



Mission

ACSHRM provides resources and support for workforce leaders to maximize their organization's human capital.

Vision

To be **the** source for Ashtabula County human resource management.

Purpose

Connect workforce leaders to people management strategies.

2026 ACSHRM Chapter Officers

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Open

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Workforce Readiness
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Carl F. Muller, J.D.

Session 5/6 | June 2, 2026



MICHAEL KARST

When ICE Comes
Knocking: Preparing
and Responding to
Immigration Enforcement
Activities



SIX DEGREES OF INSIGHT

— WEBINAR SERIES WITH LOCAL SHRM CHAPTERS —
AKRON · ASHTABULA · LAKE GEAUGA
MEDINA · PORTAGE · WESTERN RESERVE

FOR MORE INFORMATION
LGASHRM.org

[Click Here to Register](#)

Session Description: Human resource professionals are increasingly on the front lines when immigration enforcement intersects with the workplace. This practical session provides clear, step-by-step guidance to help HR teams prepare for, respond to, and manage Immigration and Customs Enforcement (ICE) activity while maintaining compliance with employment and anti-discrimination laws.

Attendees will learn how to build and operationalize an ICE-raid response plan tailored to their worksites, including chain-of-command protocols, document preservation, and escalation procedures. The program demystifies warrants by explaining the difference between administrative and judicial search warrants and how that distinction affects consent to entry, scope of access, records production, and on-site movement. The session also addresses day-to-day compliance practices that reduce risk before an enforcement event occurs, including lawful hiring and reverification processes for foreign workers, I-9 and E-Verify governance, and anti-retaliation/anti-discrimination safeguards.

Our chapter is currently seeking volunteer ACSHRM members to fill open board positions — this is a great opportunity to grow professionally and give back to the HR community!

Join us for the next ACSHRM Board Meeting, June 2 @ 8:00 am, rsvp to receive zoom link @ acshrminfo@gmail.com.

Chapter Statistics - A/O 5/26/2026

Checking Account - \$1,534.10
Certificate of Deposit - \$3,309.83
Active Members - 27
Friends of ACSHRM - 1
Certified Members - 11

Contact Information

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Linda Nerad, President - 440.813.9426

Resources

[HR Daily @ SHRM](#)



SAVE-THE-DATES

SHRM Chapters Collaborative Webinar Series - "Six Degrees of Insight"
First Thursday, May - July, 2026
Noon to 1:15pm
\$15 members/\$20 non-members for each session

**SHRM
EXCEL
2024**

**From the desk
of ACSHRM
President -
Linda Nerad**



Dyann McDowell webinar on May 7, 2026 introduced her book "Civility Unleashed." See full details on this important topic in the next section.

We have two webinars left in the series of Six Degrees of Insight! I encourage you to register for them. These webinars are a great resource for what we do in Human Resources.

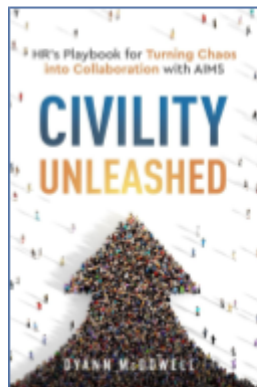
Here are some good webinars, articles and/or podcasts

Expanded Overtime Rule Dies in Court

The Hidden Lawsuits in Your Hiring Process: Background Screening Compliance Explained

Exclusive SHRM Connect Webinar: Fireside Chat on The Future of Work — HR at the Center of Change

Click on the book icons below to learn about the literary offerings from our most recent Organizational and People-focused Thought Leader Speaker -



Civility isn't optional—it's the foundation of thriving workplaces.

When incivility shows up, it doesn't stay small. It becomes turnover, disengagement, conflict, complaints, and leaders who feel like they're constantly putting out fires.

In *Civility Unleashed*, HR leader and Culture Architect **Dyann McDowell** shares a proven system for restoring trust, respect, and accountability at work. With nearly three decades of experience, she has helped organizations across the country turn chaos into collaboration—especially in municipalities, public sector teams, fire departments, and service organizations.

Inside, you'll discover:

- **The AIMS Framework™** (Assess, Implement, Mobilize, Spark): a step-by-step process for diagnosing and transforming culture
- **The Civility OS™** (Ask, Support, Implement, Enforce): a practical operating system for embedding civility into daily leadership practices
- **Real-world case studies** from organizations that rebuilt trust and reset expectations
- **Customizable templates and tools** to help leaders measure progress, strengthen accountability, and sustain change

This book gives HR and leaders a roadmap to measurable culture change—from identifying toxic behaviors to building workplaces where people **feel seen, valued, and safe**.

Pair this book with the *Civility Unleashed Workbook* for hands-on exercises, surveys, and implementation tools that turn ideas into action.

Session 6/6 | July 2nd, 2026



TAMRA MOROSKI

The Transformation
of HR: Leading Human
Work in the Age of AI



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OF INSIGHT**

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