



March 1, 2010

## 2010 LEGACY MEMBERS

A big thanks to all of our 500+ members for supporting The Employers Council's contribution to Utah business for the past 69 years! Our mission is to strengthen business by providing stellar HR advice and promoting best practices. We are pleased and proud that, in recognition of that contribution, many loyal members have elected to pay an additional 10% of their 2010 annual dues to invest in our future by becoming *2010 Legacy Members*. We, in turn, would like to recognize them.

- ★ *Anonymous*
- ★ *Aspen Distribution*
- ★ *Beehive Credit Union*
- ★ *Blanchard Metals*
- ★ *Cameron Construction*
- ★ *Clyde Companies*
- ★ *EM-Assist*
- ★ *Folsom Associates*
- ★ *Gastronomy Inc.*
- ★ *Graymont Western US Inc.*
- ★ *ICU Medical*
- ★ *Mark Steel Corporation*
- ★ *Questar Corporation*
- ★ *Sorenson Communications*
- ★ *Sun Optics/Insight Eyeworks*
- ★ *Warner Truck Center*
- ★ *Young Electric Sign Company*
- ★ *Zions Bank*

We give these special supporters our most heartfelt gratitude. Contact the Council to learn how you can become a Legacy Member.

## ROME WASN'T BUILT IN A DAY

Goals are good, but getting there may take a bit more time than originally planned. Due to the recent recession, employers have tightened their belts. In many companies, work that was done by three or four employees is now being done by one. Make sure that communication with employees is two-way. If employees feel that they can re-negotiate time frames and suggest alternative methods, then burnout, resentment, and devastating business results may be avoided. While everybody may want to reach goals in the shortest period of time, remember to plan for adjustments, and that input from employees always helps.

## ON THE ROAD AGAIN!

*Do you have locations in Logan, St. George or the Roy area, and supervisors who need training to be more effective leaders? Finding quality, cost-effective training in locations outside of the Wasatch Front can be difficult – but now you have a solution! We are hitting the road and bringing our excellent training to you! This April, your employees can attend our *Tools for Effective Supervision* training in Logan, St. George, or Roy. Although already cost-effective, you may be able to receive training funds from your local ATC under their Custom Fit program. See the attached flyer for seminar locations, time, and ATC contact information. Attendance is limited; sign up today! This course is open to the public, so spread the word!*

## NATIONAL SALES SURVEY AVAILABLE

*Did you know that nearly 3/4 of all companies do not provide a vehicle for their sales staff? How then do they compensate these individuals for travel time? How Do they compensate them for personal use of their own vehicle? These questions as well as sales force compensation questions can be answered by our 2010 National Sales Compensation and Practices Survey. This robust survey is a premier source for salary and policy guidance. With nearly 800 companies participating nationwide, it provides essential information for any company that has a sales staff. As a member of The Employers Council, you receive a significant discount off the normal retail price. See the attached order form or contact Terri at the Council office to order your copy.*

## NURSING MOTHERS

Late last week we conducted a quick query of our members to poll their support of a bill being considered before the Utah Legislature (H.B.252) that would have required larger employers to make reasonable efforts to provide a private location to a breastfeeding parent so that the employee could express milk during paid or unpaid break time. Results showed 61.7 percent of our members supported such a measure, while 38.3 percent opposed it. The bill failed to pass out of committee and is now defunct.

## TRAVELING TRAINING ANNOUNCEMENT

**WE ARE COMING TO YOU!**

For 15 years, the Council has provided high-quality, cost-effective training to businesses along the Wasatch Front. We are excited to announce that our trainings will now be traveling to outlying business communities!

**ROY LOCATION**

**April 15, 2010**

Ogden-Weber Applied Technology College  
1843 W 4000 S, Roy Utah

**LOGAN LOCATION**

**April 22, 2010**

Bridgerland Applied Technology College  
1301 N 600 W, Logan, UT

**ST. GEORGE LOCATION**

**April 29, 2010**

Dixie Applied Technology College  
1071 E 100 S, St. George, UT

**Registration & Continental Breakfast:**

7:30 - 8:00 a.m.

**Training:**

8:00 - 10:30 a.m.

Survey after survey consistently shows that employees leave their job because of ineffective supervisors. In addition, employees are less likely to take on additional work or go above and beyond when they do not respect their supervisors. In this tough economy, effective supervisors are vital to reducing turnover costs and increasing productivity.

This interactive workshop will help your company's supervisors - as well as the human resource professionals who coach them - achieve these critical outcomes. Experienced HR Advisor Holly Engar, PHR, will teach attendees five basic leadership tools essential to every leader's success:

- ▶ Know your job
- ▶ Set the vision
- ▶ Give sincere recognition
- ▶ Communicate
- ▶ Hold your people accountable

Attendees will leave this training with individualized goals to help them immediately implement these five tools in their day-to-day practices!

**ECONOMICALLY PRICED!** \$69 per Council member; \$89 per non-member

To determine whether your company qualifies for **Custom Fit Funds**, contact:

Roy area: Monica Schwenk (801-510-0331)

Logan area: Sterling Petersen (435-750-3147)

St. George area: Kelle Stephens (435-652-7735)



\* **Certification:** This program is approved for 2.25 general recertification hours toward PHR, SPHR, and GPHR recertification through HR Certification Institute.

**REGISTRATION INFORMATION:**

Location: Roy \_\_\_ Logan \_\_\_ St. George \_\_\_

Name \_\_\_\_\_

Name \_\_\_\_\_

Company \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

E-mail Address(es) of person(s) to receive reminder:  
\_\_\_\_\_

**PAYMENT METHOD:**

Cost: \$ 69 per Council member  
\$ 89 per non-member

\_\_\_ Check Enclosed

\_\_\_ Bill Me

\_\_\_ Credit Card \_\_\_ Visa \_\_\_ Master Card \_\_\_ American Express

Credit Card # \_\_\_\_\_

Expiration Date \_\_\_\_\_

Name on card \_\_\_\_\_

Signature \_\_\_\_\_

*Refund given if cancellation is received at least one week prior to training*

**Register for Tools for Effective Supervision by:**

E-mail: [info@ecutah.org](mailto:info@ecutah.org)  
Fax: 801-364-8915  
Phone: 801-364-8479

Mail: The Employers Council  
175 W 200 S, Suite 2005  
Salt Lake City, UT 84101

\* The use of this seal is not an endorsement by HR Certification Institute of the quality of this program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit.

***Our national surveys are sponsored by the Employers Associations of America (EAA), of which The Employers Council is a member, and include national as well as local data.***

Without a talented sales force, even the best products won't sell. To put an effective sales force on your payroll, you need to implement competitive hiring practices without breaking the bank. This survey will help you determine the right sales compensation for your employees. It is a wealth of hard-to-find, up-to-date data, and you shouldn't hire without it. Data was submitted from 785 firms reporting on 9,592 employees.

**Survey Features:**

- ✓ One volume covers National **plus** local data
- ✓ Twenty-one positions that span a full sales force from executives to inside sales and customer service
- ✓ Salary reports show base pay, variable pay and total compensation
- ✓ Compensation strategy (6 types of incentive strategies)
- ✓ Gross sales volume (3 breakouts)
- ✓ Commission & Bonus Plan summaries and Expense Allowance practices
- ✓ Industry type (14 breakouts)
- ✓ Region (6 breakouts)

Direct questions about ordering the survey to Terri Whitehouse. Please fill out the form below if you would like to order the *2009-2010 National Sales Compensation & Practices Survey*.

Number Ordered	Survey	Member Price	Non-member Price
	<b><i>2009-2010 National Sales Compensation and Practices Survey</i></b>	<b><i>\$195+13.36 tax =\$208.36</i></b>	<b><i>\$655+\$44.87 tax =699.87</i></b>

How would you like to receive the survey?	Electronic Format <input type="checkbox"/> Email address: _____	Paper Format <input type="checkbox"/>
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**For a small participation fee of only \$50, member participants receive a copy of this survey at no additional charge. Look for the survey invitation in September.**

Company Name: \_\_\_\_\_ Telephone: \_\_\_\_\_

Recipient Name: \_\_\_\_\_ Title: \_\_\_\_\_

Mailing Address: \_\_\_\_\_ City/St/Zip: \_\_\_\_\_

Check Enclosed: \_\_\_\_ Invoice Company: \_\_\_\_ (Council members only)

Charge Credit Card: Master Card \_\_\_\_ Visa \_\_\_\_ American Express \_\_\_\_

Credit Card Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_ Total Amount: \_\_\_\_\_

Name on Card: \_\_\_\_\_ Signature: \_\_\_\_\_

**Return order form to:**

THE EMPLOYERS COUNCIL ~ 175 WEST 200 SOUTH, SUITE 2005 ~ SALT LAKE CITY, UT 84101 ~ PHONE: 801.364.8479 ~ FAX: 801.364.8915 ~ [www.ecutah.org](http://www.ecutah.org)