CHAPTER CONNECTION

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AFFILIATE OF SHRM® SOCIETY FOR HUMAN RESOURCE MANAGEMENT

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EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



Happy April to our EHRA members,

If the statement, "April showers bring May flowers" is accurate we are in for a beautiful, floral May!

I want to thank the board for planning a fantastic March meeting as well as those who attended. Our presenter, Glenn Keller, shared insights to help us ensure technology isn't impacting our productivity. In case you missed it, I am including a few of his suggestions below.

- Turn off notifications everywhere.
- Remove social media from your phone.
- Run your phone in Do Not Disturb Mode.
- Set early/late times on your meetings to ensure a gap from one meeting to the next.
- Practice asynchronous communications.
- Put time to work on tasks on your calendar, early.
- Block time for deep, focused work.
- Take lunch/Take walks.
- Educate your workforce.
- Start talking about e-mail, calendar & chat etiquette.

We are looking forward to our April meeting which will be held at Kahn, Dees, Donovan & Kahn, LLP. Speaking for us will be Megan Nail from NFP on Total Rewards 2025: Navigating the Changing Landscape with Confidence**.** We are pleased to have Megan return this year as her presentation was a crowd favorite from 2024. Registration is open and is limited to the first 50 registrants so please register early.

I would like to close with an anonymous quote that speaks to the heart of what we do every day: "Great HR professionals are not just problem-solvers, they are architects of cultures where people want to stay, grow, and give their best."

Thank you for your membership, your support of the profession, and keeping our chapter thriving.

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.



EHRA Monthly Meeting Schedule 2025

April 17th– ***Total Rewards 2025: Navigating the Changing Landscape with Confidence. Speaker: Megan Nail & Shawn Morris***

Location: *KDDK (Kahn, Dees, Donovan & Kahn, LLP)*
501 Main Street, Evansville, IN 47708
11:00 AM—1:00 PM

Future Meetings:

May 15th– *Introverts in the Workplace. Speaker: Nikie Walker, Ed. D*

June 12th– *Underhoused or Homeless Workers and How to Support Them. Speaker: Zac Heronemus*

July 17th- *Christopher Shrader & Tracy Justice*

April 2025 Meeting Information

AGENDA:

Thursday, April 17th Location: KDDK—501 Main St, 47708

11:00 - 11:30 Registration and Networking
11:30 - 12:00 Lunch
12:00 - 1:00 Program

PROGRAM: TOTAL REWARDS 2025: NAVIGATING THE CANGING LANDSCAPE WITH CONFIDENCE

The landscape of total rewards is rapidly evolving, presenting both challenges and exciting opportunities for organizations. To stay competitive and retain top talent, employers must have a proactive approach to total rewards and understand the latest trends. With constantly shifting employee values and expectations, are you prepared to adapt your rewards strategy to meet these new demands?

Join us for an insightful session as we delve into the latest trends that will shape total rewards in 2025. From compensation and pay transparency to personalized benefits packages and the rising significance of financial wellness and mental health support, this session will uncover the key drivers transforming the employee rewards experience.
Prepare to be empowered with the invaluable insights you need to succeed in both the present and the future, positioning your organization at the forefront. Don't miss this fast-paced and immersive journey into the world of total rewards!

- Participants will gain a comprehensive understanding of the rapidly changing landscape of total rewards in 2025, recognizing the challenges and opportunities it presents for organizations.
- Attendees will learn the importance of adopting a proactive approach to total rewards, equipping them to respond to constantly shifting employee values and expectations effectively.
- Participants will explore the latest trends that are set to shape total rewards in 2024, ranging from compensation and pay transparency to the significance of personalized benefits packages and employee well-being support.
- By the end of the session, participants will be equipped with invaluable insights, enabling them to position their organization at the forefront of total rewards practices, fostering competitiveness and retention of top talent.
- Equipped with the latest trends and best practices, participants will be prepared to navigate the dynamic total rewards landscape in 2025 and beyond, ensuring their organization's sustained success.

SPEAKERS: MEGAN NAIL, COO, SHRM-SCP, CEBS & SHAWN NORRIS, RHU, CHHC

Megan Nail—As Vice President, 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 serves as Senior Vice President, Corporate Benefits for NFP in Indiana and brings over 17 years of experience in the corporate benefits industry. Shawn's primary focus and dedication is to help business owners and HR executives implement employee benefit programs designed to attract and retain employees while assisting them in meeting their current and long-term financial objectives.

For more information about Megan and Shawn, please visit the EHRA website.



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*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 AGARRETT@ENERGYSYSTEMSGROUP.COM TO SHARE IN THE NEWSLETTER.

HUMAN RESOURCES
LAW UPDATE

LEGISLATIVE AFFAIRS UPDATE
with Joshua B. Gessling—Legislative Affairs Chairperson

EEOC and DOJ Provide Guidance on DEI Programs

By: Joshua B. Gessling

On March 19, 2025, the U.S. Equal Employment Opportunity Commission ("EEOC") and U.S. Department of Justice ("DOJ") issued a joint press release ("Press Release") and technical assistance documents focusing on educating the public about "unlawful discrimination related to 'diversity, equity, and inclusion' (DEI) in the workplace." The Press Release is available here: https://content.govdelivery.com/accounts/USEEOC/bulletins/3d7be2f.

The Press Release and technical assistance documents make clear that DEI initiatives can be scrutinized under and may be deemed violative of Title VII of the Civil Rights Act of 1964. To this end, the Press Release states DEI "initiatives, policies, programs, or practices may be unlawful if they involve an employer or other covered entity taking an employment action motivated—in whole or in part—by an employee's or applicant's race, sex, or another protected characteristic." Andrea Lucas, the EEOC's Acting Chair, is quoted in the Press Release as stating: "Far too many employers defend certain types of race or sex preferences as good, provided they are motivated by business interests in 'diversity, equity, or inclusion.' But no matter an employer's motive, there is no 'good,' or even acceptable, race or sex discrimination."

The Press Release and technical assistance documents suggest unlawful DEI initiatives are enforcement priorities for the EEOC and DOJ. Accordingly, employers may wish to immediately review their DEI initiatives to ensure Title VII compliance.

This note is for informational purposes only and not for the purpose of providing legal advice. If you have questions or concerns 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.



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:

Megan Nail & Shawn Norris - Total Rewards 2025: Navigating the Changing Landscape with Confidence

What's Happening at EHRA

2025 board

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