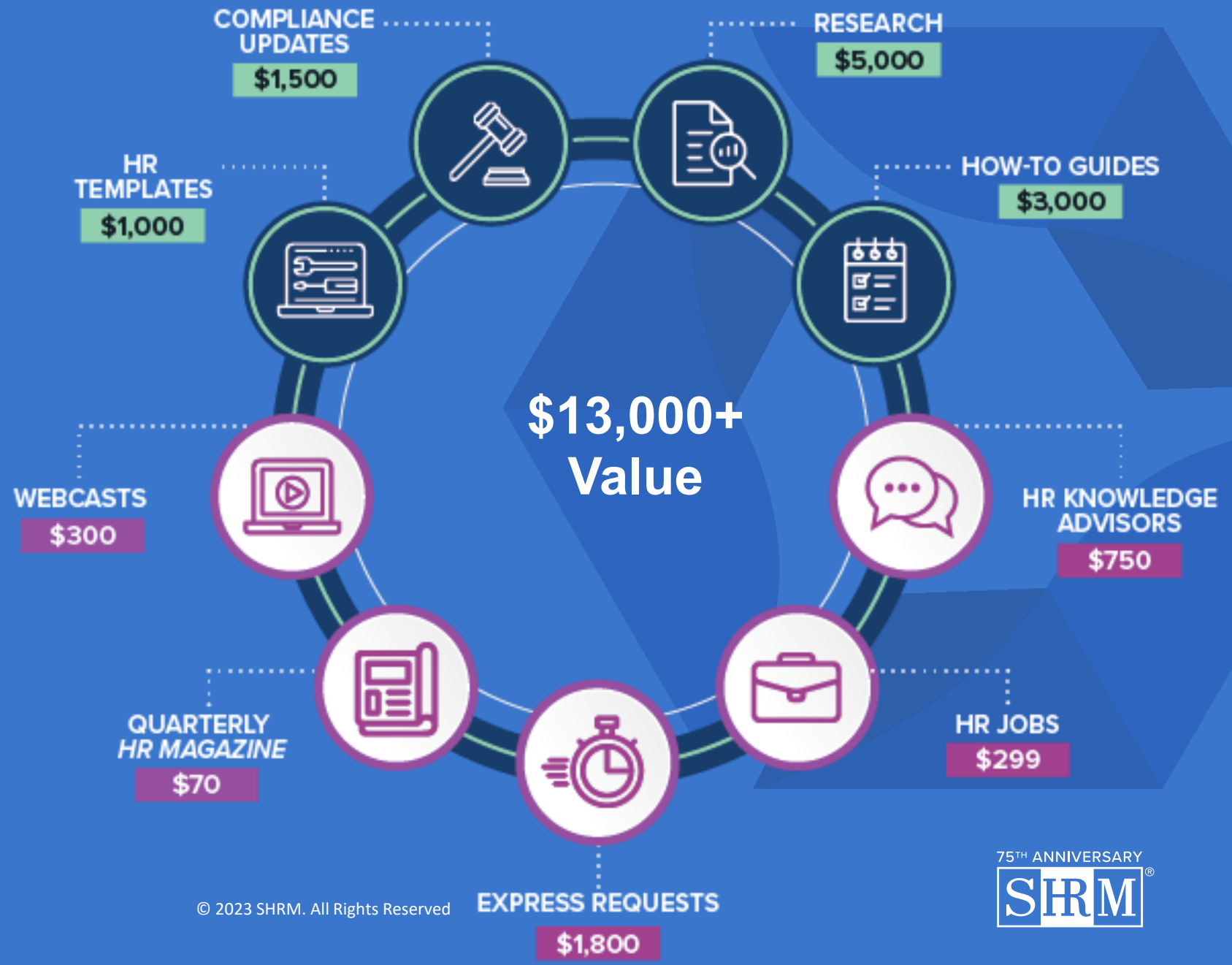


Interactive Tools

- Interview Questions
- Law Comparison
- Performance Reviews

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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

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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.



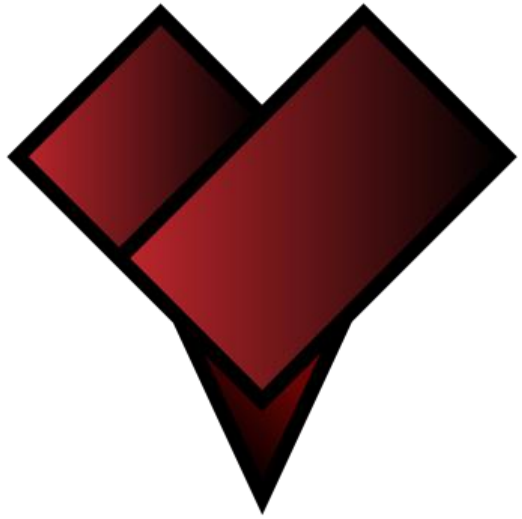




Upcoming Meeting:

EHRA ANNUAL CONFERENCE!
Wednesday, October 22nd, 2025 at CityView at Sterling Square. For complete details, visit www.ehranet.org!

Thank You to Today's Meeting Sponsor



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