



Inspiring HR for Twenty Years



January-March Meeting Recaps

What a tremendous start to the New Year with our SETN SHRM kick-off meeting in January: *New Year, New Opportunities, New Connections, New You!* We had quite an engaging and interactive learning experience by rotating through various sessions for small, intimate discussions on HR hot topics.

We continued that momentum with our ever popular Annual Legal Roundtable Breakfast in February. This just happens to be one of our most engaging events of the year, bringing together top local attorneys and HR professionals for dynamic discussions on the latest developments in employment law.

And it didn't stop there! For our March meeting, SETN SHRM, in partnership with the Chattanooga Regional Manufacturer's Association (CRMA), met at the Smart Factory Institute in Cleveland, Tennessee, for an engaging luncheon and panel discussion on "The New-Collar Workforce". This discussion emphasized skills, training, and innovation over traditional degree requirements, as businesses adapt to evolving workforce needs.

INSIDE THIS ISSUE

- January-March Meeting Recaps
- SHRM ROCKS!
- Sponsors
- SETN SHRM Dual Membership
- Diversity & Inclusion News
- SHRM Exam Prep Course
- ALICE@Work
- SHRM Conferences
- Ascension Conference
- Sponsorship Opportunities
- SETN SHRM Board of Directors
- SHRM News
- Upcoming Events



Join us for a night of pizza and networking at the Mellow Mushroom, Downtown Chattanooga, on Monday, March 17, 2025 from 5:00 p.m. - 7:00 p.m., and celebrate all the ways that SHRM Rocks! This event is free and open to members and one guest.

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Many thanks to our Sponsors! We are grateful for your partnership!



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SETN SHRM - DUAL MEMBERSHIP CHAPTER

Last summer, SETN SHRM partnered with National SHRM to become a Dual Membership Chapter. This alignment with National SHRM brings increased credibility and strength in numbers, which will increase our effectiveness to represent HR professionals.

What does this mean for you?

The Dual Membership Program means that you will renew both your SETN SHRM Chapter and SHRM membership on the National SHRM website, <https://www.shrm.org/membership/membership-purchase>. This process is simpler for you and for SETN SHRM. New members will also enroll through this website. Simplifying the process of becoming a member and renewing membership will allow us to focus on more member engagement events and activities, as well as provide more National SHRM support, such as more speakers, more marketing, and more financial support.

These additional resources will continue to expand our network of speakers and attendees, making a greater impact in the Southeast Tennessee region for HR professionals. Further, strengthening our partnership with SHRM will provide a comprehensive suite of resources, tools and templates that are utilized on a daily basis to assist members in delivering exceptional results for their organizations.

Locally, we have ten (10) sessions per year, including our most popular Super-Session legal round table. Members can save up to \$135 per year! See pricing for these sessions below:

9 General Sessions per year

Member Rate: \$26 Non-Member Rate: \$41 **Member Savings: \$15**

1 Legal Round Table Session per year

Member Rate: \$52 Non-Member Rate: 82 **Member Savings: \$30**

Are you a certified HR Professional? Attending SETN SHRM General meetings helps keep you certified with 1.0 SHRM and HRCI recertification credits! Additionally, you can earn 5 PDCs per year towards SHRM recertification by serving on one of our SETN SHRM committees.

Are you looking to become a certified HR Professional? SETN SHRM Members receive a 10% discount for the SHRM-CP and SHRM-SCP EXAM PREP COURSE offered through our partnership with The University of Tennessee at Chattanooga. This is a \$149 value!

FREE Holiday Party for Members!

Each December, we have a free holiday event for members only, that includes hors d'oeuvres, drinks, door prizes and entertainment. This event allows members to bring a guest and to connect with each other and with our great sponsors. It is a fun way to be celebrated as an HR professional!

FREE Quarterly Meetings for Members Only

HRXchange: Open to all SETN SHRM members as an opportunity to network and learn from each other.

Breakfast Series: With the generous support of  LOCKTON, SETN SHRM is able to offer this complimentary Members-Only educational session at the Springhill Suites by Marriott Chattanooga North/Ooltewah.

Members-Only Socials: We host these events at various locations in the Chattanooga area, with the purpose of building and maintaining a strong community through our HR connections.

CHRO Sessions: Led by SETN SHRM Member and former CHRO, Maggie Carrington, Founder of HR Habitude, these sessions are sponsored by Miller & Martin, PLLC. They provide CHROs an opportunity to gather to discuss the successes and challenges they have related to the topic at hand, while providing input from a legal perspective.

For current members who still need to renew, don't forget that since SETN SHRM is now a Dual Member Chapter, you will renew your membership through www.shrm.org as noted above. If you have any questions, feel free to contact our Membership Director, Carl Post, at membership@setnshrm.com.



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Women's History Month

Women's History Month has been observed every March since 1987 in the United States. This month, we would like to highlight the contributions of the late Lilly Ledbetter, and the impact she had on the equal pay movement.

While doing the same job as her male counterparts, Lilly discovered she was earning less income, leading her to file a lawsuit in 1999 against her employer, just two years before her retirement. She was initially awarded over \$3 million, but that was reduced and later reversed when an appeal was made to the Supreme Court. In 2007, the Supreme Court ruled that the statute for discriminatory pay had run out.

Despite losing, she continued to fight for equal pay and in 2009, the Lilly Ledbetter Fair Pay Act was signed into Law by President Barack Obama. The act amends Title VII of the Civil Rights Act of 1964, and states that the 180-day statute of limitations for filing an equal pay lawsuit regarding pay discrimination gives workers the right to sue within 180 days of receiving each discriminatory paycheck. The act also includes protections from retaliation.

Be sure to check out the film, *Lilly*, starring Patricia Clarkson, in theaters May 9, 2025.

Join Our Diversity Committee!

Are you passionate about fostering an inclusive workplace? Do you want to help drive meaningful change and promote equity within our organization? We're excited to announce that we're looking for dedicated and enthusiastic individuals to join our SETNSHRM Diversity Committee!

Why Join Us?

Champion Diversity: Play a key role in promoting diversity, and inclusion initiatives.

Collaborate: Work with a team of committed professionals who share your passion for D&I.

Impact: Help shape programming that makes a real difference.

Who We're Looking For:

Individuals with a strong commitment to diversity, and inclusion

Experience or interest in D&I initiatives and programs

Excellent communication and teamwork skills

A proactive and positive attitude

Contact Us: If you're interested in joining our Diversity Committee, please send a brief introduction to diversitydirector@setnshrm.com.

We look forward to welcoming new members who are eager to make a positive impact!



THE UNIVERSITY OF TENNESSEE CHATTANOOGA Center for Professional Education

SHRM Exam Prep Course

Get certified in 2025! Registration ends soon!

Taught by an industry expert, our SHRM-CP/SCP exam prep course offers the flexibility of remote learning with the benefits of a structured timeline and support of your instructor and fellow classmates. UTC is a proud SHRM Education Partner, providing course content that aligns directly with the certification exam. We also offer payment plans, employer payment options, and Sallie Mae loans!

Course Details: 11 Weeks / September 3 – November 12, 2025

Online (live sessions) / Wednesdays - 5:30–8:30PM ET

Registration ends August 27 2025. Reserve your spot today!

Click [here](#) for more information and registration.



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ALICE@WORK

ALICE@Work is a 3-day comprehensive cohort program that equips people leaders with the tools and data they need to better support employees facing financial hardship, known as ALICE workers - Asset Limited, Income Constrained, and Employed.

The cost associated with this program varies based on the size of the company, with a special nonprofit discount. The next cohort is March 31, April 7, and April 14 from 10:00-3:00 pm at the United Way of Greater Chattanooga.

The cohort entails six modules:

- 1) Meet ALICE
- 2) Benefits and Compensation
- 3) Financial Wellness
- 4) Scheduling and Flexibility
- 5) Professional Development
- 6) Planning and Support.

This training is localized, providing on-the-ground resource support and community navigation by a United Way team member for one-year post training to ensure that the corporate participants have the support necessary to adequately implement the strategies identified within their action plan.

For additional information, check out their [Engagement Resource Guide](#) to gain a better understanding of their [United for Working Families initiative](#), and how it relates to supporting our community in financial hardship.



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SHRM25
SAN DIEGO
JUNE 29 – JULY 2, 2025

HR TENNESSEE
Conference & Exposition
September 7-10

2025
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CENTER,
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Dear SHRM Members,

We're excited to share an opportunity for you and your team to attend the [Ascension Leadership Conference 2025](#), happening April 10, 2025, at the Downtown Marriott in Chattanooga.

This highly engaging conference is designed for emerging and mid-career professionals who are stepping into bigger leadership roles. With a 93% favorability rating and a history of selling out, Ascension has helped many past attendees grow in their careers—and even earn promotions after the experience. Here's a [recap video](#) to give you a sense of the impact.

Conference Highlights:

- **Dynamic Keynotes & Workshops:** Gain actionable leadership skills in strategic thinking, team leadership, and providing effective feedback.
- **Returning Keynote Speaker:** Derek Young, who spoke at the 2023 Tennessee State SHRM Conference in Chattanooga, will be back with a brand-new message for Ascension 2025.
- **Proven Impact:** Last year's attendees rated Ascension 93% favorable, and we've seen numerous success stories of professionals stepping into bigger roles after attending.
- **Group Rates Available:** If you're considering sending multiple team members, discounts are available.

We encourage you to consider this for your own development and to share it with others in your organization who would benefit. Spots are limited, so please get your tickets now.

[Learn More & Register Here](#)

Additionally, we do have a few [sponsorship opportunities](#) available at the bronze level only—please reach out if you'd like more details.

We hope to see you there!

Best,

The Hinton & Company Team



Wade A. Hinton, Esq.

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✉️ wade@hintonandco.com

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[Click Here to download our free eBook *Bridge Building!*](#)

SPONSORSHIP OPPORTUNITIES

On behalf of the Southeast Tennessee Society for Human Resource Management (SETN SHRM) Board of Directors, we would like to make you aware of an opportunity to get your company's name and products in front of almost 400 Human Resource professionals, representing a variety of industries at nearly 250 companies!

As you can imagine, to attract high-quality, nationally renowned speakers means a higher investment, but we believe the return on investment in terms of attendee engagement and event prestige is substantial when we're able to host speakers of this caliber. Further, their expertise and reputation significantly enhance the value and impact of the event. Therefore, we are looking for Sponsors, who have a natural tie-in to the most requested topics from our membership, which are named below:

- The New-Collar Workforce
- Ageism
- Harnessing AI in HR and Operations
- Top HR Trends
- HR Students Month
- Building an Organizational Culture Defined by Ethics
- Workforce Development

If any one of these topics or themes aligns with your business, you might consider sponsoring for that topic. It is always easier for an attendee to remember a sponsor when their product or service is related to the presentation topic!

Listed below are the benefits you will receive in return for your \$1,000.00 monthly meeting sponsorship:

- Exclusive sponsorship for that specific monthly meeting
- Voucher for a job posting on our website for 30 days to be used in the 2025 calendar year (\$100 value)
- Logo advertisement on the SETN SHRM website, social media posts, and in the quarterly newsletter (approximately 1100 recipients) throughout the 2025 calendar year
- Signage with company logo at the monthly meeting
- Speak and Introduce Service/Product for 2-3 minutes at the monthly meeting.
- Placement of marketing materials on each table
- Provide door prizes
- Booth/table set up at the meeting
- Complimentary reservation for 2 representatives from your organization to attend the monthly meeting
- SHRM will provide our business card to each attendee in a complimentary send-off bag, along with a mint and toothpicks.
- SHRM will send each attendee a thank you note on behalf of the sponsor after the meeting with your contact information.

We anticipate that your sponsorship will provide significant return on investment through increased brand awareness, lead generation, and networking opportunities. Feel free to contact Mallory Smith, Sponsorship Director at sponsorship@setnshrm.com, if you have any questions. Otherwise, we look forward to hearing from you and learning of your interest!

On behalf of the SETN SHRM Board of Directors, thank you in advance for your time and consideration!!

SETN SHRM Board of Directors 2025

As members of the SETN SHRM chapter, we have the benefit of great programs, great networking opportunities and access to targeted training and development that allows us to grow in our HR skills and abilities. What keeps this chapter going are more than a dozen fellow HR professionals who volunteer their time and talents to support YOU.

Most Board members serve two years in their role, meeting once per month, attending monthly member luncheons and quarterly networking events and developing committees to support each of the chapter's major activities. These dedicated members often remain on the Board to serve in other roles. These Board members also have the benefit of expanding their professional network, developing leadership capabilities and contributing their knowledge and skills to advance the HR profession. We would love for you to join us!

Please contact us at admin@setnshrm.com to express your interest.

Name	Role	Chapter Email Address
Deborah Duncan	President	president@setnshrm.com
Katie Belcher	President Elect	president-elect@setnshrm.com
Rhonda Beard	Past President	pastpresident@setnshrm.com
Rosonia Burton	Certification	directorofcertification@setnshrm.com
Tina Camba	College Relations	collegerelations@setnshrm.com
John Steele	Communications	communications@setnshrm.com
Marlena Toney	Diversity, Equity & Inclusion	diversitydirector@setnshrm.com
Ashby Angell	Legislative/Government Affairs	aangell@bakerdonelson.com
Carl Post	Membership	membership@setnshrm.com
Katherine Burnett	Programs	programs@setnshrm.com
Mallory Smith	Sponsorships	sponsorship@setnshrm.com
Bobbi Ormond	Secretary	secretary@setnshrm.com
Pamela Schreiner	Treasurer	treasurer@setnshrm.com
Penny Murray	Workforce Readiness	workforcereadiness@setnshrm.com
Anna Jones	Next Gen Pros	nextgenpros@setnshrm.com
Katie McKenna	Executive Admin	admin@setnshrm.com

We look forward to serving you and learning with you in 2025!



CHECKLIST: Immigration (ICE) Workplace Visit Preparedness Plan

Learn more about the steps employers should take ahead of time to prepare for a visit or inspection...

SHRM / Feb 20

Read the full article here: <https://www.shrm.org/topics-tools/tools/forms/checklist-what-to-do-to-prepare-ice-workplace-visit>



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UPCOMING EVENTS

- SHRM Rocks!
 - March 17, 2025
- General Meeting
 - April 8, 2025
- Ascension Leadership Conference 2025
 - April 10, 2025
- SETN SHRM New Member Orientation
 - April 15, 2025
- Quarterly Breakfast Series
 - April 22, 2025
- General Meeting
 - May 13, 2025
- General Meeting
 - June 10, 2025
- SHRM Annual Conference & Exposition - San Diego, CA
 - June 29-July 2, 2025
- HRTENNESSEE Conference & Exposition - Nashville, TN
 - September 7-10, 2025



We are an affiliate chapter of the Society for Human Resource Management and serve human resource professionals in Southeast Tennessee (formerly SHRM Chattanooga). Whether you are new to human resources or have many years of experience, Southeast Tennessee SHRM offers opportunities for networking, education, professional development and continued support of excellence in human resources.

