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**



As we move into the season of gratitude, I want to express how thankful we are to have you as members of EHRA. We value your opinions and appreciate your support. Please continue to support continuing education through EHRA.

Our annual conference was AMAZING! Thank you to everyone that helped put it together but especially Julia Pillow for her hard work. The speakers were great and brought energy!

I want to remind everyone of the venue change for our November meeting. We will be at Kitchen 812 on Weinbach. This is NOT the old Western Ribeye building. (That is Venue 812.) I just wanted to bring it to your attention.

I've been working with a couple of gentlemen at Keller Schroeder on this month's meeting topic—Demystifying AI. Whether we like it or not, AI is here to stay. So we may as well try to decipher how it can help us and our companies in our everyday jobs. Please be sure to join us!

Our holiday party is going to be December 12th at Venue 812 (old Western Ribeye building,) and we're going to have an elfing good time! I'm so excited to see what our committee comes up with for the party this year... I've heard some of the details but not all. Be sure to join us! There will be prizes!

I wanted to send a quick reminder about the conference cruise coming up in February. There will be an AMAZING lineup of speakers, and you can have fun in the Caribbean as well! There is a page about the conference in this newsletter, but you can also visit the website hrcruise.com for more information!

Hoping we all take a moment this season to express gratitude regularly.

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.

SAVE THE DATE

EHRA Monthly Meeting Schedule 2024

- **November 21— Demystifying AI For Clarity and Confidence**

  Location: Kitchen 812 (122 N. Weinbach)

- **December 12— Holiday Party**

  Location: Venue 812 (1401 N. Boeke)

PLEASE NOTE THE VENUE CHANGES FOR OUR LAST 2 EVENTS OF THE YEAR.

November Meeting Information

Thursday, November 21
11AM - 1PM
Kitchen 812
122 N. Weinbach

AGENDA

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

PROGRAM: DEMYSTIFYING AI FOR CLARITY AND CONFIDENCE

In this presentation, attendees will learn the basics of AI and how it can help in the HR field. How can AI be used for good? How do we recognize when it's not used for good? This presentation will break down AI and help individuals embrace AI in their HR roles helping reduce time spent on certain HR activities. Attendees will have a better understanding of what AI is and how HR professionals can embrace AI and no longer be intimidated!

SPEAKERS: CODY KRIETEMEYER, BRYAN BLUBAUM & AMANDA GRIES

Cody Krietemeyer is a Practice Leader, Data Engineering & Data Science for the Data Strategy Group at Keller Schroeder. He has over 8 years of experience in data science, machine learning, artificial intelligence, data engineering, business intelligence, data governance tools & methodologies, & applications development. With proficiency in statistical programming languages and AI tools, Cody can develop and implement solutions to streamline business processes and supplement end user decision making with data products. A highly disciplined and organized data professional, Cody is very adaptable across roles, technologies, and business domains. He quickly learns new skills and technologies for the needs of his customers with a focus on driving actionable insights. He effectively bridges between business and technical colleagues by simplifying technical jargon to ensure common understanding.

Bryan Blubaum is the Director, Data Strategy Group at Keller Schroeder. Bryan Blubaum was instrumental in launching Keller Schroeder's Data Strategy Group. Bryan is an experienced executive leader with a successful track record of designing and implementing enterprise technology architectures. He is an expert in Data Lifecycle Management. One of Bryan's priorities when working with clients is to gain trust and make sure that all parties (on both the business and IT side) have a clear understanding of the project roadmap and that all tasks were clearly defined and allocated. His robust background in many IT systems helps him navigate client architecture and data systems to give informative suggestions on the next steps.

Amanda Gries is a Technical Recruiter at Keller Schroeder with over 24 years' experience in HR in various industries. She has served on the EHRA BOD for 7 years and has mentored many entering the HR field. Having experience in all areas of HR, Amanda's strength is in recruiting, where she has helped multiple candidates and clients over the course of her career.



THANK YOU TO OUR

NOVEMBER MEETING SPONSOR

HERITAGE FEDERAL CREDIT UNION.







HR CONFERENCE CRUISE

FEBRUARY 22-27, 2025

Join us!

- The HR Conference Cruise will depart from Port Canaveral, FL on February 22-27, 2025 for a 5-night sailing on Royal Caribbean's *Voyager of the Seas*.
- We'll have FOUR, pre-conference webinars plus 7 sessions on board for at total of 15.0 recertification credits (PENDING).
- All on board sessions are held in the ship's Conference Center.
- We offer a tremendous number of networking opportunities, with great speakers, on a fun venue.
- The sailing includes two ports-of-call: Nassau, Bahamas and Labadee, Haiti (Royal Caribbean's private island).
- Don't miss out and register today. We look for a $100 per-person, deposit with the balance due on 12/15/2024.

SPEAKERS



Ben Eden



Mallory Herrin



Andrea Lewis



James Reid



Mary White



Daniel Juday



Julie Develin

ILLINOIS SHRM · HR INDIANA SHRM · MISHRM · SHRM · ASPECT

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Welcome Our New Members!

SAPRINA **LYNN**

EVANSVILLE RESCUE MISSION

ABBY **TRANCHITA**

EVERQUOTE

AMY **ENGLISH**

KOCH FINISHING SYSTEMS

*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.



FTC to Appeal Federal Court's Decision Invalidating its Non-Compete Rule

By: Joshua B. Gessling

On October 18, 2024, the Federal Trade Commission ("FTC") announced its plan to appeal a federal court's ruling that invalidated its non-compete rule ("Non-Compete Rule"). As readers of the Chapter Connection know, the federal court's ruling set aside the FTC's controversial Non-Compete Rule on August 20, 2024.

The FTC's Non-Compete Rule would've effectively banned most non-compete agreements. The court's decision invalidated the FTC's Non-Compete Rule nationwide before it was set to take effect on September 4th.

In reaching its decision, the court held the FTC lacked the authority to enact the Non-Compete Rule. The court called the Non-Compete Rule "unreasonably overbroad without a reasonable explanation," as it imposed a "one-size-fits-all approach with no end date." The court also noted that the FTC failed to sufficiently consider less disruptive alternatives to its Non-Compete Rule and didn't provide any compelling justification for this decision.

The FTC's notice of intention to appeal creates considerable uncertainty regarding the eventual fate of the Non-Compete Rule. Employers are encouraged to monitor legal developments regarding the FTC's appeal. If an appellate court were to overturn the lower court's invalidation of the Non-Compete Rule, employers could be left with a short window within which to comply. Even if the FTC's appeal is unsuccessful, employers should also keep in mind that the FTC can continue to challenge non-compete agreements through case-by-case enforcement actions.

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

Don't miss the November meeting on Demystifying AI in HR. Registration is open!

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