

Washington 2015 HR Academy Evaluation

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

Answered: 35 Skipped: 10

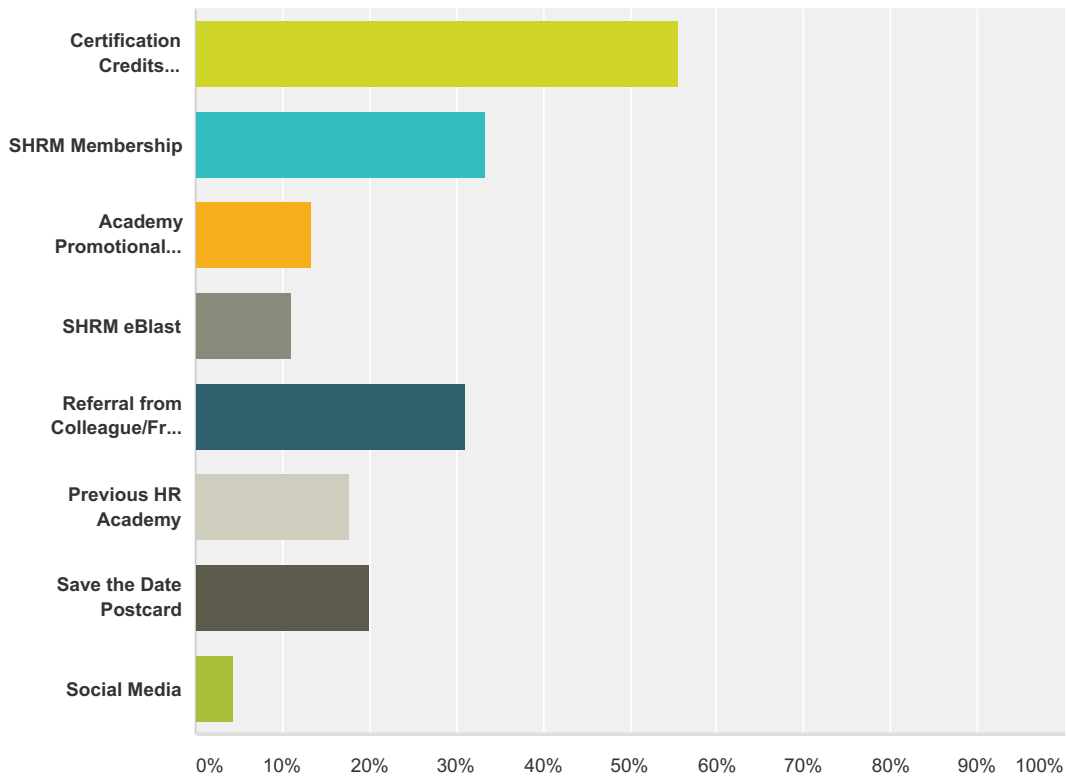
#	Responses	Date
1	I am new into HR.	12/3/2015 6:54 AM
2	My primary reason for attending the HR Academy was to get refreshed on employment law, benefits, compensation and performance management.	11/27/2015 5:34 PM
3	To learn HR industry trends, network with other professionals, learn fundamentals	11/25/2015 10:01 AM
4	Knowledge and continuing education credits for certifications	11/23/2015 3:43 PM
5	To get a good overview of HR since I'm new to the field.	11/23/2015 1:01 PM
6	to obtain my HR credits	11/23/2015 10:36 AM
7	To gain recertification credits for my SPHR and SHRM-SCP certifications.	11/23/2015 10:21 AM
8	To get the recertification credits and get the latest information on HR	11/21/2015 1:10 PM
9	Gain recertification credits.	11/20/2015 4:57 PM
10	I practiced HR in another country and wanted to close some knowledge gaps I had, especially around labor laws.	11/20/2015 3:49 PM
11	To get updated with new laws coming up, learn new recruiting techniques, and of course, ACA.	11/20/2015 3:40 PM
12	Gain broader exposure to overall HR elements and the employment law sections	11/20/2015 3:14 PM
13	Gain a broader exposure to overall HR elements. As well as the employment law components	11/20/2015 3:10 PM
14	informaiton	11/20/2015 2:43 PM
15	PHR & SHRM CP recertification credits and an overall refresher on all aspects of HR as well as networking.	11/20/2015 2:30 PM
16	Learn and keeping updated on HR issues.	11/20/2015 2:13 PM
17	New HR professional looking for foundation knowledge on employment law, best tips/practice for successful recruiting, employee relations topics	11/20/2015 12:49 PM
18	To learn about the latest rule changes related to HR and have the opportunity to ask questions.	11/20/2015 12:35 PM
19	Gain information about Employment Law and Compliance	11/20/2015 12:01 PM
20	New to working in the HR field and my manager suggested it would be a good learning experience.	11/20/2015 11:19 AM
21	Work related	11/20/2015 10:51 AM
22	New to HR, so helpful in current job.	11/20/2015 9:58 AM
23	Gaining SHRM and HRCI credits	11/20/2015 9:54 AM
24	Staying up to speed on new and developing HR Trends. Current issues in my workplace that these topics were going to cover.	11/20/2015 9:41 AM
25	I attended to gain insight on the latest trends happening in Washington State that affect HR.	11/20/2015 9:35 AM
26	to get a good overview of the field of HR	11/20/2015 9:24 AM
27	New to HR.	11/20/2015 9:24 AM
28	Increase my HR knowledge	11/20/2015 9:20 AM
29	SHRM/HRCI Recertification credit	11/20/2015 9:08 AM
30	SHRM recertification credits and the course material seemed interested and pertinent to my current position.	11/20/2015 9:01 AM
31	New to HR and want to learn	11/20/2015 9:00 AM
32	To refresh my HR basics and meet local HR professionals.	11/20/2015 8:56 AM
33	Gain updated information in the various areas offered by the academy.	11/20/2015 8:45 AM

Washington 2015 HR Academy Evaluation

34	Continuing Education and 19.5 recertification credits. Quality education, close proximity.	11/20/2015 8:40 AM
35	Recertification credits, networking opportunities, learning opportunities.	11/20/2015 8:40 AM

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

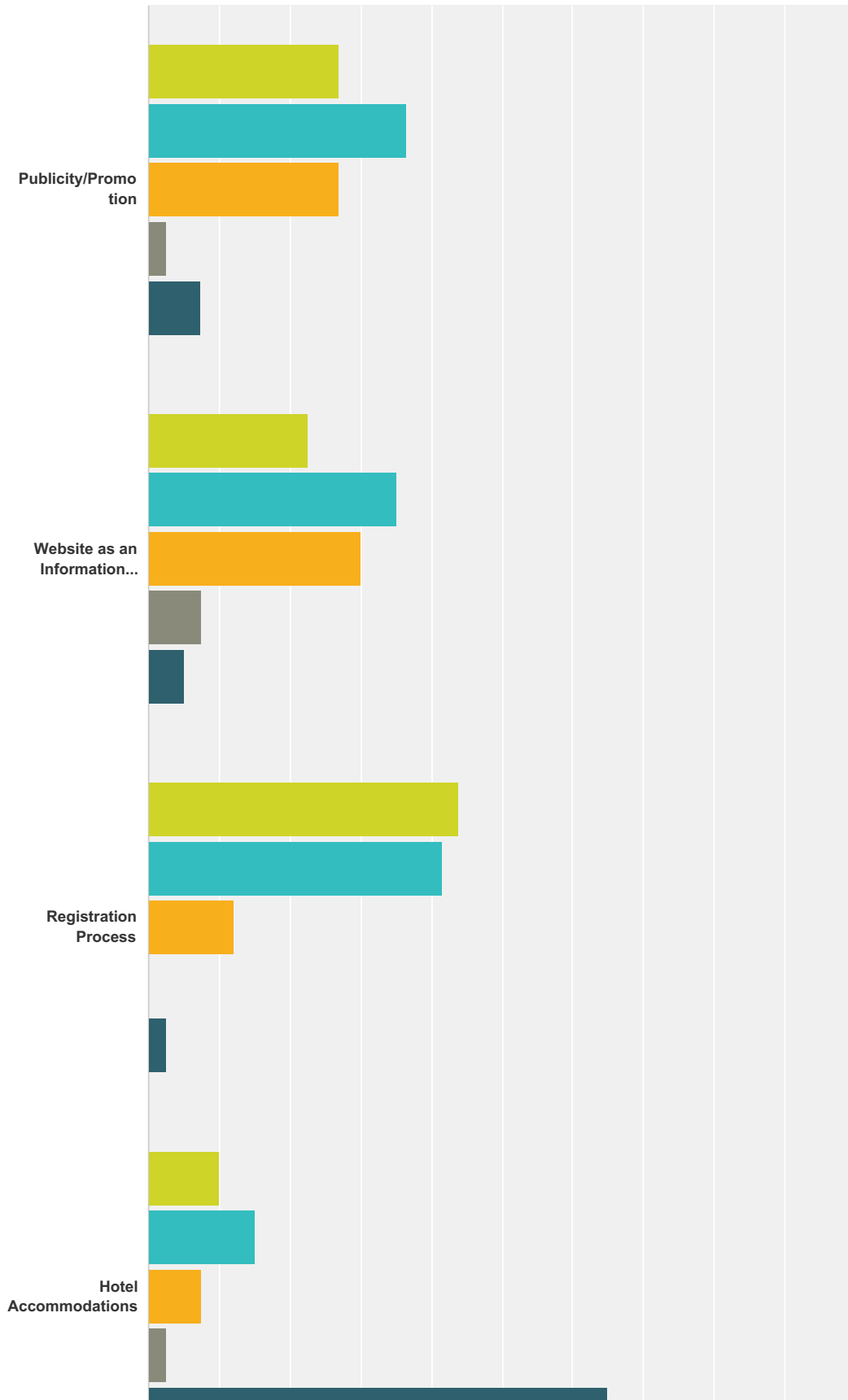
Answered: 45 Skipped: 0



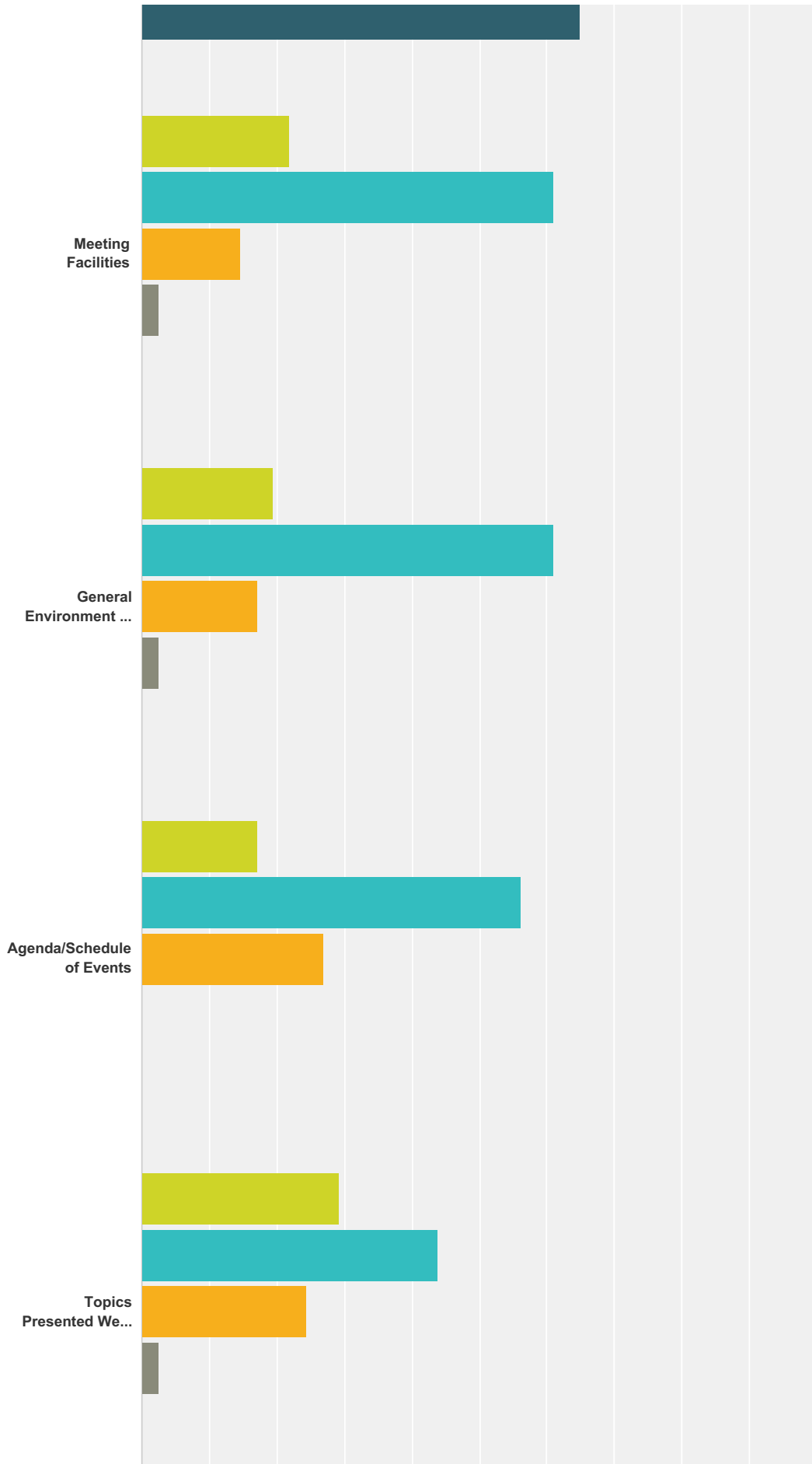
Answer Choices	Responses
Certification Credits Available	55.56% 25
SHRM Membership	33.33% 15
Academy Promotional Email	13.33% 6
SHRM eBlast	11.11% 5
Referral from Colleague/Friend	31.11% 14
Previous HR Academy	17.78% 8
Save the Date Postcard	20.00% 9
Social Media	4.44% 2
Total Respondents: 45	

Q3 OVERALL ACADEMY

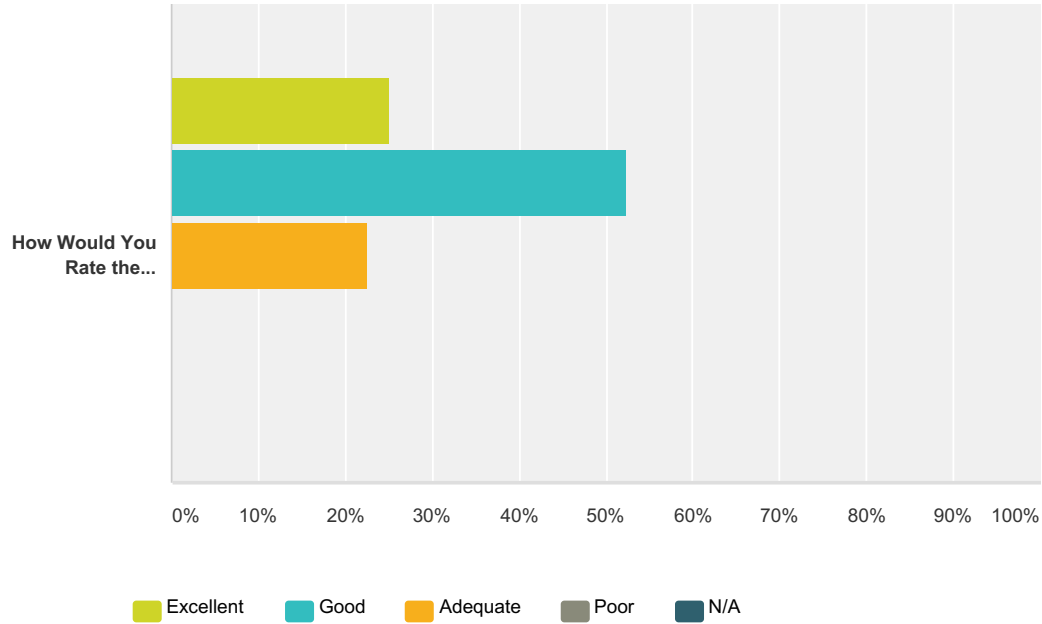
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Washington 2015 HR Academy Evaluation



Washington 2015 HR Academy Evaluation



	Excellent	Good	Adequate	Poor	N/A	Total
Publicity/Promotion	26.83% 11	36.59% 15	26.83% 11	2.44% 1	7.32% 3	41
Website as an Information Resource	22.50% 9	35.00% 14	30.00% 12	7.50% 3	5.00% 2	40
Registration Process	43.90% 18	41.46% 17	12.20% 5	0.00% 0	2.44% 1	41
Hotel Accommodations	10.00% 4	15.00% 6	7.50% 3	2.50% 1	65.00% 26	40
Meeting Facilities	21.95% 9	60.98% 25	14.63% 6	2.44% 1	0.00% 0	41
General Environment of the Location	19.51% 8	60.98% 25	17.07% 7	2.44% 1	0.00% 0	41
Agenda/Schedule of Events	17.07% 7	56.10% 23	26.83% 11	0.00% 0	0.00% 0	41
Topics Presented Were Relevant to My Needs for Education	29.27% 12	43.90% 18	24.39% 10	2.44% 1	0.00% 0	41
How Would You Rate the Academy Overall?	25.00% 10	52.50% 21	22.50% 9	0.00% 0	0.00% 0	40

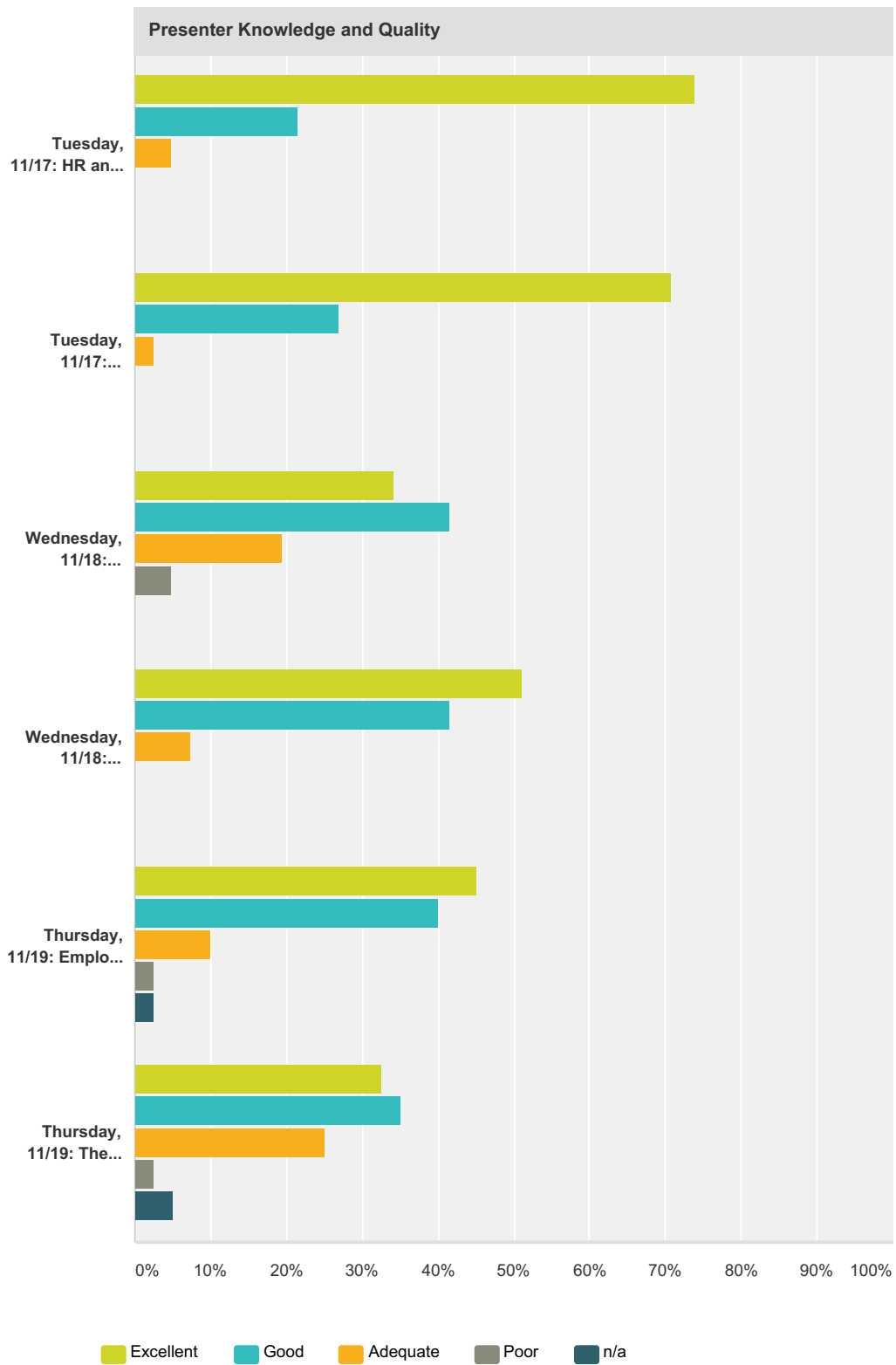
#	Comments:	Date
1	Some of the presenters appeared to be reading from slides and keeping it very basic information that a PHR certified HRG would already know. Hotel staff very helpful.	12/3/2015 8:47 AM
2	I would have loved to break into smaller groups - maybe union and non-union - to discuss more trends and information. Have more time for centralized information and smaller discussion groups. Not all "hypothetical" questions were relevant to me and I would have rather spent the majority of my time learning things I can use now. Split conference into 2 weeks - week 1 union, week 2 non-union	11/25/2015 10:47 AM
3	The meeting room was a little cold, but overall it was a nice environment. It would have been nice to know the lunch menus beforehand.	11/23/2015 1:03 PM
4	It is a good bang for your buck option to gain recertification credits but it was a snooze fest for me as a senior HR professional with 16+ years of experience. I could have taught the conference myself from start to finish. I work with represented staff in the public sector and much of the content was not applicable to my environment.	11/23/2015 10:27 AM

Washington 2015 HR Academy Evaluation

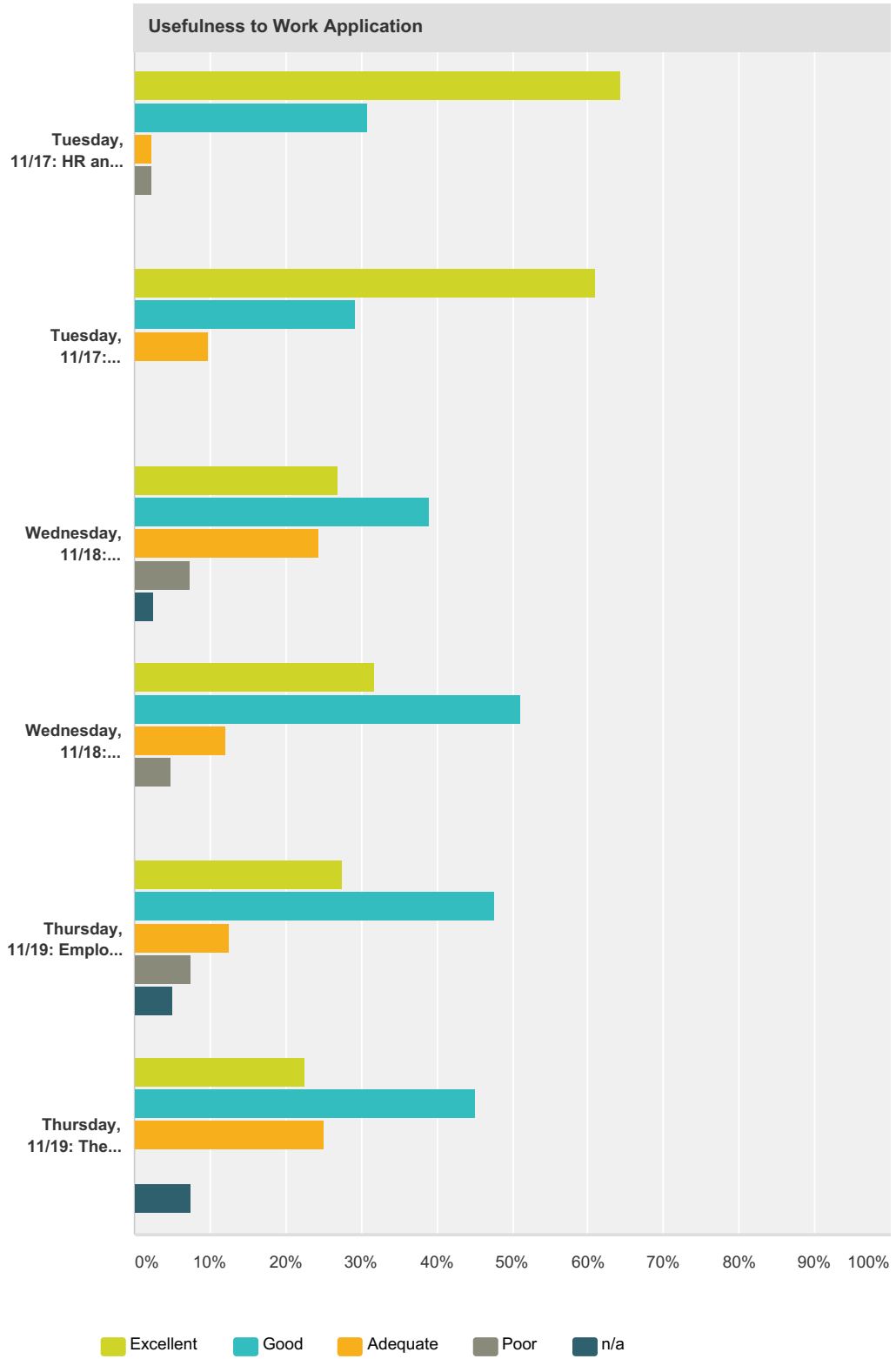
5	Thank you.	11/22/2015 4:14 PM
6	The hotel was a bit run-down, and the meals were horrific. The content of the academy was quite useful and well organized. I wish there would have been a social, or some other opportunity to network with fellow HR professionals.	11/20/2015 3:54 PM
7	Would be nice to have a section for public sector issues and trends.	11/20/2015 3:17 PM
8	loved the information presented and looking forward to attending again next year	11/20/2015 2:44 PM
9	Would have liked more opportunity for networking, finding out who else was in the room (company type, size, titles, location) and group dialogues in each topic session	11/20/2015 12:57 PM
10	I liked the mix of speakers and the topics chosen.	11/20/2015 12:05 PM
11	Presentations were informative but some were overkill. The lunch served was horrible and for the price paid, thought it should have been MUCH better. Also thought there should have been some morning snacks served and more snacks in the afternoon. By the time some of us got to the snack table, there was no fruit left and nobody bringing anymore out.	11/20/2015 10:02 AM
12	There were some topics that could have been covered in 2 hours instead of 3-1/2 hours. There were other topics that should have had a full day (benefits section was very rushed and with the new ACA requirements, I felt this could have been given more time.) The best sections were the ones that were very interactive - ie the compensation section.	11/20/2015 9:47 AM
13	it would have been more effective to have shorter sessions with breaks. For someone new to the field, I needed to be given about an hour of information and had time to reflect and discuss with peers before continuing on.	11/20/2015 9:28 AM
14	The Vegetarian option the first 2 days was so poor I went offsite to get a snack afterwards. The 3rd day I just went offsite for lunch and didn't bother even trying it.	11/20/2015 9:26 AM
15	I enjoyed the presenters. They were informative as well as entertaining. I would have loved a continental breakfast each morning. Not having snacks made it a little more difficult to stay focused each day. Wednesday's lunch was excellent. Tuesday and Thursday's were not too great.	11/20/2015 9:14 AM
16	The structure of the Academy was not very engaging - it's hard to sit through 3.5 hour presentations. Two presenters presented similar topics with overlapping subjects/redundant information (the two employment law seminars). The Doubletree was okay - SeaTac seems to be pretty out of the way for most of your attendees. Also, the lunch food quality was disappointing. If you can swing it, the Bellevue Club or Meydenbauer Center are great options with better lunches. Also, I would suggest mixing in at least one "fluff" topic that's fun and engaging at the end - perhaps communication strategies or generational differences. It seemed like most of the topics were sort of dry topics.	11/20/2015 8:51 AM
17	I thought that the Tuesday and Thursday presenters were excellent; interesting, thought provoking and informative, even though I have heard all speak previously. Thursday was probably good information, but found the time to drag which was disappointing, as the content should have been interesting as well.	11/20/2015 8:47 AM

Q4 Please rate the quality of the presentations you attended.

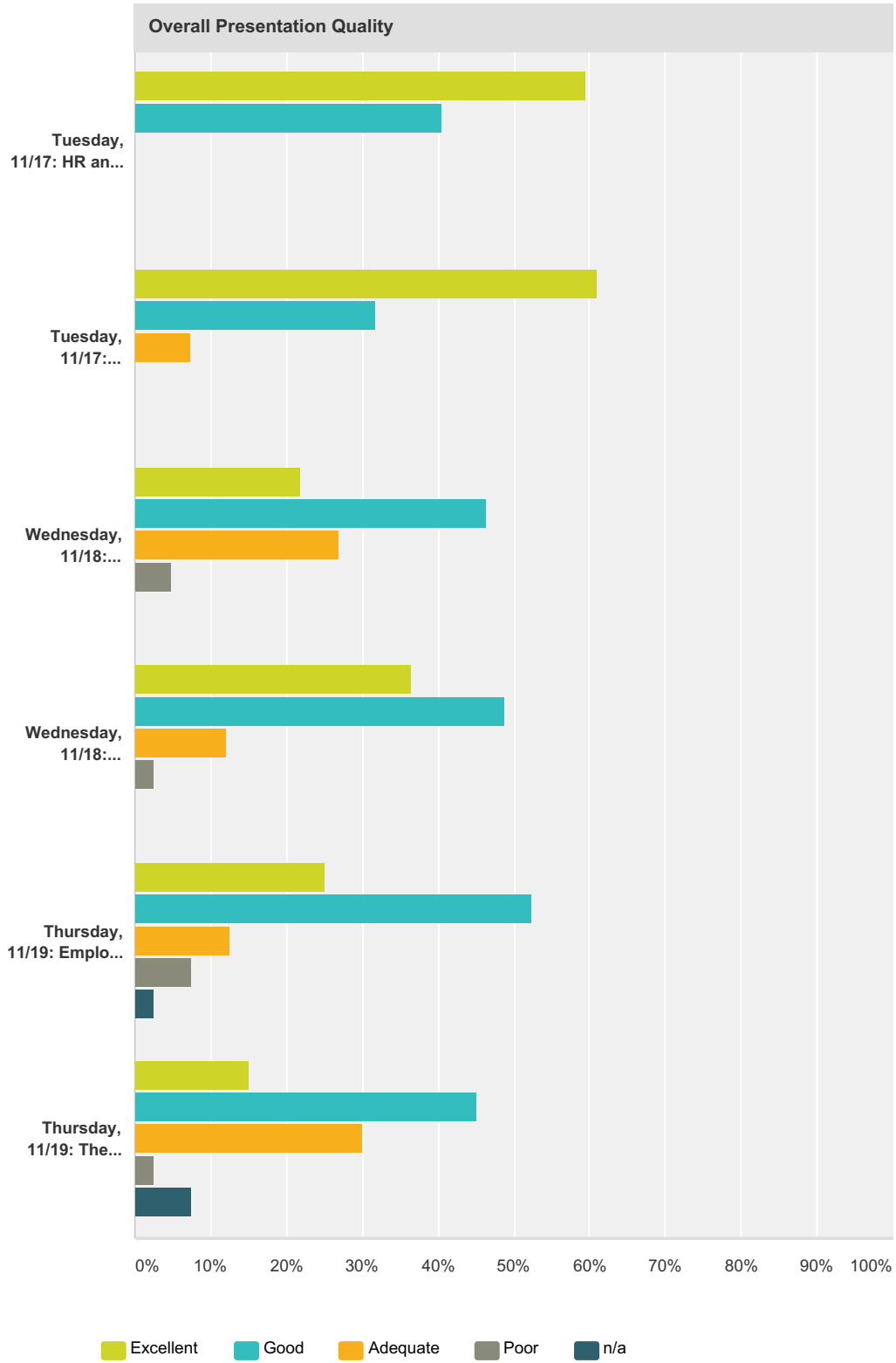
Answered: 42 Skipped: 3



Washington 2015 HR Academy Evaluation



Washington 2015 HR Academy Evaluation



Presenter Knowledge and Quality						
	Excellent	Good	Adequate	Poor	n/a	Total
Tuesday, 11/17: HR and Employment Law - Kimberly K. Geariety	73.81% 31	21.43% 9	4.76% 2	0.00% 0	0.00% 0	42
Tuesday, 11/17: Recruitment, Selection and Placement - Jennifer Lambert	70.73% 29	26.83% 11	2.44% 1	0.00% 0	0.00% 0	41

Washington 2015 HR Academy Evaluation

Wednesday, 11/18: Performance Management - One Size Does NOT Fit All - Lynda Silsbee	34.15% 14	41.46% 17	19.51% 8	4.88% 2	0.00% 0	41
Wednesday, 11/18: Compensation Administration - Catherine Dovey	51.22% 21	41.46% 17	7.32% 3	0.00% 0	0.00% 0	41
Thursday, 11/19: Employee Benefits - Courtney Touw, Keith Robertson, Karen Murray, Julie Gutenplan, Jennifer Spence, Stephanie Roupe	45.00% 18	40.00% 16	10.00% 4	2.50% 1	2.50% 1	40
Thursday, 11/19: The Legislated Environment - David Nenni	32.50% 13	35.00% 14	25.00% 10	2.50% 1	5.00% 2	40

Usefulness to Work Application						
	Excellent	Good	Adequate	Poor	n/a	Total
Tuesday, 11/17: HR and Employment Law - Kimberly K. Gearity	64.29% 27	30.95% 13	2.38% 1	2.38% 1	0.00% 0	42
Tuesday, 11/17: Recruitment, Selection and Placement - Jennifer Lambert	60.98% 25	29.27% 12	9.76% 4	0.00% 0	0.00% 0	41
Wednesday, 11/18: Performance Management - One Size Does NOT Fit All - Lynda Silsbee	26.83% 11	39.02% 16	24.39% 10	7.32% 3	2.44% 1	41
Wednesday, 11/18: Compensation Administration - Catherine Dovey	31.71% 13	51.22% 21	12.20% 5	4.88% 2	0.00% 0	41
Thursday, 11/19: Employee Benefits - Courtney Touw, Keith Robertson, Karen Murray, Julie Gutenplan, Jennifer Spence, Stephanie Roupe	27.50% 11	47.50% 19	12.50% 5	7.50% 3	5.00% 2	40
Thursday, 11/19: The Legislated Environment - David Nenni	22.50% 9	45.00% 18	25.00% 10	0.00% 0	7.50% 3	40

Overall Presentation Quality						
	Excellent	Good	Adequate	Poor	n/a	Total
Tuesday, 11/17: HR and Employment Law - Kimberly K. Gearity	59.52% 25	40.48% 17	0.00% 0	0.00% 0	0.00% 0	42
Tuesday, 11/17: Recruitment, Selection and Placement - Jennifer Lambert	60.98% 25	31.71% 13	7.32% 3	0.00% 0	0.00% 0	41
Wednesday, 11/18: Performance Management - One Size Does NOT Fit All - Lynda Silsbee	21.95% 9	46.34% 19	26.83% 11	4.88% 2	0.00% 0	41
Wednesday, 11/18: Compensation Administration - Catherine Dovey	36.59% 15	48.78% 20	12.20% 5	2.44% 1	0.00% 0	41
Thursday, 11/19: Employee Benefits - Courtney Touw, Keith Robertson, Karen Murray, Julie Gutenplan, Jennifer Spence, Stephanie Roupe	25.00% 10	52.50% 21	12.50% 5	7.50% 3	2.50% 1	40
Thursday, 11/19: The Legislated Environment - David Nenni	15.00% 6	45.00% 18	30.00% 12	2.50% 1	7.50% 3	40

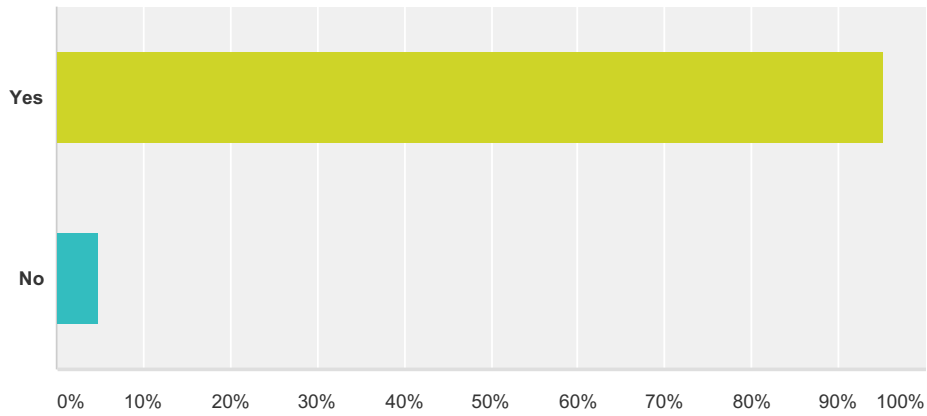
#	Comments:	Date
1	David appeared to be reading from his slides and then it appeared he wasn't even sure what slide he was on. The information was there but the presentation/delivery needs to be improved.	12/3/2015 8:47 AM
2	Some presenters need to practice presentation skills. All were knowledgeable	11/25/2015 10:47 AM
3	Not having the handouts was a little annoying, but I know it was a technical issue.	11/23/2015 1:03 PM
4	I realize that I am one of a few who attend this conference every year. So after many years of hearing the same (4 out of 6) speakers, and finding the handouts are still the same (with some current updates), the value for me is not that great.	11/23/2015 10:41 AM
5	The audience largely consisted of people with 1-3 years experience in HR. I assume much of the conference content was over their head and outside the scope of their responsibilities.	11/23/2015 10:27 AM
6	I wish speakers had engaged the class in some ways other than lecturing (more exercises/ case studies/ work in groups). This kind of one-modality learning looks somewhat outdated to me.	11/20/2015 3:54 PM

Washington 2015 HR Academy Evaluation

7	The participants from Alliant all spoke far too quickly, and it felt more like a sales pitch for their brokerage. The Performance Management section was very disorganized. The first day was absolutely the best day.	11/20/2015 3:43 PM
8	Thursday's presentation had too many people and not enough time for detail. The City of Kirkland's project could have taken up an hour time slot on it's own. 4 hour blocks is a long time for one key element.	11/20/2015 3:17 PM
9	The legislative portion of the conference was refreshing. David did an excellent job at presenting the material. He kept participants engaged and spoke/presented the materials from an HR perspective and not the normal boring legal mumbo jumbo. Normally this portion of the conference is very boring with the attorneys trying to impress you with their legal knowledge, and referring to case study after case study, but never really relating it to HR on daily basis. David was able to present it in a relevant manor the HR professionals encounter on a regular basis.	11/20/2015 2:36 PM
10	I though the benefit piece was a little over broad and too quickly presented and did not give opportunity to understand some of the pieces.	11/20/2015 2:19 PM
11	Some of the presenters need to not face the slides and read them. The topics were interesting but case studies seemed to provide the most relevance. How does this topic play out in real life. What does this law mean in day to day operations.	11/20/2015 12:05 PM
12	The academy should end with a presenter like Catherine Dovey. She was engaging and kept the group involved. By the end of three days, the Legislated Environment was dull material even if necessary, and very difficult to stay focused on the presentation.	11/20/2015 9:47 AM
13	I think the information was important but wish the afternoon sessin regarding employment law focused a little more on the latest trends instead of how we got to where we are today. It was a lot of information to take in and it went very quickly. Perhaps he could have referenced all of the cases that he discussed in a list and advised the group to dedicate some time to reviewing them and then he could have gotten into some more in depth conversation about the specifics of cases that have gotten companies either into or out of trouble in court.	11/20/2015 9:39 AM
14	The Employee Benefits was mostly Excellent. The presenter who ACA spoke very fast, was difficult to understand, and kept turning away from the microphone. I have no notes for that session because I could not follow it at all-this was a very important topic for me and I was disappointed. Several of the presenters had decks that were significantly different from the handouts we were given, with additional slides and handouts. For those of us taking notes with the slides so we could return to our organizations and pass along the knowledge learned this was extremely frustrating.	11/20/2015 9:26 AM
15	By far I enjoyed Kimberly Geariety's presentation the most. She set the tone and high expectations for the rest of the conference. Her material was relevant and there were useful take-aways from her material. I would have enjoyed more time for David Nenni so that we could have had a little more Q&A time.	11/20/2015 9:14 AM
16	Alliant did a great job at keeping us engaged throughout the entire 3.5 hours by rotating speakers, asking fun trivia questions, giving out prizes. David Nenni and Lynda Silsbee's presentations were a little dull. Lots of text-based PowerPoint slides and monotone delivery. Jennifer Lambert and Catherine Dovey were both very good, engaging speakers who provided funny stories and tangible examples.	11/20/2015 8:51 AM
17	See above	11/20/2015 8:47 AM

Q5 Overall, did the Academy meet your needs?

Answered: 42 Skipped: 3



Answer Choices	Responses
Yes	95.24% 40
No	4.76% 2
Total	42

#	If no, why not?	Date
1	You need to change speakers and some subject matter for those who attend yearly.	11/23/2015 10:41 AM
2	I came out of it with my continuing education credits.	11/23/2015 10:27 AM
3	Several of the items were more tailored to private sector than public.	11/20/2015 3:17 PM
4	Helped provide basic understanding of concepts I currently practice, but not as helpful in identifying/highlighting exact changes or best tips in the particular topics of interest. Some presenters did -- those were the better ones.	11/20/2015 12:57 PM
5	* It did but if you're really looking for "critical" feedback to relay: Courtney Tuow had great information, but she spoke very fast. If she spoke a little slower in her presentation it would have been more beneficial.	11/20/2015 9:14 AM
6	Not enough high level information to bring back	11/20/2015 9:06 AM
7	Overall, there was a lot of good information. I would structure the Academy differently next year with shorter presentations (or ask your presenters to bring a colleague to present half their content to break things up a little) to keep your attendees engaged.	11/20/2015 8:51 AM

Washington 2015 HR Academy Evaluation

Q6 How can NHRMA improve your overall attendee experience?

Answered: 23 Skipped: 22

#	Responses	Date
1	The majority of speakers were good, but some were a little boring compared to the others. Fun and engaging speakers all across the board please.	11/23/2015 1:04 PM
2	Create conferences and presenters to targeted audiences, example, unionized work force, public sector, small employer, etc.	11/23/2015 10:28 AM
3	Find great speakers, with great content.	11/23/2015 7:43 AM
4	Perhaps Topics that relate to the HR profession and providing resources to applicable training	11/22/2015 4:17 PM
5	Better food.	11/21/2015 1:13 PM
6	Choose a better hotel!!! I don't mind paying \$50 more and getting a decent lunch in a better location. Offer more than one lecture per time slot, so that attendees can choose. Publish up-to-date materials online, and not having constant gaps between what's shown on the screen and what we have printed.	11/20/2015 4:00 PM
7	Perhaps shorter sessions would allow for more variety in sessions. Or perhaps have concurrent sessions going on in different rooms throughout the day	11/20/2015 3:18 PM
8	Food at breaks and in the morning upon arrival. Food at lunch this year was not very good. I over heard several people say they went out to lunch in stead of staying. I have attended about 8 or more of these conferences over the years. Started attending when held at the Embassy Suites.	11/20/2015 2:40 PM
9	Perhaps a social (host or no host) at the end of the days for those staying in the area to provide more networking.	11/20/2015 2:28 PM
10	Time for dialogue, reflection, talking points after/within each presentation Round table topics for lunches; many were quiet or didn't meet the entire table (seemed like a majority of the group was introverted). Hard to meet everyone, so it would help to have a few ice breakers so we don't miss opportunities to know who is in the room in case their is some shared experience to learn from. Standard group agreements at beginning of day. There were a handful of times the group laughed at audience questions, making it more uncomfortable to be new to HR within the academy	11/20/2015 1:22 PM
11	Serve a light breakfast.	11/20/2015 12:38 PM
12	Maybe three sessions each day with intentional time built in for questions from audience. I learned a lot from the questions asked from other attendees. The venue was wonderful. Lots of space, wonderful food and easy to get to and park and parking for FREE. Thank you!	11/20/2015 12:15 PM
13	Would have appreciated some food in the morning. I think shorter presentations would have been beneficial, 4 hours is a long time for one topic.	11/20/2015 11:23 AM
14	Perhaps more topics and shorter length for each session. Although I do realize that the time spent on each topic is equal to the credits. This was my first time attending the conference, but I understand that you use the same presenters every year. That doesn't appeal to me to attend year after year.	11/20/2015 10:55 AM
15	Have the hand-outs readily available and also make sure all information is available at time of presentation. You may want to have separate conferences for public and private sectors, as some of the information is different for each sector and the information gets shuffled and misrepresented if not stated during presentation.	11/20/2015 10:05 AM
16	The sessions seemed very long. Maybe more frequent breaks? It's hard to sit in one spot for that long.	11/20/2015 9:49 AM
17	In addition to my previous points on the previous page, I think some of the content was more beginner level and although important to those who are newer, less engaging for those who have more experience (i.e. recruitment, performance etc.)	11/20/2015 9:44 AM
18	Provide actual presentations and do not allow presenters to change them after submission. Provide all activity hand outs prior to event so we do not miss out on learning opportunities. Provide all speakers with the ability to practice first and provide feedback to them prior to their session. If speakers have changes, require them to bring handouts of changes for all attendees. I appreciated the level of knowledge of all the speakers and the fact that they were not selling their own product.	11/20/2015 9:31 AM
19	break the session into hour long presentations.	11/20/2015 9:29 AM

Washington 2015 HR Academy Evaluation

20	Good	11/20/2015 9:15 AM
21	The time was too long for each presentation	11/20/2015 9:06 AM
22	Mentioned in previous questions.	11/20/2015 8:53 AM
23	More dynamic speakers.	11/20/2015 8:48 AM

Washington 2015 HR Academy Evaluation

Q7 Suggestions for future topics or presenters:

Answered: 16 Skipped: 29

#	Responses	Date
1	None	11/23/2015 1:04 PM
2	Workplace Violence Managing a diverse cultural environment	11/22/2015 4:17 PM
3	It would be nice to hear from new presenters and/or new presentations. Some of the presentations have been presented in the previous years.	11/21/2015 1:13 PM
4	Management Development - what is it, what can I expect of it as an HR professional, how to identify needs in the organization? Coaching strategies for HR managers Conflict resolution and difficult conversations Diversity and implicit biases in the workplace - recommended presenters for that would be Caprice Hollis and her partner Ilsa (forgot her last name) at "Cultures Connecting".	11/20/2015 4:00 PM
5	PUBLIC SECTOR, PUBLIC SECTOR, PUBLIC SECTOR	11/20/2015 3:18 PM
6	none - thought the information presented in the topic sections was useful and practical	11/20/2015 2:45 PM
7	LEAVES: A break down or list of federal and state leave laws and how they may effect or overlap each other.	11/20/2015 2:40 PM
8	L & I safety issues or about their available trainings. More on employee engagement programs and wellness.	11/20/2015 2:28 PM
9	Gender identity in the workplace	11/20/2015 1:22 PM
10	More Employment law, compliance.	11/20/2015 12:15 PM
11	Break up the presentation with two or more speakers	11/20/2015 12:07 PM
12	Presenters who create an interactive learning environment. It helps to retain knowledge.	11/20/2015 9:49 AM
13	Please see my previous points.	11/20/2015 9:44 AM
14	HR law legislation updates for 2015 , and the future. Case law updates. Also, maybe having representatives from the EEOC speak.	11/20/2015 9:15 AM
15	More case studies and interactive assignments, maybe even some homework?	11/20/2015 9:02 AM
16	Generation differences, employee relations topics, Managing your HR career.	11/20/2015 8:53 AM

Washington 2015 HR Academy Evaluation

Q8 Please tell us if you have any suggestions for changes or improvements to future Academies.

Answered: 13 Skipped: 32

#	Responses	Date
1	Break down into union or non union conferences. Have more time for smaller group learning, interactive discussion.	11/25/2015 3:10 PM
2	Create conferences and presenters to targeted audiences, example, unionized work force, public sector, small employer, etc.	11/23/2015 10:28 AM
3	Great job thank you!	11/22/2015 4:17 PM
4	FOOD - well fed attendees are happy attendees	11/20/2015 2:40 PM
5	It would be nice if a small snack was offered in the morning.	11/20/2015 2:28 PM
6	Thank you, nicely done!	11/20/2015 12:07 PM
7	Better food accomodations, have more question time during presentations so that you don't feel rushed and may not get the information needed because of time constraints.	11/20/2015 10:05 AM
8	The location - SeaTac would be better and easier to access. During fall months weather can be a big factor on being able to arrive on time. Locations easily accessed by public transportation would be great.	11/20/2015 9:49 AM
9	Having the slides ahead of time was helpful even though some of them changed. This is inevitable and that was addressed in the email sent out ahead of time. I just heard some "whispers" around me when the content was changed. Maybe label each presentation as beginner/intermediate/advanced etc. so people know what level they will be sitting in on. Overall it was good and I was glad that I attended.	11/20/2015 9:44 AM
10	Snacks during breaks please!!	11/20/2015 9:15 AM
11	After meeting/speaking with some of the other attendees, ending the final day of the conference a little earlier would help, say by 2pm, as a number of people had to catch planes, ferries, and drive some distance to get home. Also, a meet 'n greet or cocktail hour on the first or second day, after the day's sessions, might be useful for the attendees for networking. Thank you for a very well done academy! Overall, well done	11/20/2015 9:01 AM
12	I would suggest changing venues if you can to a more centrally-located venue with better food. Such as Bellevue Club or Meydenbauer Center.	11/20/2015 8:53 AM
13	I think you have a great model, great venue, great value. Thank you	11/20/2015 8:48 AM