

Bulletin www.incentivefederation.org

**April 2017**

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| **Who does the Incentive Federation represent?**  The Incentive Federation is the only organization whose membership and leadership includes all of the industry’s national trade associations, as well as individual companies. It is under The Incentive Federation umbrella that the collective interests of the Incentive Marketing Association (IMA), the Promotional Products Association International (PPAI), The Incentive Research Foundation (IRF), and Society for Incentive Travel Excellence (SITE) are discussed, nurtured and advanced. |
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| **IFI Mission Statement**  **The Incentive Federation is dedicated to promote, protect and research the incentive field, encompassing recognition, promotional products and related**    **promotions.** |

**promotions.**

**PPAI’s L.E.A.D Program Set for Next Week**

PPAI’s [Legislative Education and Action Day](http://www.ppai.org/events/ppai-lead/) is scheduled for April 26 – 27 in Washington, D.C. with about 80 PPAI members holding about 250 meetings with their elected representatives to review and discuss issues of concern to the promotional products industry.

The legislative agenda include issues like safety incentives and wellness programs that impact the incentive industry, as well as several small business issues that impact an array of other industries. PPAI is partnering with other associations and coalitions to help educate and influence representatives about the issues.

**The Federation is Monitoring Ongoing Legislative and Regulatory Issues**

**OSHA Rules Being Challenged and Disapproved by Congress**

The Incentive Federation’s home page at [www.incentivefederation.org](http://www.incentivefederation.org/) includes a fairly detailed description of OSHA’s Safety and Health Program Management Guidelines that were issued in December 2016. Links are provided to review the guidelines and as well as explanatory memos from OSHA. The Federation filed formal comments opposing certain positions and skepticism the Occupational Safety and Health Administration has expressed in criticizing safety incentive programs.

**How the Fiduciary Rule Affects Incentive Travel and Awards Programs for the Financial Marketplace**

The Department of Labor issued a new rule in 2016, scheduled to be implemented by January 2018 that has significant implications for companies offering incentive travel and awards programs to the financial marketplace.

Until there is greater clarity with respect to the new fiduciary rule, some financial institutions may be leery of using incentive or award programs to motivate and/or compensate their employees, while others are restructuring their programs to place a greater emphasis on general recognition and education, for example, instead of providing sales-based incentives.

The **Department of Labor (“DOL”)** recently published a final regulation providing a 60-day extension (from April 10th to June 9th) of the applicability date for the **Fiduciary Rule** — the rule that expands the definition of an employee benefit plan “fiduciary” to include members of the financial services industry — as well as exemptions from that definition. For IFI’s Legal Counsel George Delta’s full explanation of the new rule's impact, click [here](http://www.incentivefederation.org/wp-content/uploads/2017/03/IF-Wash-Update-03.15.17.pdf).

**New Federation Members**

The Incentive Federation welcomes the following new members who have joined in 2017.

**Advertising Specialty Institute** - Rita Ugianskis-Fishman

**Citizen Watch Company of America** – Richard Low

**Fujifilm North America** – Joe Hafenscher

**Great Lakes Incentive Group** – Mark Oldenburg

**Indigo Watch Company** – Dean Resnekov

**IFI Board Member Profile**

**Peter W. Hart**, CRP, the Chief Executive Officer of Rideau Recognition Solutions, a 100+ years-old award winning company based in Montreal, Canada, is an accomplished self-taught artist as well as company executive. His artistic approach is enriched by his career at the helm of a Montreal company that he has brought to the world stage as a leader in employee recognition and rewards.

A prolific painter, Peter permanently exhibits his work at his own self-titled gallery located in the heart of Old Montreal. He also participates in group exhibitions and holds workshops with various charities. What started as an avocation has become a vocation to which he has devoted himself for the last 28 years, forging a signature of his own and on many canvases. Peter’s beautiful works of art can be viewed and enjoyed at his gallery at [www.peterwhart.com.](http://peterwhart.com/)

**2017 Board of Directors**

Chair – **Paul Bellantone**, CAE, President, Promotional Products Association International

First Vice Chair, Associations – **Karen Wesloh**, CAE, CMP, Executive Director, Incentive Marketing Association

Second Vice Chair, Associations – **Kevin Hinton**, CIS, CEO, Society of Incentive Travel Excellence

Third Vice Chair, Associations – **Melissa Van Dyke**, President. The Incentive Research Foundation

Vice Chair, Corporations – **Michelle Smith**, CRP, CPIM, Vice President, Marketing, O.C. Tanner

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Director – **Peter Hart**, CRP, CEO, Rideau Recognition Solutions

Executive Director and Counsel– **George Delta**, Esquire

Staff:

Managing Director, **Steve Slagle**, CAE

**Questions, Concerns, Requests**

Please contact the Federation if you have any questions or learn of any issues you believe the Federation should be aware of. Since the Federation’s founding in 1984, its effectiveness in representing and protecting the industry with one voice has only been made possible through the financial support and active participation of industry organizations and companies.

Contact: Steve Slagle, IFI Managing Director, at [steves3309@gmail.com](mailto:steves3309@gmail.com) or 864-710-6739.