



Fall 2016 Final Report

Northwest Human Resource Management Association
Fall HR Academy – Vancouver, Washington



Conference Solutions

Your Key to Success

Prepared for NHRMA by Conference Solutions

HR Academy Actuals-at-a-Glance

As of December 2016

	Spring 2015	Fall 2015	Spring 2016	Fall 2016
Registration Count	100	157	60	125
Total Registration Income	\$ 50,070	\$ 78,540	\$ 32,460	\$ 71,100
Sponsorship Income	\$ 1,000	\$ 1,000	n/a	n/a
Hotel Pick-up	77 / 122%	82 / 88%	76 / 104%	98 / 119%

Income Summary

Fee Type	Registration Type	Fee	Budgeted Registrants	Registrants to Date	Registrant Variance to Date	Budgeted Income	Total Income to Date	Income Variance to Date	Income Received	Balance Due
Paid (6 Registration categories)										
Early	SHRM Member	\$500	90	70	-20	\$45,000	\$35,000	-\$10,000	\$35,000	\$0
Standard	SHRM Member	\$550	25	20	-5	\$13,750	\$11,000	-\$2,750	\$11,000	\$0
Late	SHRM Member	\$650	5	5	0	\$3,250	\$3,250	\$0	\$3,250	\$0
Early	Non-Member	\$700	10	22	12	\$7,000	\$15,400	\$8,400	\$15,400	\$0
Standard	Non-Member	\$750	3	6	3	\$2,250	\$4,500	\$2,250	\$4,500	\$0
Late	Non-Member	\$800	1	1	0	\$800	\$800	\$0	\$800	\$0
TOT			134	124	-10	\$72,050	\$69,950	-\$2,100	\$69,950	\$0
Complimentary (1 Registration Category)										
	Complimentary Registration	\$0	2	1	-1	\$0	\$0	\$0	\$0	\$0
TOT			2	1	-1	\$0	\$0	\$0	\$0	\$0
TOT			136	125	-11	\$72,050	\$69,950	-\$2,100	\$69,950	\$0

Additional Item Income Summary

Registration Type	Fee	Budgeted Registrants	Registrants to Date	Registrant Variance to Date	Budgeted Income	Total Income to Date	Income Variance to Date	Income Received	Balance Due
Additional Options (4 Registration categories)									
Substitution Fee	\$50	0	1	1	\$0	\$50	\$50	\$50	\$0
Cancellations	\$100	0	4	4	\$0	\$400	\$400	\$400	\$0
Cancellations No Fee	\$0	0	8	8	\$0	\$0	\$0	\$0	\$0
Cancellations after deadline	\$700	0	1	1	\$0	\$700	\$700	\$700	\$0
TOT		0	14	14	\$0	\$1,150	\$1,150	\$1,150	\$0

WA HR Academy 2016 | Vancouver, WA | November 15-17, 2016 : Registration Income | Pace Report

Rows denoted in green represent rate increases in 2016, fields denoted in green text represent rate increases in 2015.

Pace Report

Weeks Prior	Report Date	2016 Vancouver, WA Total Income	2015 Seattle, WA Total Income	2016 Vancouver, WA Total Registrants	2015 Seattle, WA Total Registrants
17	07-15-2016	\$0	\$0	0	0
16	07-22-2016	\$1,400	\$0	2	0
15	07-29-2016	\$2,600	\$0	4	0
14	08-05-2016	\$6,100	\$1,550	11	3
13	08-12-2016	\$10,500	\$12,100	19	27
12	08-19-2016	\$15,800	\$22,100	28	47
11	08-26-2016	\$23,900	\$27,650	43	58
10	09-02-2016	\$29,500	\$35,500	53	75
9	09-09-2016	\$32,700	\$39,700	59	83
8	09-16-2016	\$44,600	\$46,350	81	96
7	09-23-2016	\$50,900	\$50,100	92	103
6	09-30-2016	\$52,700	\$62,300	98	128
5	10-07-2016	\$57,950	\$66,650	106	137
4	10-14-2016	\$61,250	\$71,050	111	145
3	10-21-2016	\$66,250	\$73,230	119	148
2	10-28-2016	\$68,600	\$75,350	123	150
1	11-04-2016	\$68,950	\$79,450	123	160
0	11-11-2016	\$69,800	\$78,350	123	157
Final		\$71,100	\$78,540	125	158
Budget		\$72,050	\$60,350	136	127
Variance		-\$950	\$18,190	-11	31

WA HR Academy 2016 | Vancouver, WA | November 15-17, 2016 : Room nights | [Hotel Pace Report](#)

Hilton Vancouver Washington

Cut-off date: 25-Oct
 Room nights contracted: 82
 Minimum # of room nights required to avoid attrition: 66 (80%)
 Room Rate: \$ 144 + tax
 Additional Room Rate: \$ 159 + tax
 Taxes: 10.4%

CURRENT BLOCK STATUS
 148% of obligation met
 119% of contracted block filled

Hotel Pace Report

Conference Schedule	Day	2015 Seattle Final Pickup	2016 Vancouver Contracted Block	Final	11-Nov	04-Nov	28-Oct	21-Oct	14-Oct
Pre-Conference 1	Monday, Nov 14	24	24	32	34	34	36	34	32
Day 1	Tuesday, Nov 15	30	29	37	39	39	41	39	37
Day 2	Wednesday, Nov 16	28	29	29	31	31	32	30	29
Day 3	Thursday, Nov 17	0	0	0	1	1	1	0	0
TOT		82	82	98	105	105	110	103	98

WA HRA 2016 Registration Demographic Info

Which HRCI Certifications do you hold? Please select all that apply.		
PHR®	29	18.24%
PHR - CA®	0	0.00%
SPHR®	20	12.58%
SHRM - CP	21	13.21%
SHRM - SCP	16	10.06%
None of the above	69	43.40%
No Answer	4	2.52%

Please select your field, industry or area of study		
Accommodation and Food Services	2	1.60%
Agriculture, Forestry, Fisheries	2	1.60%
Arts, Entertainment and Recreation	1	0.80%
Banking, Finance	5	4.00%
Computer Technology	3	2.40%
Construction	1	0.80%
Education	5	4.00%
Government, Public Administration	29	23.20%
Health Care, Social Services	17	13.60%
Manufacturing	20	16.00%
Other	10	8.00%
Professional Services	9	7.20%
Real Estate, Rental and Leasing	4	3.20%
Retail Trade	3	2.40%
Scientific and Technical Services	1	0.80%
Transportation and Warehousing	5	4.00%
Utilities, Energy	3	2.40%
Wholesale Trade	1	0.80%
No Answer	4	3.20%

What is your level of HR experience?		
Less than 1 year	5	4.00%
1-2 years	20	16.00%
3-4 years	16	12.80%
5-7 years	13	10.40%
8-10 years	12	9.60%
More than 10 years	55	44.00%
No Answer	4	3.20%

How did you hear about the HR Academy?		
NHRMA Website	22	17.19%
NHRMA eFlyer	12	9.38%
Email Blast from SHRM	27	21.09%
Mailed Postcard	32	25.00%
Social Media or ListServ	2	1.56%
Other (Please specify): Attended Previously	2	1.56%
Other (Please specify): Colleague/CoWorker	9	7.03%
Other (Please specify): Employer/Supervisor	12	9.38%
Other (Please specify): Other Attendees	6	4.69%
No Answer	4	3.13%

Have you been to an HR Academy in the past?		
First time	82	65.60%
Last year	12	9.60%
2 years ago	12	9.60%
3-5 years ago	10	8.00%
Over 5 years ago	5	4.00%
No Answer	4	3.20%

Which SHRM Chapter are you a member of?		
AK - Anchorage SHRM	1	0.008
OR - Columbia Gorge	1	0.008
OR - Lane County HRM Association	1	0.008
OR - Lower Columbia HRM Association	1	0.008
OR-Portland HRMA	12	9.60%
OR - Rogue Valley	2	1.60%
WA- Adams and Grant HRA	1	0.80%
WA- Apple Valley HRA	1	0.80%
WA - Blue Mountain	2	1.60%
WA - Columbia Basin	5	4.00%
WA - Lake Washington HRA	7	5.60%
WA - Olympia SHRM	5	4.00%
WA - Seattle Chapter	2	1.60%
WA- Snohomish County	2	1.60%
WA - South King County	2	1.60%
WA - South Puget Sound	6	4.80%
WA-Southwest Washington SHRM	20	16.00%
WA-Spokane/Inland Northwest	3	2.40%
WA-West Sound HRMA	1	0.80%
WA-Yakima Valley HRA	2	1.60%
Other Chapter - Northern California HRA	1	0.80%
Not affiliates with any chapter	17	13.60%
Did not answer	30	24.00%

Q1 What were your primary reasons for attending the HR Academy?

Answered: 32 Skipped: 2

Responses

As a church w/a child care, we don't have onsite HR personnel so felt the environment was such we needed to get more expertise

Certification Credits. Location was local

To maintain knowledge and skills. Updated information on laws, trends, and best practices.

Gaining knowledge and understanding new legislation

refresh my knowledge, network, and recertification credits

CE credits; new law updates

Education

CE credits and location

Continuing training in HR field.

HRCI- SHRM Credits

Recertification credits Stay current in trends and law updates Networking

Recertification credits and to learn current trends/laws related to HR.

Interested in all the topics being discussed.

Recertification credits

Informational

Expand HR knowledge. Also been a while since I had attended a training.

I am fairly new to HR, so I attended to get up-to-date information with an overview of important topics and trends from experts.

Acquire more knowledge from the HR field. I am somewhat new to HR and this was a way to obtain more details regarding many things in HR

Updates on employment law, comp and performance management

Continuing Education, Recertification Credits and Networking

PHR credits, be brought up to date on current laws, best practices.

I am currently being groomed and on a roadmap to be an HR Generalist from my current role as an HR Coordinator

Education in the HR field

I wanted more information regarding HR and my boss thought it would be good for me in the workplace setting as I am a HR Business Partner. I am also interested in becoming certified.

I attended to further my knowledge, gain new ideas and to get the credits for my re certification.

To learn new ideas and improve my educational background in the HR field.

Knowledge and experience.

Updates for work.

To complete my needed recertification credits and to be able to break away from my normal routine and do nothing but focus on HR for three days. I also have family in the area, so was able to catch up with them in the evenings.

I enjoy learning and I want to stay current in my field and keep up with recertification credits.

Recertification credits

Legal updates, like that we had several hours for each section.

Washington HR Academy 2016 Evaluation

Q2 Which of the following influenced your decision to attend? (Check all that apply.)

Answered: 34 Skipped: 0

Answer Choices	Responses
Certification Credits Available	50.00% 17
SHRM Membership	26.47% 9
Academy Promotional Email	17.65% 6
SHRM Email	17.65% 6
Referral from Colleague/Friend	38.24% 13
Previous HR Academy	32.35% 11
Save the Date Postcard	29.41% 10
Social Media	5.88% 2
Total Respondents: 34	

Washington HR Academy 2016 Evaluation

Q3 OVERALL ACADEMY

Answered: 31 Skipped: 3

	Excellent	Good	Adequate	Poor	N/A	Total
Publicity/Promotion	16.13% 5	64.52% 20	9.68% 3	0.00% 0	9.68% 3	31
Website as an Information Resource	29.03% 9	45.16% 14	16.13% 5	9.68% 3	0.00% 0	31
Registration Process	41.94% 13	45.16% 14	12.90% 4	0.00% 0	0.00% 0	31
Hotel Accommodations	32.26% 10	19.35% 6	0.00% 0	0.00% 0	48.39% 15	31
Meeting Facilities	43.33% 13	43.33% 13	13.33% 4	0.00% 0	0.00% 0	30
General Environment of the Location	35.48% 11	48.39% 15	16.13% 5	0.00% 0	0.00% 0	31
Agenda/Schedule of Events	45.16% 14	45.16% 14	9.68% 3	0.00% 0	0.00% 0	31
Topics Presented Were Relevant to My Needs for Education	35.48% 11	48.39% 15	16.13% 5	0.00% 0	0.00% 0	31
How Would You Rate the Academy Overall?	29.03% 9	61.29% 19	6.45% 2	3.23% 1	0.00% 0	31

Comments:

This was much more than I had hoped for...great job in organizing and choosing topics/presenters

Too long between breaks and then breaks (30 min) were too long. Topics were general in nature.

one presenter is a very nice lady but many of her suggestions were not relevant to todays world.

Some of the material was more junior level

Outstanding speakers and very relevant topics.

Would like to see as few more complex learnings presented. Seemed like most of the material was HR 101

Overall it was a great event. I learned quite a bit about the upcoming legislature changes that affect me and some of the new trends

Could not gain access to presentation materials day prior to conference.

My group was surprised that breakfast was not included. Very relevant information, although some presenters were not prepared (not covering all their power points)

Two things: #1 parking. There was a notice about the hotel parking (self and valet) but no communication about parking across the street at the "Park & Go". There should have been information about that alternative parking spot. I talked to quite a few attendees who were at a loss about finding adequate parking that first day. # 2: meal options, things to do in the downtown area. There should have been some info distributed for the out of towners in regards to places to eat, shopping?, entertainment? in the downtown area in regards to what the attendees could do in the evenings after the Academy.

Having the event in downtown Vancouver was not the easiest due to traffic and confusion on parking. A location in Vancouver in the Fisher's Landing area or near the 205 mall would be better, easier parking.

Overall this was an excellent academy.

Legal info on thurs a.m. was elementary and pace too slow. Suggest pastries with a.m. coffee rather than mid-p.m. cookies.

Washington HR Academy 2016 Evaluation

I understand you can't and should not print all materials for the conference attendees. It would be very nice if there were a couple of posters with the three day agenda on them to refer to. A couple of small activities just for fun would be nice (training and rewards based). Perhaps a map of Oregon, Washington and Alaska with either pens, pins or notes to show where attendees traveled from to attend. One short round of conference jeopardy at the end of the conference.

Worthwhile, but some sections were great and some not so much.

Q4 8:30 am - 12:00 pm | HR Employment Law with Amy Robinson

Answered: 30 Skipped: 4

	Excellent	Good	Adequate	Poor	N/A	Total
Presenter Knowledge and Quality	86.67% 26	10.00% 3	0.00% 0	0.00% 0	3.33% 1	30
Usefulness to Work Application	80.00% 24	16.67% 5	0.00% 0	0.00% 0	3.33% 1	30
Overall Presentation Quality	73.33% 22	23.33% 7	0.00% 0	0.00% 0	3.33% 1	30

Q5 Comments:

Answered: 6 Skipped: 28

Responses
Absolutely the best mix of presenters I've seen...each was entertaining, informative, open to all questions, honest and terrific speakers. Well done in putting this group together!
Great topic. The presenter was very knowledgeable and easy to understand
I enjoyed the training, however the presenters were not as good as in 2015.
Enjoyed her presentation and style.
Loved her! She was very engaging.
She was a terrific, even handed presenter. Learned a lot

Washington HR Academy 2016 Evaluation

Q6 1:00 pm - 4:30 pm | Recruitment, Selection and Placement with Deborah Jeffries

Answered: 31 Skipped: 3

	Excellent	Good	Adequate	Poor	N/A	Total
Presenter Knowledge and Quality	67.74% 21	25.81% 8	3.23% 1	3.23% 1	0.00% 0	31
Usefulness to Work Application	53.33% 16	30.00% 9	13.33% 4	3.33% 1	0.00% 0	30
Overall Presentation Quality	58.06% 18	29.03% 9	9.68% 3	3.23% 1	0.00% 0	31

Q7 Comments:

Answered: 5 Skipped: 29

Responses
Deborah is great but seems to deliver the same lecture every time I see her.
I compared this year's presentation to the one from another academy I attended in 2015 and was about identical. I feel the content was repetitive and even though is important to cover the basics, the presenter provided the same examples and exercises from previous year. I feel the presentation needed to focus on current trends, changes to recruiting and how technology affect the process. I would like to see more real life examples and scenarios on how successful companies are recruiting and innovating.
Loved her energy!
She did a great job keeping my attention and gave me great ideas.
She was all over the place and didn't learn anything new.

Q8 8:30 am - 12:00 pm | Performance Management with Judy Clark

Answered: 30 Skipped: 4

	Excellent	Good	Adequate	Poor	N/A	Total
Presenter Knowledge and Quality	73.33% 22	16.67% 5	6.67% 2	0.00% 0	3.33% 1	30
Usefulness to Work Application	66.67% 20	13.33% 4	16.67% 5	0.00% 0	3.33% 1	30
Overall Presentation Quality	60.00% 18	26.67% 8	10.00% 3	0.00% 0	3.33% 1	30

Q9 Comments:

Answered: 8 Skipped: 26

Responses
outdated data and approaches
Needs updating
The content was good, however the presentation was tedious and it had way too much text, at times it seemed repetitive. How about adding a video, or an exercise on do's and dont's. I also think it may be helpful to submit questions before the session so taht they can be covered during the session and that will open up the coversation.
Not that useful - dated.
Good presenter.
Another great choice. Learned a lot!
Always love the folks from hranswers.
Wow. She's so knowledgeable, wise and engaging. Loved it.

Q10 1:00 pm - 4:30 pm | Compensation Administration with Dianne Burt-Greene

Answered: 30 Skipped: 4

	Excellent	Good	Adequate	Poor	N/A	Total
Presenter Knowledge and Quality	80.00% 24	20.00% 6	0.00% 0	0.00% 0	0.00% 0	30
Usefulness to Work Application	46.67% 14	40.00% 12	13.33% 4	0.00% 0	0.00% 0	30
Overall Presentation Quality	53.33% 16	40.00% 12	6.67% 2	0.00% 0	0.00% 0	30

Q11 Comments:

Answered: 6 Skipped: 28

Responses
Very engaging presenter
Very good information. Definitivelt I learned a few things and the presenter was interactive and engaging.
I thought her material was quited dated and not current.
She keeps things moving and has a great sense of humor.
This was my first time hearing her speak and I thought she was great! Very knowledgeable and kept everyones attention.
Did a pretty good job with a very dry topic.

Q12 8:30 am - 12:00 pm | The Legislated Environment with Paula Barran

Answered: 31 Skipped: 3

	Excellent	Good	Adequate	Poor	N/A	Total
Presenter Knowledge and Quality	54.84% 17	32.26% 10	6.45% 2	3.23% 1	3.23% 1	31
Usefulness to Work Application	41.94% 13	41.94% 13	9.68% 3	3.23% 1	3.23% 1	31
Overall Presentation Quality	29.03% 9	32.26% 10	19.35% 6	16.13% 5	3.23% 1	31

Q13 Comments:

Answered: 11 Skipped: 23

Responses
Took too long on the first slide and then tried to race through the rest
Paula was great
Loved her! Great presentation style for me
I felt some of the content was repetitive and covered the same things that the first session did, even some slides about recruiting that was already covered. The content was too broad and we couldn't cover all the slides and topics in that time.
She moved way to slow and was a bit boring for an exciting topic.
Very knowledgable!
Did not get through all material...spent too long on individual slides
The amount of slides were way too many for the time period. I left feeling we missed a lot of good information.
Too many slides, not enough time. The topics I really wanted to learn more about were not discussed because we ran out of time. Way too much time spent on the Labor Relations topic. That should have been moved to the back of the deck.
Couldnt hear first 90 minutes even tho hsd asked st dstart for louder. She was unprepared for alaska aw, a shame. Too much basic US history; got bogged down and behind Get Larry Amburgey!
2 hours on the first slide. So boring and so basic. Ugh.

**Q14 1:00 pm - 4:30 pm | Employee Benefits
with Tyson Fuehrer, Rhonda Stephens, and
Damon Mapes**

Answered: 31 Skipped: 3

	Excellent	Good	Adequate	Poor	N/A	Total
Presenter Knowledge and Quality	22.58% 7	54.84% 17	12.90% 4	0.00% 0	9.68% 3	31
Usefulness to Work Application	29.03% 9	32.26% 10	22.58% 7	3.23% 1	12.90% 4	31
Overall Presentation Quality	19.35% 6	48.39% 15	16.13% 5	6.45% 2	9.68% 3	31

Q15 Comments:

Answered: 5 Skipped: 29

Responses
a little blah
The presenters towards the end seemed rushed to finish, specially the last person, which I appreciate but I still want to hear and what they had to say. Some of the slides were confusing and even one of the presenters said the content in one of them was inaccurate.
I was mostly interested in Tyson's topics and wished we could have spent more time on them. I didn't have much use or interest in Rhonda's.
The last speaker was not knowledgeable, was nervous, spoke too fast and her slides were outdated.
Couldn't attend.

Q16 Overall, did the Academy meet your needs?

Answered: 31 Skipped: 3

Answer Choices	Responses	
Yes	90.32%	28
No	9.68%	3
Total		31

Q17 If no, why not?

Answered: 4 Skipped: 30

Responses
My name was left off the attendee roster - am hoping the Academy will rectify this
Too much Oregon law! here's an OR HR Academy in spring that doesn't 'have WA law, so why does fall academy always have so much OR law? Some is good, but when it comes to state laws, OR gets 50% or more of that time in fall academy.
Each presenter was knowledgeable and has a good presentation. It felt like 3-4 of the presenters cut short their presentations and duplicated each others efforts.
Some parts definitely did, some definitely did not.

Q18 How can NHRMA improve your overall attendee experience at the HR Academies?

Answered: 14 Skipped: 20

Responses

I think this was terrific...definitely worth the money and time...will attend again

Food was awful. Yuck! Did not like that materials were not available for you to use for notes. Maybe at least a binder saying NHRMA to take notes in would have been helpful. As stated before, breaks did not come often enough. Embarrassingly had to get up and use restroom during presentation. I was not the only one...

It was a good size group manageable and enough diversity in the business types to make for interesting conversation

Offer more elevated topics with challenging subject matter.

A few suggestions for future events: Ask the attendees to submit questions before the event about the topics you've selected that can be discussed in the sessions. It's important to know your audience and maintain the session as interactive as possible, therefore it will be good to include videos, more real life experiences to the presentations to break the content. Keep the employment law updates, those are really helpful. Perhaps on the last day the last session can be a shorter one that way people know what time they will be done and the presenter will not feel rushed to finish.

better presenters, not just overviews of topics, not just telling us what to do but how to do it.

Overall, the conference flowed really well. The speakers were all excellent, and I REALLY appreciated that none of them stood and read the slides.

Everything was useful and I can apply at work. Materials provided ahead of time helped get an idea of what would be covered.

The biggest attraction was the location. I loved that it was in Vancouver. I am not able to travel out of town due to budgeting and it made it very convenient.

I would be willing to pay a little more for a continental breakfast and other snacks outside of dessert in the afternoon. Again, more information about the "park and go" across the street.

More interaction with other business.

Break up the presentations and ensure that the presenters know when the breaks are supposed to be. Multiple presenters went over on time, gave the break at the wrong time, and only gave 10-15 minutes when the schedule said we would have a half hour. For professionals that have scheduled phone interviews and other work meetings at times around the conference, this is extremely inconvenient.

See previous comment box.

I appreciate solid presenters who are engaging, super knowledgeable and present fresh material. I can live without the chirpy cheerleading from the Deborah Jeffries types, who spent a big chunk of time asking how many people do this and that. Or, presenters that are so dull and unfocused that they put you to sleep. Not helpful. Also, start earlier (8:00, have 15 minute breaks instead of 30 minutes, and end earlier. Long days.

Q19 Suggestions for future topics or presenters:

Answered: 13 Skipped: 21

Responses

maybe something for non-profits and regulations for under 50 employees (wasn't always sure if something applied to us or not). But overall, this group was terrific!

Supervisor/Leadership Training, Union Negotiation and Grievance Management

possibly more on the changing workplace and new expectations. Some of the data seemed a little stale.

More variety in subject matter - I prefer varying topics in different rooms so people can attend their level of educational needs; the room was too cold; the presenters were all good for the most part.

Working with millennials - small business strategy - HR department of one

Transitioning employees in the workplace Employee Engagement Deferred Compensation Plans

Recruiting Millennials Wellness plans do's and don'ts Employment Law updates

More current presenters on topics such as recruitment. More engaging speakers on the legal topics. Although the first presenter was excellent.

Managing workplace conflict

More time spent on what we can expect (changes) from new President and how HR roles and responsibilities will be impacted.

Larry Amburgey. The best.

Jennifer Bouman-Steagall is a fabulous presenter. Over the last few years, I have heard her talk about performance management, and she gives the best visual for County FMLA/OFLA leaves you have ever seen.

I'd attend anything Judy Clark or the first presenter would speak about.

Q20 Suggestions for future Academy venues/locations

Answered: 30 Skipped: 4

Answer Choices	Responses	
Bend, Oregon	20.00%	6
Eugene, Oregon	10.00%	3
Everett, Washington	13.33%	4
Portland, Oregon	33.33%	10
Salem, Oregon	6.67%	2
Seattle, Washington	33.33%	10
Spokane, Washington	23.33%	7
Tri-Cities, Washington	16.67%	5
Vancouver, Washington	36.67%	11
Other (please specify)	23.33%	7
Total Respondents: 30		

Other (please specify)

<http://www.heathmanlodge.com/>

Olympia, WA

I live in the Portland/Vancouver, so alternating between Portland/Vancouver and other sites is fine with me.

Ashland, OR

Tacoma, WA

Tacoma, WA or Olympia WA

Walla Walla, WA.