CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

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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**



It's finally summer! I know this means lots of on the go for all of us, so I want to take the time out to thank you for being an EHRA member and participating in our events!

Speaking of events….it's not too late to register for the annual conference in Chicago. There is also a networking event with North Central SHRM which is awesome to meet new HR peers! The dates are June 23 – 26. Here is the link to review/register for it! https://annual.shrm.org/ An email was sent out to register for the networking event, but if you need the information please reach out!

Our DisruptHR event is getting SO close! Wendy Gumbel has done a great job leading the efforts on this, and we are excited to see you all! It is July 24th at CityView in Evansville. There will be networking, speaking, snacks, and Jason Barnaby! If you attended our annual conference a couple of years ago, he was a keynote! Please use this link to register: https://ehranet.org/meet-reg1.php?id=182

HRIN State Conference is coming up in August. We will be sending information out about that, but stay tuned for our networking event! We're going to an Indianapolis Indians baseball game! I'd like to give a huge shoutout to Dana Pool for thinking of (and organizing) this event. Be sure and watch your email for instructions on how to register. I'm excited to try something new! If you have any networking ideas that we can do for our EHRA group during state conference in the future, please let a board member know. We love new ideas!

Our annual conference is coming together nicely! We'll be sending out information about it as the time nears! Big thanks to our chair, Julia Pillow, for taking the lead on this!

If you have HR worthy news, please share it with us! We'd love to see what is going on with our members and their companies. You can email it to Jessica Bailey at: Jessica.Bailey@CountryMark.com. She is responsible for our awesome newsletters!

I hope your summer has started off great, and enjoy as much of it as you can! Be safe!

Amanda Gries
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.

June Meeting Information

Thursday, June 20
11AM - 1PM
Evansville Country Club



AGENDA

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

PROGRAM: 5 GEARS LIVE

Learn to be appropriately productive while also being present with those you love and lead.

This tool will give you a framework to restructure your interactions with the people in your life to make sure you are connecting appropriately while also getting the things done that move you forward.

SPEAKER: SHAWN COLLINS

Shawn Collins is the Founder of EXTEND GROUP, a dynamic Marketing and Communications Cooperative dedicated to revolutionizing organizational culture and communication strategies. With over two decades of experience, Shawn is a recognized leader in helping businesses cultivate thriving workplace environments. Shawn's role as a keynote speaker and industry expert is not just about sharing knowledge, but about inspiring change. His innovative insights on enhancing workplace culture, improving communication dynamics, and fostering community engagement within organizations motivate leaders to adopt forward-thinking approaches to talent management, employee development, and organizational growth.

With a deep understanding of the organizational landscape and a passion for empowering leaders, Shawn Collins is dedicated to helping organizations build inclusive, engaging, and high-performing workplaces that drive business success.

SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

Evansville Country Club
(unless otherwise noted)

- June 20—Shawn Collins
- July 18—Chris Schrader
- August—No meeting. IN State Conference
- September 19—Josh Gessling & Jake Fulcher
- October 23—Annual EHRA Conference
- November 21—Amanda Gries
- December— Holiday Party



CITY VIEW

EVANSVILLE, IN

WEDNESDAY, JULY 24, 2024

5:30-8:30 PM

Registration and Networking 5:30-6:30 PM

Program 6:30-8:30 PM

Appetizers and drinks will be provided

Presented by:

EVANSVILLE REGIONAL ECONOMIC PARTNERSHIP

EHRA

Welcome Our New Members!

JILL **MARSHALL**
JC MICHAELSON CONSULTING, LLC

SYDNEY **MANCINI**
BERRY GLOBAL

LAURA **KNIGHT**
GERMAN AMERICAN BANK

DORA **LONG**
WESTERN GREEN

CANDI **OTT**
VUTEQ

GRACE **NICHOLAS**
ENERGY SYSTEMS GROUP

*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 JESSICA.BAILEY@COUNTRYMARK.COM TO SHARE IN THE NEWSLETTER.



The FTC's Continued Assault on Non-Compete Agreements

The Federal Trade Commission (FTC) recently enacted a Final Rule that prohibits new non-compete agreements and significantly curtails existing non-compete agreements. Although the Rule does not specifically prohibit non-solicitation, non-disclosure, and confidentiality provisions in agreements, the Final Rule's broad definition of noncompete clauses may nevertheless deem some of these provisions unlawful.

The broad sweep of the FTC's action cannot be overstated. The Final Rule prohibits new non-compete agreements with all workers, including employees and independent contractors, across the nation. For existing non-compete agreements, the Final Rule carves out an exception for "senior executives," which it defines as workers earning more than $151,164 annually who are in a "policy-making positions." It also makes exception for noncompete agreements entered into by a person pursuant to a "bona fide sale of a business."

The Final Rule also requires employers to notify workers who were subject to prohibited noncompete agreements that those agreements will not be enforced. Acceptable means of notification are set forth in the Final Rule.

The Final Rule is currently scheduled to go into effect on September 4, 2024. Legal challenges have already been filed, but employers should not assume the Final Rule will be struck down prior to the deadline for compliance, if at all. While employers may wish to delay providing the aforementioned notices until closer to the effective date, unless legal developments dictate otherwise, employers should prepare to comply with all aspects of the FTC's Final Rule by the deadline.

Thank you to KDDK attorneys Mark McAnulty, Carrie Roelle, and Lee Braun for their contributions to this update. *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 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.

What's Happening at EHRA

SAVE THE DATE

DisruptHR is coming to Evansville July 24th!

2024 *board*

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