CHAPTER CONNECTION

A publication of the Evansville-Area Human Resource Association

September 2025



AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

SHRM RECERTIFICATION PROVIDER
SHRM-CP | SHRM-SCP

RECERTIFICATION PROVIDER
HRCI 2025
HRCI.ORG

EHRA
Evansville-Area Human Resource Association

PRESIDENT'S **MESSAGE**



EHRA Members,

Greetings EHRA members and happy September! While I thoroughly loved being at the HR Indiana SHRM conference in August, I certainly missed not having our EHRA monthly meeting. For those of you who were able to attend the conference, I hope you found it both educational and informative (and fun)! We had a wonderful time gathering with members at our axe throwing event. Work kept me from attending that activity, but a little birdie did share that we had some pretty great axe throwers!

We will resume our normal monthly meeting schedule in September where one of our board members, Julia Pillow will present on *How Communication is Sabotaging Employee Performance*. There are still some open spots to join us on September 18th at City View. And speaking of City View, we are pleased to announce that City View will be our meeting location for 2026. We have been so pleased with the space, and we are excited to have it secured in the new year.

Feel free to reach out with feedback; our Board of Directors is committed to the success of our chapter and bringing you meaningful programming that helps you in your profession.

Our family took a trip to French Lick this past weekend and the trees were already starting to turn. It was a visual reminder that fall is just around the corner. I'll close with one of my favorite quotes: *"Autumn shows us how beautiful it is to let things go."* – Unknown

Just as the trees let go of their leaves, fall reminds us that letting go of outdated habits, processes, or even stress can make space for fresh opportunities and growth in the workplace.

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

September 18th, 2025– The Hidden Engagement Killer

Location: City View at Sterling Square

210 N. Fulton Ave, Evansville, IN 47710

https://cityviewevv.com/

11:00 AM—1:00 PM

Please mark your calendars for future 2025 EHRA monthly meetings:

EHRA Annual Fall Conference 2025

We're thrilled to invite you to our Annual Conference, happening on October 22, 2025 at City View at Sterling Square!

This event is always a highlight of the year, and we'd love for you to be part of it. It's a great chance to connect, learn and get inspired alongside a fantastic group of people from across the Human Resources community. You can look forward to engaging speakers and sessions and plenty of networking opportunities. Whether you've joined us before or this will be your first time, we can't wait to see you there!

Visit ehranet.org and click on meetings for more information.



HEARTLAND

INTERPRETATION AND TRANSLATION SERVICES, LLC

OUR SERVICES

- SPOKEN LANGUAGE INTERPRETING
- CORPORATE LANGUAGE TRAINING
- CERTIFIED DOCUMENT TRANSLATION

GET A QUOTE

www.heartlandlanguage.com

OUR MISSION

EXPANDING ACCESS TO COMMUNICATION, PROVIDING OPPORTUNITIES FOR GROWTH WITHIN THE COMMUNITY, AND SUPPORTING LOCAL BUSINESSES THROUGH PREMIUM LANGUAGE SERVICES.

THANK YOU TO OUR SEPTEMBER MEETING SPONSOR:

HEARTLAND INTERPRETATION AND TRANSLATION SERVICES, LLC

HUMAN RESOURCES
LAW UPDATE

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

FTC Appears to be Abandoning its Attempt to Block Most Non-Compete Agreements

By: Joshua B. Gessling

On Friday, September 5, 2025, the U.S. Department of Justice (DOJ) filed motions on behalf of the Federal Trade Commission (FTC) seeking to voluntarily dismiss its appeals challenging lower court decisions that blocked the FTC's ban of most non-compete agreements.

As readers of the Chapter Connection may recall, in 2024, the FTC issued a controversial rule that banned the use of most non-compete agreements for workers. The rule was set to take effect on September 4, 2024, but was set aside by a federal court in Texas at the eleventh hour. That court criticized the rule as being "unreasonably overbroad without a reasonable explanation" and a "one-size-fits-all approach with no end date."

Under former President Biden, the FTC filed appeals challenging the blocking of its non-compete rule. Under President Trump, new leadership has been installed at the FTC. The FTC's move to voluntarily dismiss its appeals suggests the new regime will not pursue the former's priority to eliminate the use of virtually all non-compete agreements.

Although it appears the FTC's non-compete rule may (finally) be dead, employers are reminded that their use of non-compete agreements will continue to be scrutinized at the state level. Some states have passed legislation banning the use of non-compete agreements altogether, while others merely impose limitations on the use of restrictive covenants. Others do not regulate the use of non-compete agreements by way of statute at all, but employers must still be mindful of requirements imposed by the courts.

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.

Welcome Our New Members!

New Members this month!

Brad Banks, Heritage Federal Credit Union

Brian Schlachter, Superior Maintenance Company (SMC)

Carlos Garcia, Indiana Packers Corporation

Cory King, Lewis Bakeries

Jeff Wilkerson, ATTC

Lori Bosma, Legence Bank

Megan Lawson, Student at University of Southern Indiana

Sara Livingston, Student at University of Southern Indiana

William Dyer, Toyota Motor Manufacturing, Indiana, Inc.

Welcome to EHRA!

*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.



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:

Julia Pillow, MBA, SHRM-SCP

The Hidden Engagement Killer: How Communication Sabotages Employee Performance

What's Happening at EHRA

Congratulations to Hailey Gwaltney- HR Certification Scholarship Recipient!

2025 *board*

President
Jennifer Zimmer
jennifer.zimmer@countrymark.com

President-Elect
Dana Pool
danap@bestfriends.org

Secretary
Samantha Witte
switte@carhartt.com

Treasurer
Melanie Reed
mbeesimpson@gmail.com

Assistant Treasurer
Cori Deputy
cdeputy@kellerschroeder.com

Membership Chairperson
Madeline Hoppenstedt
membership@ehranet.org

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

Web Chairperson
Julia Pillow
juliakpillowhrin@gmail.com

College Relations Chairperson
Jason Fertig
jfertig@usi.edu

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

Diversity Chairperson
Jessica Poole
jpoole3130@yahoo.com

Professional Development Chairperson
Jennifer Skodinski
jskodinski@dccevv.com

Legislative Affairs Chairperson
Josh Gessling
jgessling@kddk.com

Past President
Amanda Gries
agries@kellerschroeder.com