

ARIZONA TOTAL REWARDS ASSOCIATION (ATRA) BOARD MEETING
MEETING MINUTES – SEPTEMBER 6, 2017

In Attendance: Bob Meehan, Korin Giordano, Judy Clinton, Sheila Krueger, Priya Kapila
Via Conference Call: Connie Rank-Smith
Absent: Mike Cody

Minutes

The Minutes from the July 12, 2017 Meeting were approved.

Treasurer's Report

The Treasurer's Report as of September 5, 2017 was approved.

Membership Update

We currently have 121 members – about 7 were added due to the one-day conference.

2018 Membership Drive

The dues will remain unchanged for 2018. Early Bird will run from about 11/15 through 12/15 for \$65.00; thereafter, dues will be \$75.00.

One-Day Conference Review

The Revenue and Expenses Report was reviewed and approved, indicating that we made a profit of a little over \$7,000.

We received positive verbal feedback from attendees and vendors at the conference. The survey regarding the conference closes today, which we will review at a later date.

We believe the number of sponsors was low because our conference was only 10 days from the SHRM Conference. If we hold one next year, we will try to schedule a week sooner. We had more benefits-related sponsors than Compensation-related sponsors but had more attendees interested in Compensation. However, there are not as many compensation consultants.

All agreed the website was great!

Preliminary responses from the survey were fairly positive about the location, advertising, and keynote speaker. 21 said they would attend again, 8 said maybe and 1 said no. 22 respondents thought the vendors were good.

Opportunities for improvement were related to beverage service (not having water available throughout the day), the location of the registration table, lunch and

accessibility of presentations. In addition, the Compensation presentations had greater attendance so we could have switched the locations of the Compensation and Benefits sessions.

We will have a Recognition luncheon in late October to recognize the approximate 25 volunteers who helped make the conference a success. An email will go out asking about 3 possible dates.

WorldatWork Update

There have been a number of recent changes and reorganization at WorldatWork. One change is that the survey library is going to close. The Board unanimously feels that is a great benefit to members who live in Arizona. As a Board, we may address that concern with WorldatWork.

2017 Scheduled Meetings

The next scheduled association meeting is September 12. The topic is Compensation Update presented by Mercer.

The topic of the November meeting is a Legal Update to be presented by John Lomax. Final details will be coming soon.

There are no Lunch & Learns scheduled for the rest of 2017.

The Programs Committee will meet in October to plan for 2018.

Meet the Boards Meeting

The Board agreed the session held on August 2nd was a good session and some great topics and ideas were discussed. Some of our challenges are how to address more people and how we can make our meetings better attended through more tech-saavy options.

Proposal from Astron

Bob received a proposal from Astron about ATRA sponsoring a compensation survey. We will survey members to see if there is interest. It would encompass about 50 jobs in a variety of industries.

Bob is going to submit the proposal to the Board for review.

Strategic Planning Meeting

Scheduled for Wednesday, November 8th. It will be a ½-day meeting and we will focus on where we are, what we said we were going to do and where we are going.

Meeting adjourned at 9:35 a.m.