



**Goodwill Industries of Central Michigan’s Heartland, Inc. Senior Vice President of Human Resources and Training Andy Karr announces retirement; Shannon Fritz named as successor**

January 20, 2023 – Goodwill Industries of Central Michigan’s Heartland, Inc. (GICMH) is honored to announce the retirement of Andrew “Andy” Karr, Senior Vice President of Human Resources and Training. Karr joined GICMH in 2009 as Vice President of Human Resources and was promoted to his current role in December 2021.

With over 30 years of experience, Karr has been an integral part of numerous employment and training initiatives. A graduate of Michigan State University, he holds credentials from the Society for Human Resources Management’s Senior Certified Professional and Senior Professional in Human Resources from the Human Resource Certification Institute. He serves on the Marshall Community Foundation Board and is a member of the Battle Creek Community Chorus.

Succeeding Karr as the new Vice President of Human Resources and Training is Shannon Fritz. Fritz joined GICMH in 2007 as Human Resources Administrator. She was promoted to Human Resources Coordinator in 2013 and to Human Resources Manager in 2018.

Fritz earned her bachelor’s degree from the University of Phoenix and an associate’s degree in business administration from Kalamazoo Valley Community College. Fritz also holds the Society for Human Resources Management’s Senior Certified Professional credentials. She volunteers with the Girl Scouts Heart of Michigan as a troop leader and as a coordinator and coach for the Plainwell Robotic Club.

“The part of my job I love is helping people find work,” said Fritz. “Knowing we are doing this to change people’s lives is really fulfilling.” Fritz added that Karr was an “amazing” boss and mentor over the years. “I really couldn’t have asked for a better mentor, and I am sorry to see him go,” she said. Karr said he has had a “wonderful time” during his years at GICMH and offered high praise for Fritz.

“Shannon was here when I arrived in 2009, and I can’t explain how impressed I’ve been with her,” said Karr. “She’s probably the brightest I have ever had on my team. As a working mother, to go to school and get her associate’s and bachelor’s degrees in addition to dealing with everything I have put on her plate, and then get her national and professional accreditation through the Society of Human Resource Management really is a testament to her work ethic and her ambition. I think the organization is going to be in good hands.”

GICMH President and CEO Ken Bauer noted that shortly after he arrived at GICMH, he hired Karr. “Andy had a long career in Human Resources in multiple settings including Banking, Healthcare and Manufacturing, he has been an incredible resource in helping our employees understand what they need to do in terms of providing information when they come aboard. Andy developed a system that gives people a sense of what GICMH is. He has been very proactive in understanding what’s going on in federal and state legislatures and how that would impact GICMH and making sure that I understand what the law means to operate GICMH and to be within compliance of the laws. Andy is a good man – a very honest, straightforward person. I admire Andy very much.”

Bauer said that Fritz has grown in her position with GICMH over the years and was the logical successor to Karr. “Shannon is a wonderful person,” said Bauer. “She is very detailed. She really has grown from the time she started here to being able to assume the position Andy had. It’s a nice situation where we can grow people internally to take positions with higher responsibility. It’s been a wonderful thing to see how Andy and Shannon have worked together.”