A message from the President

“The new year always brings new ideas and new commitments for all of us. Please think about the commitment to your career development that you’re making for 2010, and make active participation in RMCA a key part of it.”

Welcome to a new decade for RMCA. I’m looking forward to 2010, as I’m hopeful that our economy will continue to recover. Last year provided amazing learning opportunities for Total Rewards professionals, as we grappled with reduced or frozen salary budgets, significantly curtailed incentive programs, continued scrutiny of executive compensation, and incredible new possibilities for our country’s health care system. No matter your political, social, or economic inclinations, you have to admit it was a year for creativity and new skills.

Speaking of new skills and the opportunities that go with them, I’d like to welcome our new 2010 RMCA Board Members:

Mary Whilden - President-Elect
Jackie Campeau - VP, Treasurer
Joann Nelson - VP, Membership
Joanna Burkett & Drew Smith - Co-VP, Programs
Emily Copeland & Denise Liebetrau - Co-Chairs, Communications (joining Tina Boeckenstedt)

From the excitement, new ideas, and engagement I saw at our January Board Meeting, I know that we’re in for an action-packed year. Clearly our priorities remain education, knowledge sharing, and networking – all wrapped up in a conservative budget built to ensure our organization’s continued health and success.

Let’s focus for a moment on knowledge sharing. We’d like to build more time for discussion into our luncheons and other programs and activities. These forums can be powerful tools to share your best practices and get input to make them better – or (and I’ve done this more than I care to admit) steal shamelessly from your colleagues to get a head start on new initiatives. Got a topic you’d like to share – or learn more about? Please let us know.

We’re partnering with World at Work to bring four classes to Denver for 2010 based on an analysis of what most of our members – and Front Range area World at Work members – need to continue pursuit of the Certification requirements. Being a quant jock, let me personally endorse both T2 (Accounting & Finance) and T3 (Quantitative Methods) as terrific classes that you’ll be able to put the new skills you learn to immediate use. We also have C12 (Variable Comp) coming up in the Fall, which I’m hoping to take. Our new President-Elect, Mary Whilden, does a lot of work in the Variable Comp arena, so along the networking and knowledge sharing front, I’ll be bugging her to tell me more about what she’s up to.

The new year always brings new ideas and new commitments for all of us. Please think about the commitment to your career development that you’re making for 2010, and make active participation in RMCA a key part of it. See you soon.

Chris Casebolt
President
Looking Back
Our first luncheon of 2010 was a great success. Over 50 people were in attendance at the Renaissance Boulder Suites Hotel at Flatiron to hear Jeff Haynes and Reese Bacon from Mercer discuss Viewing Sales Compensation from a Sales Manager’s Perspective. They presented on aspects of the business framework underlying successful sales compensation design and implementation.

Looking Forward
How to Keep Your Employees Engaged
When Merit Increases Are Not an Option

Are you concerned about retaining your workforce when merit increases are not an option? Have you considered how minimal or no merit increases may affect your employee morale?

Please join us in a participative discussion to take a look at what companies right here in Colorado are doing to meet these challenging questions. This session will provide both creative and low-cost recommendations to help improve employee morale and be assured of keeping your great talent pool with your organization not only now, but also when the economy strengthens and new job opportunities are available. Employees will remember the companies that listened to them, cared about their concerns, and helped them through the bad times.

Presenter: Jean Imbler-Jansen is Founder and President of Strategic HR Solutions, a human resources consultancy in Boulder. SHRS specializes in strategic human resources planning, compensation studies, recruiting, and general HR support. Jean possesses over 20 years of senior management Human Resources experience, a Business degree from Wichita State University with a major in Human Resources Management, and Senior Professional Human Resources (SPHR) accreditation.

We hope to see you there Thursday, April 8, 2010 11:00am to 1:00pm at the DoubleTree Hotel at the Denver Tech Center

Renewing Your 2009 Membership with RMCA
If you have not already renewed your membership for 2010, you may do so at the next luncheon or from the comfort of your own computer. To renew your membership online, go to www.rmca-online.org, log-in to the Members Only section and click on the Renew Membership link. You can pay online with a credit card or you may also send a check to: RMCA, PO Box 22064, Denver, CO 80222.

Individual memberships run on a calendar year basis and provide discounts on Denver –based WorldatWork certification courses, access to our free compensation library and attendance at RMCA programs at the discounted member rate! As a reminder, the annual membership dues are now $75.00.
New Members to RMCA
Help us welcome the new members of RMCA

Bradley Beck, Qwest Communications
Laura Berry, Circle Graphics
Joanna Burkett, Burkett Consulting Services
Leah Crosier
Kristen Dumas, Chipotle Mexican Grill
Heather Dumas, Gates Corporation
Jared Jarreau, Cabela’s
Cori Manka, Raytheon Polar Services

Lee Mebel, RE/MAX International
Martha Parsley, Quantum Resources Management
Erin Pershing, MarketPay
Margaret Porter, Centura Health at Home
Erika Robinson, SilverStone Group
Jerry Salaz, Vail Valley Medical Center
Jennifer Schiltz, Western Union
Kari Swing, DaVita

About RMCA
RMCA was founded in 1989 as an opportunity for Human Resource professionals across the rocky mountain region to network and share best practices in compensation, employee benefits and work-life disciplines — what we refer to as Total Rewards. Meetings are held every other month. RMCA is a member of the WorldatWork Local Network, an alliance of human resource professionals dedicated to excellence in compensation and benefits. WorldatWork national membership is available separately. Contact WorldatWork via the Professional Affiliation section of the RMCA web page, at www.rmca-online.org.

2010 RMCA Calendar of Events

<table>
<thead>
<tr>
<th>When</th>
<th>What</th>
<th>Where</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>April</strong></td>
<td><strong>April Luncheon - How to Keep Your Employees Engaged When Merit Increases Are Not an Option</strong></td>
<td><strong>Double Tree Hotel at the Denver Tech Center</strong></td>
</tr>
<tr>
<td>Thursday, 8th</td>
<td>Monday-Tuesday, 19th-20th 8am-5pm <strong>T2 - Accounting and Finance for the Human Resources Professional</strong></td>
<td><strong>PPA Events Center</strong></td>
</tr>
<tr>
<td><strong>June</strong></td>
<td><strong>June Luncheon - Topic and Registration Details TBD</strong></td>
<td></td>
</tr>
<tr>
<td>Thursday, 10th</td>
<td><strong>August Luncheon - Topic and Registration Details TBD</strong></td>
<td></td>
</tr>
<tr>
<td><strong>September</strong></td>
<td><strong>T3 – Quantitative Methods</strong></td>
<td><strong>PPA Events Center</strong></td>
</tr>
<tr>
<td>Monday-Tuesday, 13th-14th 8am-5pm</td>
<td><strong>C12 – Variable Pay — Improving Performance with Variable Pay</strong></td>
<td><strong>PPA Events Center</strong></td>
</tr>
<tr>
<td><strong>October</strong></td>
<td><strong>October Luncheon - Topic and Registration Details TBD</strong></td>
<td></td>
</tr>
<tr>
<td>Thursday, 14th</td>
<td><strong>December Luncheon - Topic and Registration Details TBD</strong></td>
<td></td>
</tr>
<tr>
<td><strong>December</strong></td>
<td><strong>December Luncheon - Topic and Registration Details TBD</strong></td>
<td></td>
</tr>
</tbody>
</table>