The Alaska Department of Fish and Game welcomes you to the 2014 WAFWA-AOW/CBMA Joint Workshop

September 7-10, 2014     Juneau, Alaska

Final Report
Executive Summary

The 2014 WAFWA-AOW/CBMA Joint Workshop was held September 7 – 10, 2014 at the Baranof Hotel in Juneau, Alaska. There were 99 attendees from the following states:

- Alaska
- Nevada
- Arizona
- New Mexico
- Arkansas
- North Dakota
- Florida
- Ohio
- Idaho
- Oklahoma
- Kansas
- Pennsylvania
- Michigan
- South Dakota
- Minnesota
- Utah
- Missouri
- Washington
- Montana
- Wisconsin
- Nebraska
- Wyoming

The meeting opened with keynote speaker Martin Buser, four-time Iditarod Champion, “You’re Only As Fast As Your Slowest Dog: Elevating the Entire Team for Maximum Performance.” The attendees then chose two breakout sessions to attend from the following topics: “FaceTime, Selfies, and Hashtags: Motivating and Communicating with Millennials,” “Coaching for Success,” “Maximizing License Revenues,” and unfortunately due to a family emergency the following breakout session was cancelled, “Effective Communication – The Human Connection.” The attendees spoke highly of the keynote speaker address and found the breakout sessions very beneficial.

During the Closing Session Wednesday morning, each panel gave a synopsis of their discussions. Highlights include: Administration and Budget panel met jointly with Accounting and Audit panel to hear Steve Barton, USFWS, discuss the recent trends for PR/DJ and SWG along with changes to 2 CFR 200. Human Resources discussed workforce planning, the online hiring system, NEOGOV, and Wyoming’s Pay for Performance model. The Information Technology (IT) panel discussed in-source vs. outsource systems, recruitment, and software as a service (SAS). IT met jointly with the Licensing Panel to discuss distinctions between Native and Web applications, and POS systems. The Licensing panel discussion centered on electronic licensing, and also discussed 365 day licensing, sales trend analysis, non-consuming customers and marketing initiatives. Procurement discussed E-procurement systems, differences on procurement methods, and discussion on inefficiencies vs efficiencies.

New Mexico, as the next host state, welcomed the attendees to the 2015 conference to be held September 29 – October 2 in Albuquerque.

WAFWA-AOW 2014 Budget

### Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Cash Balance</td>
<td>$33,196.23</td>
</tr>
<tr>
<td>Registration Fees</td>
<td>$21,323.20</td>
</tr>
<tr>
<td>Vendor Fees/Donations</td>
<td>$13,500.00</td>
</tr>
<tr>
<td>Total Revenues</td>
<td>$68,019.43</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food/AV/Program/Tour</td>
<td>($28,550.00)</td>
</tr>
<tr>
<td>Business Operations</td>
<td>($5,186.68)</td>
</tr>
<tr>
<td>Speakers</td>
<td>($4,200.00)</td>
</tr>
<tr>
<td>Hospitality</td>
<td>($1,100.00)</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>($39,036.68)</td>
</tr>
</tbody>
</table>

### Ending Balance to NM

$28,982.75