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Special Note:



The NW Compensation & Reward Forum meetings now qualify for recertification credit! Applies to Certified Compensation Professional (CCP®), Certified Benefits Professional® (CBP), Global Remuneration Professional (GRP®), Work-Life Certified Professional (WLCP®) and Certified Sales Compensation Professional (CSCP™) designations granted by WorldatWork Society of Certified Professionals. For more information on recertification, visit the WorldatWork Society website at www.worldatworksociety.org

President's Message

By Doug Sayed

It's hard to believe that 2010 is history and spring is upon us! We appreciate your continued support for NCRF; we currently have over 365 members from 85+ companies represented.

If you couldn't attend our January meeting, you missed an excellent presentation by Cheryl Cran, author of the best-selling book, The Control Freak Revolution: Make Your Most Maddening Behaviors Work for Your Company and to Your Advantage. The themes from her book formed the basis of her talk and she shared with us many experiences and key points in helping us learn to resist the "urge-to-control" which so many of us deal with.

Also at our January meeting, we announced that NCRF is "going social," as in social media. We have launched a new NCRF LinkedIn group. If you haven't done so already, please join the group so you can stay in touch with NCRF related information between newsletters and communicate with other members on rewards-related topics.

Our WorldatWork training classes continue to be well attended, and many will be offered in 2011 (I just attended one myself in February), so see page 3 in this newsletter for more information. I'd also like to thank our training director, Connie Russell, for her excellent work in managing this critical function for NCRF and its members.

In addition to our WorldatWork course offerings, there are one or two special programs we are considering adding for 2011 – Excel Skills for Compensation Professionals (taught by Dianne Auld, author of the "Excel Tips for Reward Professionals" series) and Sales Compensation, taught by sales compensation "guru" David Cichelli. If you have an interest in either of these programs, please shoot me or another board member a note, so we can gauge interest. We recently sent out a very brief informal "Survey Monkey" survey to inquire about these and other program-related topics that may be of interest to our membership. I hope you had the opportunity to participate.

We'll be back at The Bellevue Club for our upcoming meeting on April 20th. **Remember, we no longer accept credit or debit cards at the door.**

We look forward to seeing you in April!

2011 NCRF BOARD

PRESIDENT:

Doug Sayed, SPHR, CCP, GRP
Applied HR Strategies, Inc.
doug@appliedhrstrategies.com

PAST PRESIDENT:

Sandy Graf, CCP, GRP, SPHR
The Boeing Company
sandra.e.graf@boeing.com

MEMBERSHIP:

Daniel Dodge
AFLAC
daniel.dodge@gmail.com

TRAINING:

Connie Russell, CCP
Milliman
connie.russell@milliman.com

TREASURER:

Linda M. Jones, CCP, GRP, SPHR
The Boeing Company
linda.m.jones2@boeing.com

PAST TREASURER

Shelly Evoy
BECU
shelly.evoy@becu.org

WEBSITE & JOB BANK:

Anne Krypel, CCP, CBP, GRP
Franciscan Medical Group
annekrypel@fhshealth.org

ARRANGEMENTS:

Tresa Hoang
Foundation 9 Entertainment
thoang@f9e.com

SECRETARY:

Becky Custer, PHR, CCP, GRP
Nordstrom, Inc.
rebecca.custer@nordstrom.com

PROGRAMS & SPONSORSHIP:

Jay Bulson
HRJ Consulting
jay.bulson@comcast.net

NEWSLETTER:

Vyshali Mokadam
PATH
vmokadam@path.org
Board Members at Large:

Randy Maharaj
OTS Consulting
rmaharaj@otsconsult.com

Christy Martin
Compensation Solutions
christymartin@mindspring.com

Steve Moe
Boeing
steven.m.moe@boeing.com

Angela Rao
Philips Healthcare
angela.rao@philips.com

NCRF Spring Quarterly Meeting April 20, 2011 – The Bellevue Club

Our April meeting will focus on

“Variable Pay: Why Incentives Work, or Don’t?”

We will feature Bill Smith, a Principal in Milliman’s compensation consulting practice, as our keynote speaker and discussion leader.

In a period where we have heard much about dealing with compensation in changing economic times, particularly an economic downturn, Bill will lead us in a discussion and presentation focused on incentives, their use & misuse, types of incentives, incentives at varying organization levels, tying incentives to strategic direction or not, and why an organization may or may not choose to use them.



Bill has over thirty years of experience with both employee and executive pay programs for a variety of public and private sector organizations. He has served clients of all sizes in a broad cross-section of industries. He has authored numerous articles and conducted training on a wide variety of compensation topics in the United States, Europe, South America and Asia.

Prior to joining Milliman in September of 2010, Bill served as the Northwest compensation consulting practice leader for Towers Watson, working closely with many of the region’s most successful organizations.



*WorldatWork Society of
Certified Professionals.*

Approved for
Recertification Credit

For planning purposes, here are the **upcoming meeting dates and locations:**

April 20, 2011 – The Bellevue Club

July 13, 2011 – McCormick & Schmick’s Harborside

October 19, 2011 - The Bellevue Club

TRAINING OPPORTUNITIES VIA NCRF

NCRF offers local WorldatWork certification classes to help you become professionally certified or simply receive practical knowledge to help you do your job better.

2011 Course and Exam Pricing – Effective January 1, 2011

Below is a brief summary of the 2011 pricing followed by the 2011 Schedule of Courses.

2011 Information	Course and Exam	Course Only
WorldatWork Member	\$1,125	\$990
NCRF Member	\$1,015	\$895

Sign up by calling WorldatWork Customer Relations: (877) 951-9191

Email: customerrelations@worldatwork.org, or via web at www.worldatwork.org

Following is the remaining 2011 WorldatWork course schedule.

2011 Schedule of Courses (All classes held at Bellevue Sheraton)		
Date	Course	Description
May 19-20, 2011	B2	Retirement Plans-Design Considerations and Administration
June 20, 2011		Sales Compensation Design Class Taught by David Cichelli
September 22-23, 2011	C4	Base Pay administration and Pay for Performance
October 20-21, 2011	C17	Market Pricing-Conducting a Competitive Pay Analysis
November 17-18, 2011	C2	Job Analysis, Documentation and Evaluation

* - a one-day educational course, not part of CCP/GRP/CBP curriculum (no exam). Recertification: 1 credit

The Value of Certification

Being certified in your area of expertise is a symbol of professionalism, demonstrating a quest for knowledge that sets you apart. It also shows that you care about your profession and are dedicated to enhancing your abilities. Recognized globally, WorldatWork Society of Certified Professionals currently offers six prestigious designations:

- [Certified Compensation Professional \(CCP®\)](#)
- [Certified Benefits Professional® \(CBP\)](#)
- [Work-Life Certified Professional™ \(WLCP®\)](#)
- [Global Remuneration Professional \(GRP®\)](#)
- [Certified Sales Compensation Professional™ \(CSCP™\)](#)
- [Certified Executive Compensation Professional™ \(CECP™\)](#)

Certification speaks volumes about who you are as a professional. By completing WorldatWork certification programs, you establish yourself as being committed to remaining on the leading edge of your profession. Increasingly, job listings are specifying CCP, CBP, etc., preferred employees. Whether on your business card, letterhead or resume, your designation signals that you meet the highest levels of professional performance.

NCRF Winter Quarterly Meeting

January 12, 2011 – The McCormick & Schmick's, Harborside on Lake Union

The meeting began at approximately 11:50pm with NCRF announcements. President Sandy Graf welcomed the membership and conducted the voting for the new board. The voting was unanimous, and the existing and new board members were introduced

It was pointed out that Connie Russell is the only board member retaining the same position as last year.

Doug Sayed, 2011 NCRF President, led the remainder of the meeting.

The following announcements were made:

- Revenue sharing program with World@Work has begun

- Congratulations to the following individuals for being awarded NCRF Education Scholarships for 2011 WorldatWork courses:

Chad Anders, Philips Healthcare

Jennifer Bunzel, Northwest Hospital and Medical Center

Angela Southworth, Overlake Hospital

Robin Roberts introduced our January Speaker: Cheryl Cran of Synthesis at Work Inc.

January's topic of presentation:

Cheryl's best-selling book, [The Control Freak Revolution: Make Your Most Maddening Behaviors Work for Your Company and to Your Advantage](#), formed the basis of her talk and she shared with us many experiences and key points in helping us learn to resist the "urge-to-control" with which so many of us deal.

Some of her strongest examples were in explaining the differences in the Baby Boomers, Gen X & Gen Y individuals. She explained how to use positive control and harness it to develop leadership skills that can inspire others of all generations to follow. She'll also shared humorous and not so humorous real-life examples of why and how negative control leads to failure.

Cheryl used both an individual and a competitive group exercise to further illustrate her points. The individual exercise involved the drawing of an animal of choice and lead to both interesting and humorous results within the group.

At the completion of Cheryl's remarks, all attendees received a copy of her book.

(Individuals who registered to attend but were unable to do so can contact Jay Bulson, Program & Sponsorship Board Member, at hrjconsulting@comcast.net to arrange to receive the copy of the book that was ordered for them).

MEMBERSHIP INFORMATION

[Renewal Reminder](#)

In case you haven't already done so, please renew your membership for 2011.

NCRF is looking forward to another year of great speakers and member benefits such as reduced fees for meetings and discounts on WorldatWork certification courses.

We did not increase membership rates in 2011, so the rates will remain as listed below:

Membership	2011
Students	\$10
Individuals	\$50
Corporate	\$250

Corporate - \$250 for organization/corporate (unlimited membership for one fee).

Renew your membership through our website using PayPal, or send your renewal membership check (made payable to NCRF) to:

Northwest Compensation & Rewards Forum

Attn: Treasurer
24 Roy Street #755
Seattle, WA 98109

2011 Membership Director:

Daniel Dodge
AFLAC
daniel.dodge@gmail.com

If you have any questions regarding membership, please contact Daniel at the email address above.

**Spring Meeting Registration Info
April 20 – Bellevue Club, Bellevue**

\$35 FOR MEMBERS; \$50 PER GUEST

MasterCard, VISA (online only) or checks accepted. Reminder, once you reserve a space, you must pay even if you do not attend.

Register online at: <http://www.nwcompforum.org> (works best with Microsoft Internet Explorer) or send an e-mail to Tresa Hoang at thoang@f9e.com .

11:00–11:45 Registration, networking and buffet lunch
11:45 Announcements
12:00-1:00 Presentation

PAY FOR YOUR NEXT MEETING WITH PAYPAL

Want to maximize your networking time at the NCRF meetings? Breeze through the meeting registration by pre-paying your registration fee via PayPal. **We no longer accept credit or debit cards at the door.**

Anyone who wishes to pre-pay for the NCRF monthly meetings can do so without having a PayPal account. Simply click on the PayPal link on our registration page, enter the credit card number you wish to have charged onto the secured web site and your fee is paid. All you have to do is show up for the meeting and network away! It's as simple as that!

To learn of other events, please contact the following organizations directly:

WORLDATWORK, www.worldatwork.org

Regional Group Partners:

Columbia-Willamette Compensation Group

www.cwcg.org

Southern Idaho Comp & Benefits Association

www.sicba.net

Intermountain Compensation & Benefits Association

www.icbautah.org

Employee Benefits Planning Association

www.ebpa.org

Alaska Association of Compensation Professionals

(907) 333-9705

NCRF JOB BANK

We invite our members to take advantage of the NCRF'S JOB BANK located on our website at www.nwcompforum.org. There is no cost to do so.

QUESTIONS

If you have any questions regarding membership, events or other topics, please email the NCRF at: info@nwcompforum.org.

NCRF SPONSORSHIP

We invite our members to take advantage of the marketing potential our organization provides by sponsoring a meeting. Please contact Jay Bulson at jay.bulson@comcast.net for more information.

Join our LinkedIn Group:

If you're on LinkedIn – look for the NorthWest Compensation and Rewards Forum

NCRF Membership Eligibility

The Northwest Compensation and Rewards Forum was founded to provide a forum for the exchange of information, a voice in legislative activities and to offer educational and networking opportunities for compensation professionals. Membership is open to benefits, compensation, and total rewards professionals.

NCRF meets quarterly and maintains a membership of over **365** professionals from 85+ organizations and is a member of the WorldatWork Local Network.

WorldatWork national membership is available separately. Contact WorldatWork at (480) 922-2020 or via links from the NCRF web page: www.nwcompforum.org.