



January 15, 2009

P.O. Box 190067
Boise, ID 83719-0067

Dear Member,

The Southern Idaho Compensation and Benefits Association (SICBA) is dedicated to providing networking and educational opportunities to compensation and benefits professionals throughout southern Idaho.

The year 2008 was definitely a year of change and turmoil for both employers and employees. With the economic downturn, HR professionals have seen reduced merit and salary budgets, plummeting 401(k) balances, and even layoffs. During these times, it is even more critical for Human Resources and Compensation and Benefits Professionals to be armed with the latest Total Rewards information and trends. With this knowledge, you can better implement your Total Rewards programs in a way that solidifies both job satisfaction and retention, both now, as well as when (not if), things improve. Joining and participating in SICBA is one way for you to best be prepared.

I am sending you this friendly reminder that your membership renewal for 2009 is now due. Even with the current economic crises, your dues remain a **modest \$25 for the year (a bargain in any economy)**, and will give you access to and information on compensation and benefits trends while offering opportunities to network with other HR professionals in the Treasure Valley.

SICBA continues our partnership with nationally recognized compensation survey organization Western Management Group (WGM). This partnership was created to support an objective third party source for our local salary survey data. A bonus is their CompBase USA national database. SICBA and WGM hold Idaho participation kickoff meetings where attendees receive a discount on their survey and the opportunity to win a free survey in the drawing held at that meeting. The more participants we have in the surveys, the better the local data cut is for all of us.

A major benefit of SICBA membership is the series of general interest meetings that we host each year that are free to members. We strive to provide relevant topics of interest such as: practical hands-on tools to help HR professionals improve their skills. You will receive an informational flyer by e-mail a few weeks prior to each meeting.

In addition to the regular meetings, SICBA offers the following benefits to members:

- Membership Directory
- Reduced fees for local WorldatWork Certification.
- Free job posting service on www.sicba.net.

Please take a few minutes to complete our membership form and return it by January 30th to the above address. Thank you for your continued support. I look forward to seeing you at our next meeting.

Doug Bullock

Doug Bullock
SICBA President 2009-2010

**SOUTHERN IDAHO
COMPENSATION & BENEFITS ASSOCIATION
2009 MEMBERSHIP APPLICATION**



P.O. Box 190067
Boise, ID 83719-0067

New Membership
 Membership Renewal
 Change of Information

For your membership to become effective please send your check for \$25.00 accompanied by this application to the above address due by January 30, 2009.

PLEASE PRINT

Name: _____

Job Title: _____

Company Name: _____

Street/P.O. Box: _____

City: _____ State: _____ Zip: _____

Work Phone No. () _____ Fax No: () _____

E-Mail Address: _____

Industry Type: _____

Professional Designation: CCP CBP SPHR PHR CEBS Other

Indicate years in: Compensation Benefits HR Generalist

Summary of responsibilities: _____

I hereby apply for membership in Southern Idaho Compensation & Benefits Association. I recognize that SICBA is a professional organization whose primary purpose is to enhance the professional development of its members. By signing this application I agree to support the objectives of the organization and acknowledge that my membership is intended to enhance my personal development and is not to be utilized for the purpose of gaining sales contacts or to inappropriately engage in self- or business-promotion.

Signature

Date

FOR ASSOCIATION USE ONLY

Date Paid _____ Check No: _____ Company _____ Personal _____

Processed By: _____ Date: _____