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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: Matt Johnson

It's the last week of summer and the season is going out with a bang. I'll take the 80 degree weather and sun for one more week. Many of us are in the midst of the annual compensation analysis for end of year budgeting. You may need a break by October 10th, which is perfect timing to attend the next quarterly meeting. We are very pleased to present Amy Jantz, Director, Worldwide Compensation Programs at RealNetworks and a former WorldatWork practice leader. Amy will be talking about Total Rewards at RealNetworks with a specific focus on revenue-driven bonus programs. It's going to be an engaging meeting. I hope to see you at the Bellevue Athletic Club on October 10th!

A big thank you to all the panelists for presenting at the July meeting. The topic of market pricing and compensation surveys was varied and incredibly informative. If you missed the meeting or would like to see parts of it again then head over to the Members Only page of the Forum's website and click on Event Videos. The entire July panel discussion is up for your viewing.

I want to call your attention to an excellent opportunity to attend a class being held by David Cichelli and sponsored by the Forum. The one-day seminar is being held on October 30th at the Sheraton in Bellevue. If you're in any way involved in Sales Compensation you should consider attending this course. I hope to see you there!

Thank you to those of you that participated in the member survey that was sent out several weeks ago. We had a good participate rate and the input you provided is helping the Board to shape plans for 2013. We will present the results at the Quarterly Meeting.

This is a busy time of year for compensation/benefits/total rewards professionals. We are lucky that we have an outstanding local association dedicated to furthering our profession and our individual professional goals. I hope to see you on October 10th. It's always a good time of year to get involved with the Forum. And we would be happy to see you!

Reserve The Date - Quarterly Luncheon:

What: Total Rewards and Revenue-Driven Bonus Program at RealNetworks
Where: Bellevue Athletic Club
When: October 10th at 11:00 AM
Cost: \$35 members and \$50 guests

2012 NCRF BOARD

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NCRF Fall Quarterly Meeting

October 10, 2012 – Bellevue Club

"Total Rewards and a Revenue-driving Bonus Program at RealNetworks"

Registration starts at 11:00 AM

Presentation will start at 11:45 AM

This month's presentation will begin with an introduction to RealNetworks' Total Rewards Program with a primary focus on the mechanics of an extraordinary bonus program. It will focus on the dynamics of the employee engagement which was the main driver for a program with an extremely positive result.

Faced with a declining business and a budget target that exceeded forecast by over 25%, the business leaders turned to HR to help develop and incentive program that would focus and drive performance in the hopes of hitting budget. The result of the pilot program, which combined traditional incentive tools with focused regular communication and team discussion around both individual and team goals produced out of the box thinking and revenue results that were unexpected, exceeding the stretch budget goal by over 30%. This month's presentation will begin with an introduction to RealNetworks' Total Rewards Program with a primary focus on the mechanics of an extraordinary bonus program. It will focus on the dynamics of the employee engagement which was the main driver for this positive result.

Speaker: Amy Jantz, CCP is the Senior Director of Global Compensation at RealNetworks, Inc. A Seattle based technology company focused on delivering products and services that make it easier for people to access and enjoy digital media on the devices and platforms they choose. Prior to joining RealNetworks in the fall of 2007 Amy worked for ON Semiconductor managing and administering the global compensation programs. Her speaking experience comes from a long tenure at WorldatWork where in addition to the roles she held, viz. Practice Leader, Knowledge Services Manager, and Managing Strategist, she spoke at the WorldatWork International Conference, WorldatWork Canadian Conference and for various GPN groups. A graduate of Eastern Washington University, Ms. Jantz and her family now call Seattle their home.



*WorldatWork Society of
Certified Professionals®*

Approved for
Recertification Credit

TRAINING OPPORTUNITIES VIA NCRF

The Northwest Compensation & Rewards Forum is pleased to offer multiple WorldatWork certification classes throughout the remainder of 2012. Please see the NCRF website for 2012 class pricing.

Sign up by calling WorldatWork Customer Relations:

- Toll-free (877) 951-9191
- Email: customerrelations@worldatwork.org
- Web at www.worldatwork.org

Remaining 2012 WorldatWork Certification Courses		
Date of Event	Course	
October 11-12, 2012	T4	Strategic Communication in Total Rewards
October 30, 2012	SCP	Sales Compensation Design
November 8-9, 2012	T2	Accounting & Finance for the HR Professional

Special Highlight: Sales Compensation Design, Developing Sales Incentive Plans That Work!

Build sales compensation plans with the right formulas to drive sales success! Join us for an exciting one-day class with David Cichelli on Tuesday, October 30th. This course will teach participants how to develop sales compensation programs that motivate sales personnel to exceed your company's objectives. Participants will learn how to assess current plan effectiveness and select the right pay mechanics, as well as how to communicate the new sales program to the sales team in order to gain their support and generate excitement.

Who should register? This seminar is designed for professionals involved in designing, implementing and administering sales compensation plans, including sales, human resources, finance and marketing.

Just in time for budgeting for your organization's 2013 training needs!

NCRF - 2013 Schedule for WorldatWork Certification Courses		
Date of Event	Course*	
February 13-14, 2013	B1	Regulatory Environments for Benefits Programs
March 13-14, 2013	C4	Base Pay Administration and Pay for Performance
April 17-18, 2013	C17	Market Pricing - Conducting a Competitive Pay Analysis
June 12-13, 2013	B12	Benefits Outsourcing -- Selecting, Contracting & Managing Service Partners
October 16-17, 2013	T1	Total Rewards Management
November 13-14, 2013	T4	Strategic Communications in Total Rewards

* Course location to be announced soon.

CWCG (Portland) - 2013 Schedule for WorldatWork Certification Courses		
Date of Event	Course	
February 7-8, 2013	C1	Regulatory Environments for Compensation Programs
May 9-10, 2013	B3	Health & Welfare Plans -- Plan Types and Administration
July 25-26, 2013	T3	Quantitative Methods
October 24-25, 2013	C2	Job Analysis, Documentation and Evaluation

<http://www.cwcg.org/>

2013 Pricing Information	Course and Exam	Course Only
Non-Member	\$1,810	\$1,700
WorldatWork Member	\$1,220	\$1,130
NCRF & NW GPN Member*	\$1,098	\$1,017

*10% Discount for NCRF & GPN members

NCRF Summer Quarterly Meeting

July 11, 2012 – Harborside on Lake Union (formerly McCormick & Schmick's)

The membership meeting began at 11:30 am with Matt Johnson welcoming members and reading announcements.

Announcements included: The WorldatWork conference and the launch of a new Forum website. Matt also announced the opportunity of a board position in the now vacant Communications role. He invited interested members to contact him.

Windsor Lewis made an announcement concerning upcoming training opportunities. There are two non-certification courses coming up: PER-Principles of Executive Rewards - 2 days starting on Thursday, September 13, 2012 and PCS-Pricing Critical Skills and Unique Positions - 1 day on Tuesday, September 25, 2012. She inquired about member interest in a Sales Compensation class with Dave Cichelli. A high level of interest was expressed by members.

July's Topic of Presentation: **Compensation Survey Data Collection from the Experts; Employer Reported, Employee Reported & Aggregated**

Jay Bulson) introduced the members of the panel for the meeting:
Kenexa, Inc.- Mark Szytko, Managing Director, International Compensation;
MarketPay-Mark Avery, President/Owner;
Milliman-Larry Daniels, Principal, Survey Director;
PayScale, Inc.-Stacey Carroll, Principal Consultant;
Western Management Group-Steve Treder, VP, Strategic Development.

The meeting was well attended. The panelists were insightful as well as entertaining. Jay moderated the panel by rotating the respondents with the six questions he had prepared. Each panelist had an opportunity to lead the responses. Audience feedback was very good.

The entire panel discussion was filmed by Matt Johnson for posting on the new NCRF website for members.

MEMBERSHIP INFORMATION

[Renewal Reminder](#)

In case you haven't already done so, please renew your membership for 2012.

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 2012, 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

2012 Membership Director:

Stephanie Beeck
REI
sbeeck@rei.com

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

**Fall Meeting Registration Info
October 10 – Bellevue Club**

\$35 Members & \$50 Guests

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 tresa.hoang@avanade.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

Columbia-Willamette Compensation Group
www.cwgc.org

Employee Benefits Planning Association
www.ebpa.org

Alaska Association of Compensation Professionals
(907) 333-9705

Intermountain Compensation & Benefits Association
www.icbautah.org

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 rewards 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.