

In This Issue

President’s Message	1
2014 Board of Directors	2
Quarterly (Spring) Meeting	2
Training Opportunities	3
Recap of the January Meeting	4
Membership Information	4
Spring Meeting Registration	5
NCRF Job Bank	5
Questions	5
NCRF Sponsorship	5
NCRF Membership Eligibility	5

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

We’ve certainly have had a rainy wet winter but spring is here, which promises more wet weather. But on the bright side, we had a wonderful Quarterly Luncheon in January and we’re planning for more excellent events in 2014.

First off, I would like to say a special and warm “thank you” to our outgoing Board members: Donna Russo, outgoing Secretary; Teresa Hoang outgoing Arrangements Director; and Jay Bulson outgoing Programs and Sponsorships Director. Thank you, each of you, for your commitment to the Forum and for your many years of service on the Board. I would also like to welcome our incoming Board members. The Board nominated and the members attending the lunch approved the following new Board members: Jacqui Demrose will be handling the important record keeping duties as the Secretary; Mary Tomblinson will be working with our venues in the Arrangements role to ensure continued high quality events; Pam O’Conner will be taking on the important role of Programs & Sponsorship to continue to provide insightful, educational and engaging programs for our quarterly lunches; and Jay Bulson is returning to the Board to take over the long vacant role of Membership. Thank you each of you for volunteering to take on these important functions of the Forum, without which we could not function.

We were fortunate to have a very interesting and engaging panel of speakers for our January meeting. Thank you to our panelists: Reini Chipman, VP, People & Operations at Simply Measured; Joan Wissmann, Director, Total Global Rewards at PATH; Pam Johnson, Head of Compensation, Benefits & HR Operations at Russell Investments; and Karen Crandall, Sr. Director, Global Compensation & Equity at Expedia. Be sure to read through the meeting recap put together by our new Board Secretary, Jacqui Demrose. You can find that recap in this newsletter.

Our January meeting was free to all members. It’s the Forum’s way of saying thank you for being a member and for attending the meeting. We collected over a dozen large bags of non-perishable food and over \$250 in cash which I dropped off at the Northwest Harvest facility on Pine Street right after the meeting. They were very pleased to see all the food and to accept the cash donation. That’s our way of giving back a bit to our community. Thank you to all of you who donated in January.

You may have heard me mention the full day conference that the NCRF is co-hosting with the Columbia-Willamette Compensation Group. The conference has a name, date and location. And a website! So go check out some of the preliminary details for the **Rewards NW** conference being held on October 7th at the DoubleTree Hotel in Portland. The website address is <http://www.rewardspnw.com>

Finally, I’m excited to announce that we have Joe DiMisa from Sibson Consulting lined up for our April meeting. I’m looking forward to seeing everyone in April at the Bellevue Club for a great lunch and presentation. Until then, enjoy the sunshine, when it does finally appear.

2014 NCRF BOARD

PRESIDENT:

Matt Johnson
nextcomp.net
matt@nextcomp.net

PAST PRESIDENT:

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

MEMBERSHIP:

Jay Bulson
Econet
jay.bulson@comcast.net

TRAINING:

Windsor Lewis, SPHR-CA, CCP, GRP
windsorlewis@live.com

TREASURER:

Christy Martin
Compensation Solutions
christymartin@mindspring.com

WEBSITE & JOB BANK:

Mary Grady
Symetra Financial
mary.grady@symetra.com

ARRANGEMENTS:

Mary Tomblinson
Getty Images
mary.tomblinson@gettyimages.com

SECRETARY:

Jacqui Demrose, SPHR, CCP, GRP
jacqueline-Jacqui.Demrose@pse.com

PROGRAMS & SPONSORSHIP:

Pam O'Conner
Boeing Employees Credit Union
pam.oconner@becu.org

NEWSLETTER:

Ann Fosburgh, CCP, PHR
Appian Resources
ann@appianresources.com

SPECIAL PROJECTS & SURVEYS:

Derald Lo
CTI
DLo@ctiseattle.com

NCRF Spring Quarterly Meeting

April 9, 2014 – Bellevue Club

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

TOPIC – "Sales Compensation, Awards, and Recognition Trends: Where are Companies Heading in 2014?"

SPEAKER - Joe DiMisa, Sibson Consulting

An open discussion around trends and patterns in sales compensation planning, awards, and recognition. Attendees will hear about movements to revenue and profit based plans, the mechanics behind these measures (e.g. linkages, caps and thresholds) and new monetary and non-monetary award and recognition programs.

Specific topic areas include:

- What measures are companies using in their sales compensation plans?
- What is more common: quota based compensation plans or commission based compensation plans?
- Which compensation plan works best and in what situations?
- The current use of stock grants for sales, signing bonuses and SPIFF and award perks.
- Are geographic pay differentials still valid for sales?

What are some of the monetary and non-monetary award and recognition programs organizations are using?



*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	
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	
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.cwgc.org/> for additional information for Portland area courses.

2014 Pricing

2014 Pricing Information	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

Congratulations to the 2014 NCRF Scholarship winners!

- **James Fournier - Compensation & Classification Manager, King County**
- **Michelle Kold-Peaslee - Compensation Contractor, Various Employers**
- **Angela Southworth - Sr. Benefits/Retirement Specialist, Overlake Medical Center**

NCRF Winter Quarterly Meeting

January Recap

What a great meeting we had in January! Sorry if you missed it, but there was lots of activity starting with NCRF President, Matt Johnson opening the meeting with a few announcements:

- New website fully implemented and more functional
- Paid parking for meeting attendees
- Joint conference with CWCG on October 7th – Doubletree in Portland
- Welcome to new, incoming board volunteers and thanking the outgoing board volunteers:
 - Outgoing – Donna Russo (Secretary), Teresa Hoang (Arrangements), Jay Bulson (Programs)
 - Nominating incoming – Jacqui Demrose (Secretary), Mary Tomblinson (Arrangements) Jay Bulson (Membership), Pam O’Conner (Programs & Sponsorship)
 - The membership voted on the new board and there was agreement on the slate.

Windsor Lewis (Training) announced the upcoming T2 training (March 13-14): Accounting & Finance for HR Professionals.

Outgoing Programs/Sponsorship Director, Jay Bulson, introduced the panel who discussed total rewards in their organizations:

Reini Chipman (VP, People & Operations at Simply Measured) introduced the local technology start-up which provides social media analytics. This company grew in a short period from 35 to 100 employees. Reini enthusiastically related her story of coming to the company and the huge value of their rewards philosophy. She was very passionate about the inspirational leadership at the company, the meaningful work and the fact that their employees are “listened to”.

Joan Wissmann (Director, Total Global Rewards at PATH). This is an international nonprofit organization that transforms global health through innovation. Joan presented several slides providing insight into their particular philosophy on total rewards and some unusual stories about compensating in distant locations. Additional parts of the philosophy are valuing internal versus external equity and promoting a collaborative environment. One major attraction for this nonprofit is that employees come to work there because they are passionate about the work of the organization.

Pam Johnson (Head of Compensation, Benefits & HR Operations at Russell Investments) introduced the local company and explained the niche they fill in their particular industry---not directly competitive with the indexes, consulting or portfolio organizations, one of the few firms that offers a true multi-asset approach to investing. The company has many well-paid analysts but is not a “wall street” firm, however the pay philosophy is more in line with median or below. She explained that they do not have a lot of structure or printed materials, but practice the total rewards mentality from the top down. She touted the rewarding and valuable work environment and the high-end benefits available to employees (such as sabbaticals and flexible schedules).

Karen Crandall (Sr. Director, Global Compensation & Equity at Expedia) introduced the various family of brands of this travel provider (hotels.com, hotwire, etc.) --- and went on to provide insight into their common programs used globally, including stock options and short-term incentives, as well as their benefit package themed around travel. She explained that Expedia values roles internally, and market data sets the ranges with global level structure. Additionally there was some flurry of interest when Karen introduced Expedia’s new approach to managing performance ---they eliminated performance ratings. She indicated that there was a more in-depth presentation on the World@Work website.

Questions came in at the end for Karen from Expedia and the new performance management system and their focus away from the number, new competencies in achieving results, and the conversation-based approach. (Cont’d)

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.

Annual rates are 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

(Cont’d from previous Column) Joan indicated that Path had no rating system either, but pointed out that generally there were small raises, and employees care more about saving lives. Karen from Expedia went on to add that this new system at Expedia still is part of a pay for performance system. She did not feel that managers were disproportionately rewarding their employees, that managers were still mindful of budgets and that another differentiator was the bonus and stock options programs.

The program came to an end, the panel was thanked and Matt wrapped up the meeting by reminding the membership about the donations to the food bank---either goods or money would be accepted and appreciated.

**Spring Meeting Registration Info
April 9, 2014 – Bellevue Club**

\$35 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.

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.