



Why Join ICBA?

The Intermountain Compensation and Benefits Association (ICBA) is an organization, affiliated with WorldatWork, and dedicated to compensation and benefit professionals of Utah. ICBA provides its members professional development, continuing education programs, and WorldatWork Certification Courses. Nationally, ICBA provides expanded educational opportunities through our membership in the WorldatWork Group Partnership Network (GPN).

1. Professional Development

WorldatWork certification of its members is one of the primary goals of ICBA. This certification (either in compensation, benefits or other human resource specialty areas) ensures that professional standards are met and maintained. Becoming a member of ICBA provides valuable discounts to standard WorldatWork certification course fees.

2. Continuing Education

ICBA members have the opportunity to participate in association activities designed to help integrate the standards of compensation and benefit administration into the broad field of human resource management. These educational events provide valuable opportunities to share best practices and discuss current human resource issues. Through quarterly breakfasts/luncheons along with an annual half-day seminar, we provide great speakers and current ever changing information to help you add value to your organization. ICBA has a robust website that features upcoming events and an online job board of HR position openings. Visit our website at www.icbautah.org to view the calendar of events. Detailed information on each event will be provided as the event approaches.

3. Networking

Members have the opportunity to meet other professionals in your field through WorldatWork Courses, Quarterly Meetings, and a half-day Seminar. Our website provides a searchable database of current members is a valuable networking resource. The opportunity to share best practices and network with other HR associates is a definite benefit to membership.

Membership Dues

Annual membership covers the quarterly meetings and the annual seminar. The membership dues run for a calendar year from January to December. The annual cost is \$175.00 for professional membership and \$50.00 for student members*. (*The student rate applies to a full-time collegiate student (12 hours or more) who is working towards a degree that will enable employment in a Human Resources related field. The student rate does not apply if the student is working (part-time or full-time) for a company that is paying for the membership. Contact a member of the ICBA Board if you have questions.)

Please note you do not have to be a member of WorldatWork to join ICBA. Our membership population is made up of all levels of Compensation, Benefits, HRIS, and HR Generalists professionals. Membership is for individuals and ICBA does not offer corporate or institutional memberships.

To Join ICBA

Complete the online membership registration form by [clicking here](#). You will then have the option of paying dues online, or mailing a check to ICBA.

We look forward to you joining the Intermountain Compensation and Benefits Association and hope that your professional experience among other HR professionals' will be challenging and rewarding. If you have any questions regarding ICBA membership, please e-mail them to the [Membership Coordinator](#).

2012 Course Schedule

Course/Seminar Title	Date of Event	Utah Course Locations	ICBA Member Price	WorldatWork Member Price	Nonmember Price	ICBA Course Only	WorldatWork Course Only	Nonmember Course Only
T3 Quantitative Methods	February 8-9	Intermountain Health Care	\$1,060	\$1,175	\$1,810	\$900	\$990	\$1,480
C2 Job Analysis, Documentation and Evaluation	March 21-22	Spillman Technology	\$1,060	\$1,175	\$1,810	\$900	\$990	\$1,480
C17 Market Pricing – Conducting a Competitive Pay Analysis	April 25-26	Zions Bank	\$1,060	\$1,175	\$1,810	\$900	\$990	\$1,480
CF Compensation Fundamentals	May 17	Workers Compensation Fund	\$545	\$600	\$950	1-day skill building course – no exam		
B1 Regulatory Environments for Benefits Programs	September 19-20	Associated Food Stores	\$1,060	\$1,175	\$1,810	\$900	\$990	\$1,480
T4 Strategic Communication in Total Rewards	October 24-25	Questar	\$1,060	\$1,175	\$1,810	\$900	\$990	\$1,480