



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.

2025 ACSHRM Chapter Officers

President
Linda Nerad

President Elect/Chair of Programming
Open

Secretary
Georgia Farris Romanko, SHRM-CP, PHR

Treasurer
Holly Mayernick

Past President
Karen Fagnilli, SHRM-SCP

Board of Directors/Core Leadership Areas

College Relations/Emerging Professionals
Linda Nerad

Diversity, Equity, and Inclusion
Open

Government Affairs
Penny Neubauer

Membership
Karen Fagnilli, SHRM-SCP

SHRM Certification
Michael Sass, SHRM-SCP

SHRM Foundation
Karen Fagnilli, SHRM-SCP

Workforce Readiness
Open

Board Member At-Large
Carl F. Muller, J.D.



Ashtabula County SHRM Presents....

100 IDEAS to IMPROVE the WORKPLACE

Presented by: Steve Seymour, Director of Personnel Training & Development Country Fair, Inc. and author of "100 Ideas to Improve the Workplace. An HR Nerd's Guide to Creating Excellent Culture. The book will be available so join us in person!

Wednesday, October 15, 2025 -11:45am -1:00pm

Cost: Member Price \$15.00; Non-Member \$20.00

IN PERSON: Ashtabula Public Library (Robert F. Morrison Room), 4335 Park Ave., Ashtabula, Ohio, **OR VIRTUALLY:** via Zoom.

REGISTER HERE



BUILD RELATIONSHIPS THAT ADVANCE YOUR CAREER

SHRM Connect Online Community

Join the world's largest HR community to share ideas, solve challenges, and network.

Personal Brand Building

Get published by SHRM or speak at events to grow your visibility and influence.

Local Chapters

Meet HR pros for in-person networking.

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, Oct 7 @ 8:00 am, rsvp to receive zoom link @ acshrminfo@gmail.com.

Chapter Statistics - A/O 10/01/2025

Checking Account - \$1,281.13
Certificate of Deposit - \$3,254.49
Active Members - 31
Friends of ACSHRM - 3
Certified Members - 7

Contact Information

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acshrm.org



Linda Nerad, President - 440.813.9426

Resources

HR Daily @ SHRM



SAVE-THE-DATES

Wed., Nov. 12, 2025, 11:45am - 1pm
HR Legal Update - Hybrid Mtg
Carl Muller, JD & Melissa Z. Kelly, JD
Ashtabula Co. District Library, Ashtabula

Wed., Dec. 17, 2025, 11:45am - 1pm
MENTORING - Hybrid Mtg
Michael Sass, SHRMP-SCP
Annual Chapter Update
Ashtabula Co. District Library, Ashtabula

SHRM EXCEL 2024

From the desk
of ACSHRM
President -
Linda Nerad



September 16, 2025 event with Lake/Geauga SHRM: Wine Because They Wine was attended by 20 members and guests (see banner picture above for those in attendance!). We participated in 15 minute round tables with topics on Policy, Culture/Engagement, Benefits, Recruitment, AI/Technology. Those in attendance got a chance to network, and gain ideas from these round table discussions. Special Thanks to Karen for hosting at the Crosswinds Grille!

Recap from State Conference – Penny and I attended the OHSHRM HR Conference in Sandusky, Sept. 24-26. We learned ways of empowering people through humor, empathy and well-being, as well as, taking time to connect and learn from fellow HR professionals.

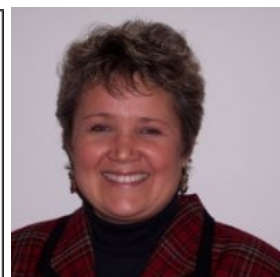
Great articles and podcasts:

[5 Ways Businesses Invite Employee Lawsuits — and How to Avoid Them](#)

[Employers Brace for 15-Year-High Health Benefit Cost Hike](#)
[Workplace Retaliation Claims: Do's and Don'ts](#)

[How Financial Wellness Programs Fall Short — and How to Fix It](#)

The Lisa A. Shank SHRM CERTIFICATION Preparation Scholarship



Lisa, the most tenured member of Ashtabula County SHRM as a Dual Member of SHRM, was a diligent Human Resources professional, respecting and doing right by those she worked with and for. As a huge advocate of the Chapter and its Mission, she was innovative, strategic and excelled at elevating the HR profession.

Lisa had held many leadership positions within the Chapter including Chapter President. Upon retirement in 2022, from Lake City Plating in Ashtabula, Lisa, accepted the opportunity to serve as the 2023 Director of Membership for ACSHRM.

Following Lisa's untimely passing in February, 2023, ACSHRM initiated this Scholarship. An Annual Scholarship of \$1000 towards SHRM Certification Preparation will be awarded at our Dec 17, 2025, Annual Meeting. Applications will be available for completion through November 15, 2025.

To submit an application, please visit the ACSHRM website and scroll down to the Lisa A. Shank SHRM Certification Preparation Scholarship section.

<https://acshrm.ohioshrm.org/index2.cfm>



One Workforce, Many Needs – The Generational Benefits Gap

Please join us for engaging event designed for Human Resources professionals who want to better understand and bridge the benefits expectations of today's diverse workforce. From Baby Boomers to Gen Z, employees value different types of support and incentives from their employers and meeting these varied needs can be the key to stronger engagement, satisfaction, and retention.

Featuring Gallagher's Global Innovation Leader for Organizational Wellbeing and a panel of HR leaders who are offering diverse and innovative benefits.

*SHRM Credits included.

October 30th
8:00am to 11:00am

The Cleveland
Foundation
6601 Euclid Avenue
Cleveland, Ohio 44110



Insurance | Risk Management | Consulting

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