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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

Happy New Year! We have a great program planned for our first quarterly meeting of 2014. Join us for what promises to be an educational and interactive meeting on Wednesday, January 15th at 11:00 AM at the Harborside on Lake Union. We have a panel of four leaders to share what they have done in the development and marketing of Total Rewards in their organizations and answer your questions about the challenges and successes of these efforts. The panelists are: Pam Johnson, Head of Compensation, Benefits & HR Operations at Russell Investments; Karen Crandall, Sr. Director, Global Compensation & Equity at Expedia; Reini Chipman, VP, People & Operations at Simply Measured; Joan Wissmann, Director, Total Global Rewards at PATH. This meeting is complimentary to all Forum members. We are collecting food donations for delivery to the local NW Harvest food bank as a way of giving back to the community.

A few other reminders, it's that time of year when our memberships come up for renewal. A Forum membership runs from the first of the year to the 31st of December. Hopefully you've received a reminder email, but if not, you can always go the Forum's website and renew directly from there. And thank you for your membership!

We'll be nominating and voting for a couple of new Board members at the January meeting. Join us in welcoming them to the Board and to thank them for lending their time and assistance in continuing the success we've had in providing educational and networking opportunities over the past year. Finally, I would like to extend my deepest gratitude to our outgoing Board members, Donna Russo and Tresa Hoang. Donna kept the Board on track as Secretary making sure we followed the proper processes and Tresa worked with the Bellevue Club and the Harborside to ensure we always had a successful and enjoyable quarterly meeting experience.

So bring some canned or other non-perishable food items and join us as we kick off the new year on January 15th at the Harborside on Lake Union.

2014 NCRF BOARD

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nextcomp.net
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NCRF Winter Quarterly Meeting - Registration is required, but there is no cost for members

January 15, 2014 – Harborside on Lake Union
(formerly McCormick & Schmick's)

Registration starts at 11:00 AM; Business portion of meeting and panel discussion will start at 11:45 AM

TOPIC – Total Rewards, A Panel Discussion

This month the NCRF will present a panel of professionals from four local organizations who will share what they have done in the development and marketing of Total Rewards in their organizations and answer your questions about the challenges and rewards of these efforts. You will take away examples of other progressive companies and how they market Total Rewards at every level, i.e. to employees, management, executives, and boards and will help you broaden your focus from "providing benefits, compensation, perks, etc." to truly developing and marketing a total rewards program.

Our panel includes:

- **Pam Johnson**, Head of Compensation, Benefits & HR Operations at Russell Investments(www.linkedin.com/pub/pam-johnson/3/b39/56)
- **Karen Crandall**, Sr. Director, Global Compensation & Equity at Expedia (www.linkedin.com/pub/karen-crandall/7/4b2/66b)
- **Reini Chipman**, VP, People & Operations at Simply Measured (www.linkedin.com/pub/reini-chipman/1/42/aa9)
- **Joan Wissmann**, Director, Total Global Rewards at PATH (www.linkedin.com/in/joancurtiswissmann)

Our NCRF Program Director, Jay Bulson, will act as moderator for the panel. **We need your input!** Please submit your questions for the panelists by January 8th. Questions may be submitted to:

hriconsulting@comcast.net.

We will reserve time for questions from the group present at the event, but we want to give our panelists time to prepare answers to questions ahead of the meeting. Register early and don't miss this great opportunity to get your Total Rewards questions answered.



*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 2014.

Sign up by calling WorldatWork Customer Relations:

- Toll-free (877) 951-9191
- Web at www.worldatwork.org

Seattle Area Courses

NCRF - 2014 Schedule for WorldatWork Certification Courses		
Date of Event	Course	
March 13-14, 2014	T2	Accounting & Finance for the HR Professional
April 17-18, 2014	C12/GR6	Variable Pay: Improving Performance with Variable Pay
July 17-18, 2014	GR7	International Remuneration An Overview of Global Rewards
October 16-17, 2014	C2/GR3	Job Analysis, Documentation & Evaluation
November 13-14, 2014	C17/GR17	Market Pricing: Conducting a Competitive Pay Analysis

Courses will once again be held at the Sheraton Bellevue, located at 100 112th Avenue NE Bellevue, WA 98004 - 425.455.3330

Courses held at the Sheraton Bellevue offer free parking. Continental breakfast and lunch are included during both days of the course.

Portland Area Courses

CWCG (Portland) - 2014 Schedule for WorldatWork Certification Courses		
Date of Event	Course	
March 13-14, 2014	B2	Retirement Plans - Design Considerations and Administration
May 15-16, 2014	C17	Market Pricing - Conducting a Competitive Pay Analysis
August 14-15, 2014	C4	Base Pay Administration and Pay for Performance

Please see <http://www.cwcg.org/> for additional information for Portland area courses.

2014 Pricing

<u>2014 Pricing Information</u>	Course and Exam	Course Only
Non-Member	\$1,810	\$1,700
WorldatWork Member	\$1,220	\$1,130
NCRF or CWCG Member*	\$1,100	\$1,015

**This represents a 10% discount off the WorldatWork member prices for NCRF & GPN members*

2014 NCRF Scholarship

Stay tuned for information regarding NCRF's 2014 scholarship application process!

NCRF Fall Quarterly Meeting

October Meeting Recap

NCRF President, Matt Johnson, welcomed a full house of members and made a few announcements. Matt reminded attendees that the Winter Quarterly meeting in January 2014 will be free with a philanthropic event. The highlight of the meeting will be a roundtable on Total Rewards professionals. In fall of 2014 there will be a PNW Joint Conference to be held in Portland, Oregon in partnership with CWCG. It will be a 1-day, dual track conference with a key note speaker. Matt thanked the current Board members for their hard work this year and recognized those Board members whose term of office expires at the end of 2013. NCRF Training Director-at-Large, Windsor Lewis, announced the regional training schedule for 2014.

Programs/Sponsorship Director, Jay Bulson, introduced the guest speaker, Melaine Sprague, CCP, GRP. Her presentation was "Aligning Total Reward and Global Business Strategy". She opened the presentation with her favorite quote "Strategy without tactics is the slowest route to victory. Tactics without strategy is the noise before the defeat." from Sun Tzu. It reminds us that strategy is not rocket science. It is about asking tough business questions and effective project planning.

Melanie used a consulting case study to illustrate this principle. She was hired as a consultant to address turnover issues at a midsized company. She started by asking and finding the answer to many questions such as:

Do you need more sales staff? Do you need more training for staff? Why are employees leaving? What can the company afford? Who is critical in respect to organizational development? Where does staff need to be organizationally? Are there changes already planned and how will that effect outcomes? Who will the Executive sponsor be? Will change yield quick or long term results? What is valued by employees? Who do we want to keep? Who do we need to keep? What problems will that invoke?

By applying project planning skills she developed a plan and timeline, assembled a confidential project team, developed a communications plan and was very patient while executing the plan. Of course there were challenges; management resistance, desire to over engineer and get lost in the details, insufficient communications, and insufficient data are a few. In addition to effective project management skills Melanie stressed the need for executive sponsorship.

Melanie was warmly thanked with a big round of applause.

Jay closed the meeting by announcing he would send an e-copy of the presentation to attendees.

MEMBERSHIP INFORMATION

In case you haven't already done so, please renew your membership for 2014.

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 2014, so the rates will remain as listed below:

Membership	2014
Students	\$10
Individuals	\$50
Corporate-Tier 1 (1-3 people)	\$150
Corporate-Tier 2 (4-10 people)	\$250
Corporate-Tier 3 (11 or more)	\$500

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

**Winter Meeting Registration Info
January 15, 2014 –Harborside on
Lake Union**

FREE for Members & \$50 for 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 Mary Tomblinson at
mary.tomblinson@gettyimages.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.cwcg.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.