CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

May 2026

Hope to see you at the May 21st, monthly EHRA meeting.



AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM RECERTIFICATION PROVIDER SHRM-CP | SHRM-SCP

RECERTIFICATION PROVIDER HRCI 2026 HRCI.ORG

EHRA Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



EHRA Members and Guests,

As we approach the halfway point of 2026, we wanted to ask your participation on completion of our EHRA survey. Your feedback is invaluable to us as it will help us shape the remainder of the year. From programming to membership to social events, we want to hear from you.
In case you missed it in your email, here is the link. It will close soon so please take 5-10 minutes and provide insight into what matters most to you.

👉 https://www.surveymonkey.com/r/NXN8KKC

I also invite you to join us on May 21st as we explore our Working Genius, facilitated by Board Member, Cori Deputy. And as a bonus, if you register by May 15th, you will receive a FREE Working Genius Assessment, generously provided by our sponsor, RSI. This assessment will reveal your unique Geniuses, Competencies, and Frustrations, offering powerful insight into how you work best. Assessment results will be shared during the meeting, allowing you to make immediate, practical connections that you can use right away.

I had the opportunity to complete by Working Genius Assessment and look forward to hearing how I can work best. With the business of all things competing for priority, an opportunity to discover tips and tricks is exciting!

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.

Inspire the Next Generation: Two EHRA Volunteers Needed for Boys and Girls Club Soft Skills Program

The EHRA Workforce Readiness Initiative is launching a soft skills program at the Boys and Girls Club of Evansville this summer, and we are looking for two HR professionals ready to step in and inspire the next generation of workforce talent.

This is HR at its most direct and most rewarding. You know what employers look for. You know what makes candidates stand out. Now picture sharing that knowledge with middle and high school students who are just starting to figure out their own strengths. Watching a young person practice an interview answer for the first time, or find their voice on a team, lands differently when you are the one helping it happen.

The program, ***Soft Skills: The Secret Superpowers for Success***, runs five Fridays this summer. Students work in teams to practice the skills employers consistently rank as essential in hiring: communication, teamwork, problem solving, time management, and confidence. According to NACE (2024), 93 percent of employers identify soft skills as essential or very important in their hiring decisions. These students are tomorrow's applicants, interns, and employees in our region. Helping them build these skills now is one of the most direct contributions HR professionals can make to the local talent pipeline.

Program Schedule

All sessions run Friday from 3:00 to 4:00 pm at the Boys and Girls Club of Evansville:

- Friday, June 26 (Week 1: Discover Your Superpowers)
- Friday, July 10 (Week 2)
- Friday, July 17 (Week 3)
- Friday, July 24 (Week 4)
- Friday, July 31 (Week 5: Championship Event)

Two volunteers. That is it. You do not need to commit to all five Fridays, although the students will love seeing the same faces return week after week. Even one session creates real value. Volunteers receive a facilitator training guide in advance, and no prior experience with youth programming is required. Your HR expertise is the qualification.

What This Looks Like

Volunteers help facilitate team activities, coach students through skill challenges, share brief stories from your own career, and reinforce the connection between what students are practicing and what employers actually look for. Sessions are structured, materials are prepared, and a lead facilitator is on site throughout. You bring your expertise and your energy. We handle the rest.

Step In

If you are ready to claim one of the two spots, reach out to Megan O'Connor at ***mroconnor1@usi.edu***. Forwarding this to a colleague who has been waiting for the right way to give back is just as appreciated.

Career readiness starts with soft skills, and soft skills start with someone willing to coach them. HR professionals are exactly who these students need in the room, and that someone could be you.



EHRA Monthly Meeting Schedule 2026

May 21st, 2026–

Program: **Working Genius: A Ridiculously Simple & Powerful Framework**

Location: **City View at Sterling Square**

210 N. Fulton Ave, Evansville, IN 47710

https://cityviewevv.com/

11:00 AM—1:00 PM

Guest tickets are also available for purchase

Visit ehranet.org and click on meetings to register or for more information.

Please mark your calendars for future 2026 EHRA monthly meetings:

June 18th—Alise Isbell

July 16th—Nick Seifert

Meetings are typically the 3rd Thursday of every month.

Monthly Meeting Information

Thursday, May 21st, 2026 Location: City View at Sterling Square

AGENDA:

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

PROGRAM: WORKING GENIUS: A RIDICULOUSLY SIMPLE & POWERFUL FRAMEWORK

You can automate workflows, scale globally, and optimize performance. Still, projects stall. People get burned out. Teamwork falls apart. Why does this happen? Because performance is not just about technology or deadlines; it is about people. Join us for this session to learn how Pat Lencioni's Working Genius model helps teams understand the natural flow of work, how people's innate talents (and frustrations) show up, and how that insight can strengthen collaboration, communication, and execution. You'll leave with a clearer understanding of the model and how it can be easily applied to real work challenges, resulting in clearer communication, higher efficiency, and improved team dynamics.

By the end of this session, participants will be able to:
- Use Working Genius as a practical tool to strengthen leadership effectiveness, team performance, and organizational results across HR and the business.
- Apply greater self-awareness to how they lead and collaborate, strengthening leadership skills such as setting direction, navigating complexity, and building momentum.
- Communicate and partner more effectively across teams by using shared language that improves trust, collaboration, and working relationships.
- Consult more strategically with leaders and stakeholders by intentionally matching the right people to the right type of work at the right stage.
- Design work, roles, and projects more intentionally to support engagement, reduce burnout, and improve retention.
- Recognize that frustration often comes from misaligned work, not lack of capability, allowing HR to address performance and engagement challenges more effectively.

Bonus Value for Early Registrants!
Register by **May 15th** and receive a **FREE Working Genius Assessment**, generously provided by our sponsor, **RSI**. This assessment - completed prior to the session (assessment takes ~10 minutes, must be completed by May 19th) - will reveal your unique **Geniuses, Competencies, and Frustrations,** offering powerful insight into how you work best. Assessment results will be shared during the meeting, allowing you to make immediate, practical connections that you can use right away.

SPEAKER: CORI DEPUTY, SHRM-SCP, WORKING GENIUS CERTIFIED FACILITATOR



REFERENCE SERVICES INC

HIRE FASTER WITH CONFIDENCE

ABOUT US

The Professional Background Screening Company

ACCREDITED PBSA PROFESSIONAL BACKGROUND SCREENING ASSOCIATION UNITED STATES EMPLOYMENT SCREENING

WHY RSI

- Faster Turnaround Times
- Superior Customer Service
- Quality Reporting
- FCRA Compliance

CONTACT US

8112-474-9000

sales@referenceservices.com

REFERENCE SERVICES INC

The Professional Background Screening Company

THANK YOU TO OUR 2026 MAY MEETING SPONSOR:

RSI—Reference Services Inc

Welcome Our New Members!

Welcome New EHRA Members!

Jenna Andrews—Brentwood Springs

Anna Kranning—USI

Martha Reynolds—First Federal Savings Bank

Sheryl Richardt—Ronald McDonald House



***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 ABBIEG1776@GMAIL.COM TO SHARE IN THE NEWSLETTER.

LEGISLATIVE AFFAIRS UPDATE

with Joshua B. Gessling—Legislative Affairs Chairperson

DOL Announces New Proposed Joint Employer Rule By: Nick J. Golding

On April 22, 2026, the U.S. Department of Labor ("DOL") announced a Notice of Proposed Rulemaking to revise its analysis used to determine joint employer status under three federal employment laws: the Fair Labor Standards Act ("FLSA"), Family and Medical Leave Act ("FMLA"), and Migrant and Seasonal Agricultural Worker Protection Act ("MSPA"). Joint employer status is most often found in business partnerships involving subcontractors, staffing agencies, or franchisees. Under this test, multiple employers can be held jointly and severally liable for violations including, but not limited to, unpaid wages, overtime, and other damages.

The Proposed Rule

The proposed rule adopts a four-factor analysis examining whether the potential joint employer:

1. Hires or fires the employee;
2. Supervises and controls the employee's work schedule or conditions of employment to a substantial degree;
3. Determines the employee's rate and method of payment; and

Maintains the employee's employment records.

A unanimous finding on these four factors in either direction will establish a "substantial likelihood" regarding whether an individual or entity is a joint employer with another. The proposed rule also excludes the relevance of certain business models and practices when determining joint employer status, including:

1. Certain contractual agreements related to health, safety, or legal compliance, including anti-harassment policies, background checks, and workplace safety protocols;
2. Providing a sample employee handbook or other forms to another employer;
3. Offering an association health or retirement plan to another employer or participating in such a plan;
4. Jointly participating in an apprenticeship program with another employer;
5. Operating as a franchisor or similar business model; and

Quality control standards to ensure consistent quality of work product, brand, or business reputation.

The DOL announced this move is intended to provide clarity and uniformity for employers by resolving splits in approaches taken by federal circuit courts in applying the joint employer rule. However, these federal circuit courts retain ultimate authority in deciding what standards to apply for determining joint employer status.

Public Comment Period

A 60-day notice and comment period for public input on the proposed rule is open through June 22, 2026. The DOL will then work to adopt a final version of the rule that may incorporate changes based on public feedback.

SHRM Membership Helps You See What's Coming—and Be Ready for It.

SHRM membership is for HR and business leaders who are accountable for outcomes—leaders who need their workforce decisions to hold up in the boardroom, with regulators, and with employees.

Your career. Your impact. Your future. Choose the membership that fits your needs and start unlocking your full potential today.

Why SHRM Membership Matters

Work is changing faster—and with higher stakes—than most organizations are prepared for. HR leaders are expected to protect the business, support the workforce, and drive performance at the same time.

SHRM exists to help you do that—with clarity, foresight, and real-time guidance when decisions matter most.

HR's best don't just join SHRM. They rely on it. **$299/yr**

www.shrm.org/membership



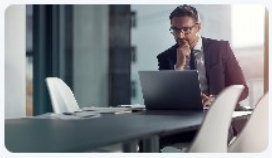
For Students

Gain access to mentors and resources to accelerate early career success.



For HR Professionals

Advance your career with toolkits, certifications, and mentorship opportunities.



For Executives & Leaders

Get strategic insights, workforce trend reports, and C-suite level connections.



For Small & Mid-Size Businesses

Reduce compliance risk with customizable handbooks and direct access to expert 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:

PROGRAM:
Working Genius: A Ridiculously Simple & Powerful Framework
Speakers: Cori Deputy. SHRM-SCP
Thursday, May 21st, 2026
11am to 1pm

What's Happening at EHRA

Hope to see you at the May Monthly — Register by May 15th for a FREE Working Genius Assessment

2026 board

President
Jennifer Zimmer
jennifer.zimmer@countrymark.com

President-Elect
Dana Pool
danap@bestfriends.org

Secretary
Samantha Witte
switte@carhartt.com

Treasurer
Cori Deputy
CDeputy@kellerschroeder.com

Assistant Treasurer
Jessica Bailey
jessicabailey63@hotmail.com

Membership Chairperson
Amanda Gries
agries@kellerschroeder.com

SHRM Liaison and Certification Chairperson
Jessica Bailey
jessicabailey63@hotmail.com

Web Chairperson
Julia Pillow
juliakpillowhrin@gmail.com

College Relations Chairperson
Hailey Gwaltney

Workforce Readiness Chairperson
Megan O'Conner
hopingforblueskies@gmail.com

Newsletter Editor
Abbie Garrett
abbieg1776@gmail.com

Finance Chairperson
Brad Odil
bodil@referenceservices.com

Communications Chairperson
Julia Pillow
juliakpillowhrin@gmail.com

Professional Development Chairperson
Jennifer Skodinski
jskodinski@dccevv.com

Legislative Affairs Chairperson
Josh Gessling
jgessling@kddk.com

Past President
Amanda Gries
agries@kellerschroeder.com