



Inspiring HR for Twenty Years



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April-June Meeting Recaps*

For our April meeting, Paula Humber, MBA, SHRM-SCP, Members and Community Director for SHRM, presented an inspiring and practical session focused on empathy, ethical decision-making and forward-thinking leadership, all of which are critical to navigating today's evolving workplace. This session included valuable insights on how HR professionals can reflect on their leadership impact, strengthen relationships, and elevate their role as strategic business partners.

In May, we heard from two seasoned experts from Gallagher's Physical & Emotional Wellbeing and Health & Welfare Consulting practices, as they unpacked the latest findings from Gallagher's 2024 National Benefits Strategy and Benchmarking Survey. This session provided attendees with top trends shaping today's workforce and benefit expectations, innovative, best in-class offerings that resonate with modern employees, insights across five key wellbeing dimensions - physical, emotional, financial, career, and organizational, as well as actionable strategies to help our organizations stand out as an employer of choice.

Has Artificial Intelligence (AI) transformed your workplace yet? If not, hang on, because it's going to. Southeast Tennessee SHRM (SETNSHRM) partnered with the Chattanooga Regional Manufacturers Association (CRMA) to host our June meeting at Chattanooga State. Attendees learned from three Panelists how they are using AI to supercharge both operations and people strategies. However, it wasn't all just tech talk. It was an exciting fast-paced, and engaging panel discussion that also explored the human side of AI. Attendees were able to connect, learn, and leave inspired with fresh ideas on how AI can make a real impact in their organizations.

****Please remember that you must register online for our monthly chapter meetings, no later than 12:00 p.m. on the Friday before each meeting. If you arrive at our monthly chapter meeting without registering in advance, we will ask that you stand-by, until registered attendees have checked in, or until 20 minutes past the event start time, whichever comes first. Pre-registration is key to providing a smooth and enjoyable experience for all. If you have questions, please contact a SETN SHRM Board Member. Thank you for your understanding and for your support of SETN SHRM!***

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WHY BELONG TO SHRM AND A SHRM-AFFILIATED CHAPTER?

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INTERESTED IN JOINING SETN SHRM?

Visit www.setnshrm.com

For current members who still need to renew, you will renew your membership through www.shrm.org. If you have any questions, feel free to contact our Membership Director, Carl Post, at membership@setnshrm.com.

WELCOME NEW MEMBERS!



2025 New Member Orientation Dates



Zoom	In-Person
Friday, 6/20	Tuesday, 8/12
Friday, 9/19	Tuesday, October 14
Friday, 11/21	

Next New Member Orientation is Friday, June 20!

Contact Carl Post for details – membership@setnshrm.com

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Preparing for Workplace ICE Raids: Know Your Rights and Responsibilities

This year has brought many changes in the workplace including the rise of workplace raids conducted by the U.S. Immigration and Customs Enforcement (ICE). Knowing the legal rights available in such raids are essential for employers to have a plan in place to protect the rights of their employees.

The following steps are recommended:

I. Conduct regular internal audits

- A. Review and audit I-9 records to ensure they are complete, accurate, and up to date.
- B. Address any discrepancies or issues before they become potential liabilities.
(*FordHarrison emphasizes the importance of self-audits of I-9 and E-Verify records to ensure compliance.*)
Source: FordHarrison – ICE Workplace Raids

II. Train employees

- A. Educate employees about their rights during ICE enforcement actions.
- B. Provide clear instructions on how to respond calmly and appropriately if agents arrive.
(*Meridian Law suggests preparing front-line staff with “Red Folder” protocols and rights awareness training.*)
Source: Meridian Law – What to Do if ICE Shows Up at Your Business

III. Train an ICE response team that is responsible for:

- A. Verifying the agents credentials and ensuring that there is a judicially signed warrant
- B. Documenting the search
- C. Providing the correct information to the agents
(*Husch Blackwell details how to distinguish different ICE documents—e.g., subpoenas vs. warrants—and urges employers not to permit access without a judicial warrant.*)
Source: Husch Blackwell – ICE at the Worksite

IV. Consider legal counsel

- A. Seek advice from immigration or employment law attorneys for help with internal audits.
- B. Review any documentation or orders presented by ICE with legal professionals before complying.
(*All three sources emphasize involving legal counsel immediately when ICE arrives and before sharing any documents.*)

Workplace raids can be disruptive and intimidating, but with a clear plan in place and a well-informed team, you can respond with confidence and clarity. Protecting your employees begins with preparation—make it a priority today.

Submitted by Vanisha Bonilla-Downs
SETN SHRM Diversity Committee Member



SHRM Exam Prep Course

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 plan, employment 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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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
Jenny Caccimelio	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!



Trends in State Policy Pose New Compliance Challenges for HR

Explore state policy trends on pay transparency, skills-based hiring, and workplace AI, which may lead to compliance challenges and legislative shifts.



UPCOMING EVENTS

- HRXchange
 - June 25, 2025
- SHRM Annual Conference & Exposition – San Diego, CA
 - June 29–July 2, 2025
- General Meeting
 - August 12, 2025
- Quarterly Breakfast Series
 - August 19, 2025
- HRTENNESSEE Conference & Exposition – Nashville, TN
 - September 7–10, 2025
- General Meeting
 - September 9, 2025
- HRXchange
 - September 24, 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.

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