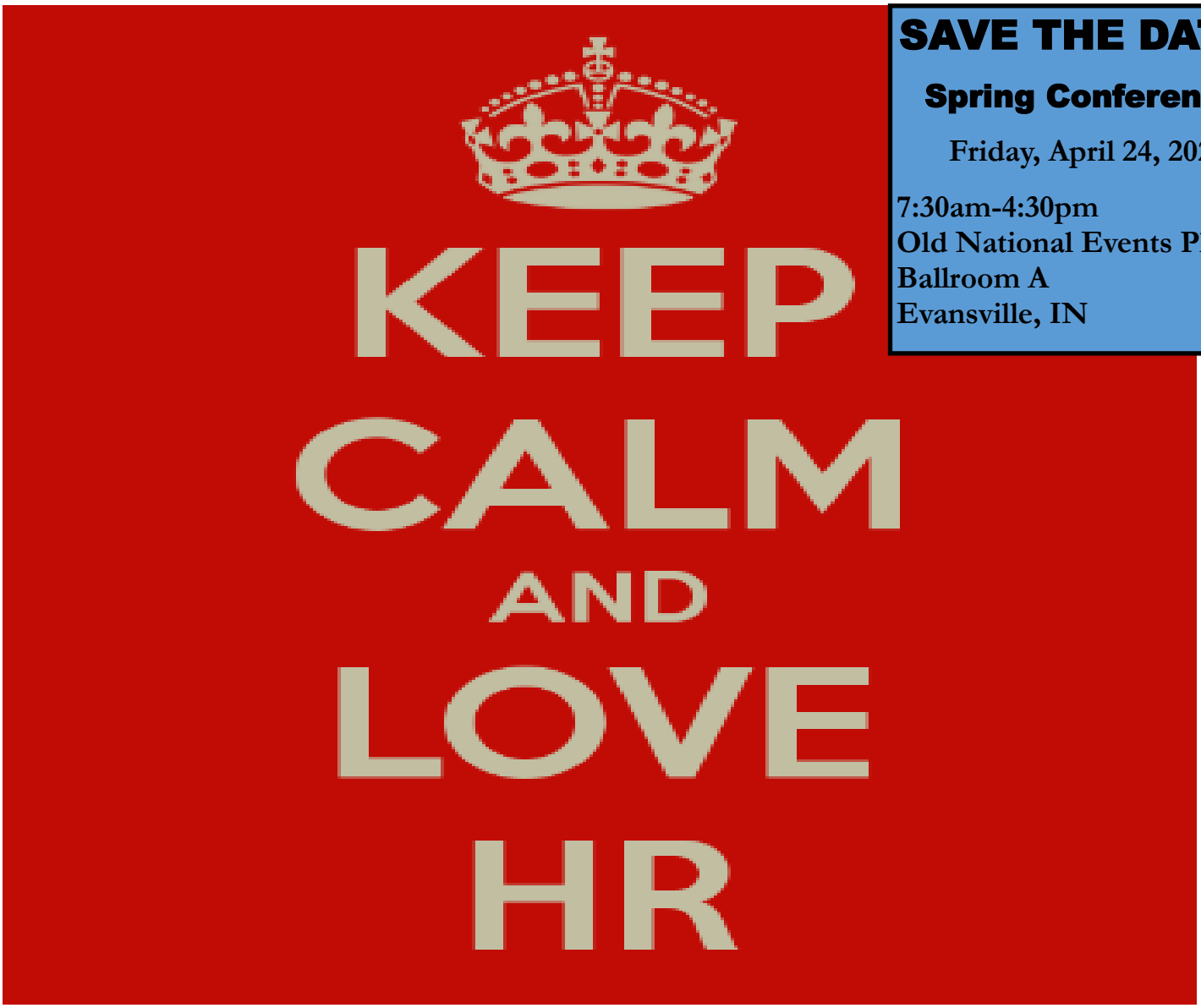
CHAPTER CONNECTION

A publication of the Evansville Area Human Resources Association

February 2020



SAVE THE DATE!

Spring Conference

Friday, April 24, 2020

7:30am-4:30pm
Old National Events Plaza
Ballroom A
Evansville, IN

AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM EXCEL
GOLD CHAPTER
2016

SHRM
SHRM-CP | SHRM-SCP
RECERTIFICATION PROVIDER
2020

EHRA
Evansville Area Human Resource Association

PRESIDENT'S**MESSAGE**



Greetings, EHRA members! Thank you to those of you who attended our January meeting. We had a great crowd for our first meeting of 2020! It was fantastic learning about second chance hiring from Teresa Katubig from HireLevel. This has been a big initiative for SHRM as well. If you are interested in learning more, SHRM has more information and a full toolkit for their campaign, Getting Talent Back to Work, at https://www.gettingtalentbacktowork.org/.



I am excited for our February program, which will be presented by Shawn Norris from NFP. He will be sharing a benefits update and other trends in the benefits arena. I hope you all can make it!

Please remember to complete the member survey that we sent out at the end of last month. We would love to get your feedback on meetings and programming so we can provide education that is relevant and valuable to our members. One lucky member who completes the survey by February 10th will win a free meeting voucher as well, so be sure to get your name in the drawing!

Thank you for being a member!

Wendy Gumbel

Follow EHRA on Twitter
@EvansvilleHR

SHRM Tip:

HR Magazine is available to SHRM members to read on your phone as an app! Search for *HR Magazine SHRM* and download the app today!

HR Magazine

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.

02 20 2020



ABOUT OUR
EVENT

PROGRAM: 2020 BENEFITS TRENDS

SCHEDULE

11:00am-11:30am - Registration and Networking

11:30am-12:00pm - Lunch

12:00pm-1:00pm - Program

LOCATION

The Crescent Room at the Easterseals Early Learning Center

621 S. Cullen Avenue
Evansivlle, IN 47715

COST

Before February 17
Member: $15 Guest: $30

February 17 and later
Member: $20 Guest: $35

ABOUT OUR
SPEAKER



Shawn Norris currently serves as Vice President, Corporate Benefits for NFP, the 5th largest employee benefits brokerage/consultant firm in the United States, and brings over 13 years of experience in the 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. Shawn holds an Indiana Life and Health Insurance license, Investment Company Products/Variable Contracts Limited Representative (FINRA Series 6) and Uniform Securities Agent State Law Examination (FINRA Series 63) registrations. He also holds RHU (Registered Health Underwriter) and ChHC (Chartered Healthcare Consultant) designations through the American College of Financial Services in Bryn Mawr, PA. In addition, Shawn is a Certified Consumer Driven Healthcare Specialist (CDHC).Shawn is a member of the National Association of Health Underwriters and Southwestern Indiana Association of Health Underwriters, a contributing writer for the Evansville Courier & Press and Evansville Business Journal, Past President of Leadership Evansville, and a 2016 honoree of the Evansville Courier & Press Top 20 Under 40 Rising Leaders. Shawn resides in Newburgh, IN with his wife and two young girls.

Certification info:

Any good employer knows the importance of having a competitive benefits package with health insurance. How does an employer know which benefit packages to choose that works best for the company and employee? Shawn Norris will advise members of benefit trends of 2020 including both insured & non-insured benefits. He will also discuss the compliance perspective of a benefits program as it is built out as well as go over compliance for the year.

MEMBER **SPOTLIGHT**



KENDALL **BUECHLER**

Administrative Support Specialist

Matthew 25 AIDS Services, Inc.

What led you to join EHRA?

I joined EHRA as a college student 2 years ago, and enjoyed attending some of the meetings and meeting new people. I am hoping to continue my HR education by learning new things at the meetings, and am hoping to meet other HR professionals in the area.

What do you enjoy about your job?

I enjoy building relationships with the employees and helping them in any way that I can. I think that it is very important to have a positive and fair working environment, and I like that part of my job is to make sure that happens. I also like talking to new employees on their first day and trying to help them to feel comfortable on such an overwhelming day.

*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, SHARE IT WITH US AT JFERTIG@USI.EDU

THE STUDENT **SECTION**



KYLE
Nicole

Why are you interested in an HR career?
I am interested in a career in HR, so I can help employees become the best versions of themselves, while also helping a company flourish at it's highest level. The most important piece of a company is the employees and how we invest in them.

Any HR work experience?

- Spring of 2019 - HR Intern at The Arc of Evansville
- Summer 2019 - HR Intern at Orthopaedic Associates
- August 2019 to Present - Corporate Talent Acquisition Intern at Berry Global, Inc

Favorite Hobbies:
Playing/watching sports, working out, spending time with family & friends

Favorite quote:
"Leadership is not just about what you do but what you can inspire, encourage and empower others to do." - *Jon Gordon*



HANNAH
Plump

Why are you interested in an HR career?
I'm interested in an HR career because I love the 'people' aspect. Working in HR allows me to build relationships with all employees throughout an organization. I find it very rewarding to watch employees grow personally and professionally.

Any HR work experience?

- HR Assistant, ORG Chem Group LLC
- HR Co-op, Accuride Corporation

Favorite Hobbies:
Traveling, Being outdoors, Cooking

Favorite quote:
"Leadership is a responsibility. It's not about being in charge. It's about taking care of those in your charge." -*Simon Sinek*



EEOC's Charge-Related Statistics Released

By: Josh Gessling, Esq., *EHRA Legislative Director*

On January 24, 2020, the U.S. Equal Employment Opportunity Commission (EEOC) publicly released statistics related to charge filings. This annual report provides employers with insight into national enforcement and litigation trends, and can assist HR professionals in prioritizing compliance objectives.

The EEOC's report, which includes data through its fiscal year ending in September 2019, shows sex discrimination claims are on the rise nationally. While sex-related harassment claims decreased slightly in 2019, these claims remain very popular in comparison to prior years. Retaliation claims continued to be the most common type of EEOC claim brought against employers nationally.

While sexual harassment claims saw a modest dip in 2019 nationally, the amount of money recovered from employers for such claims increased dramatically. In fiscal year 2018, the EEOC recovered $56.6 million for sex-based harassment charges. Last year, the EEOC recovered $68.2 million. This represents a 20% increase and is approximately double the amount the EEOC recovered for similar charges just five years ago.

While employers may take some comfort in the fact that sexual harassment claims dipped last year, it appears the value (or perceived value) of such claims may be on the rise.

The EEOC's fiscal year statistics are available here: https://www.eeoc.gov/eeoc/newsroom/release/1-24-20.cfm

This note is for informational purposes only and not for the purpose of providing legal advice. You should contact your legal counsel to obtain advice with respect to any particular issue or problem.

What's Happening at EHRA

VOLUNTEERS NEEDED

- The EHRA membership chair is looking for three volunteers to join a subcommittee to help review new EHRA membership applications. If you are interested please e-mail Erika Maurer directly at emaurer@prorehab-pc.com. Thank you!

- Spring Conference Planning Committee Open Now. Contact Vickie Warren! Vickie.warren@arcofevansville.org

2020 Spring Conference Vendor Booths Now Available!

Contact Mary Thompson at metst53@hotmail.com

Spring Conference is Friday, April 24, 2020!!

2020 board

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