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Special Note:



*WorldatWork Society of
 Certified Professionals*

**Approved for
 Recertification Credit**

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

Spring is in the air and it's a great time of year to take stock and regroup after the end of year/beginning of year total rewards activities such as performance reviews or open enrollment.

We have a fantastic speaker lined up for our April 11th quarterly luncheon meeting. Debra Pumala from The Boeing Company is joining us to discuss mergers and acquisitions. Her presentation is entitled, "The Deal is Done, Now What? Mergers & Acquisition Integration From a Compensation Perspective." I'm very much looking forward to it.

But that's not the only reason to attend the meeting. We have a great lunch planned and, of course, we all get to see each other in person and catch up on each others professional and personal lives.

In addition to the quarterly meeting, please see page 3 for the WorldatWork certification courses coming up.

And remember, as a NCRF member, you can receive a discount on the cost of certification courses. Visit the website to learn more about signing up for a course (or two).

I'll be in Orlando in May for the WorldatWork Conference. Will you be there? If so, we should plan to have coffee! The conference is the premier event for total rewards professionals and is being held from May 20th through the 23rd. Maybe we'll see each other in Orlando.

Finally, I want to talk for a moment to thank the Board. The Board has been busy planning and working to put together the best possible quarterly meetings, training opportunities and networking events. We are very fortunate to have an active and dedicated group of people volunteering on the Board this year. We are planning to launch a new and vastly improved website. We are also working to become a more social media savvy organization through LinkedIn, Twitter and Facebook. And more! Please approach one of us at the meeting and ask about all the exciting things we are planning.

I'm so happy to be back and involved with the NCRF. It's a powerful reminder that even in this age of social networks, email and web meetings, we still need to say hello in person and shake each others hands. It is also an exciting and challenging time and the NCRF is right there with helpful advice, a friendly smile, and a welcoming group of friends.

See you on the 11th!

2012 NCRF BOARD

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NCRF Spring Quarterly Meeting April 11, 2012

The Deal is Done, Now What? Mergers & Acquisition Integration From a Compensation Perspective

Many experts have revealed the post-integration phase of mergers and acquisitions is significant and determines the success or failure of the deal. Compensation has a critical role and must have a voice to ensure a successful integration! Learn how to develop and execute a compensation strategy that gains trust and builds your network. And gain an appreciation of the complexity involved with integration as well as hear first-hand critical lessons learned for both small- and large-scale integrations. After participating in this presentation you will walk away with examples of best practice tools used to support integration as well as for any other project management endeavor.



Debra Pumala is a Compensation Specialist at The Boeing Company. She is responsible for salary management implementation and customer partner support to Commercial Aviation Services. Recently she was responsible for the integration of two suppliers purchased by Boeing - Vought and Global Aeronautica in South Carolina. This integration also included a new business venture - the 787 Final Assembly and Delivery organization.

Debra has been a Compensation Specialist at Boeing for over 9 years. Prior to her current assignment, she was a Human Resource Generalist for 13 years supporting Commercial Airplanes. In addition to her Boeing experience, Debra has worked for Irwin Research & Development, Shields Bag & Printing Company and Kittitas County Title Company.

She received her Bachelor of Science in Business Administration specializing in Organizational Design and Development from Central Washington University. She holds SPHR, CCP and GRP designations.



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TRAINING OPPORTUNITIES VIA NCRF

The Northwest Compensation & Rewards Forum is pleased to offer multiple WorldatWork certification classes throughout the year.

2012 Course and Exam Pricing – Effective January 1, 2012

Below is a brief summary of the current pricing followed by the 2012 Schedule of Courses.

| 2012 Information | Course and Exam | Course Only | PCS 1-day course |
|-------------------------|------------------------|--------------------|-------------------------|
| WorldatWork Member | \$1,175 | \$990 | \$880 |
| NCRF & NW GPN Member | \$1,060 | \$895 | \$790 |
| Non-member | \$1,810 | \$1,480 | \$1210 |

Sign up by calling WorldatWork Customer Relations:

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

| 2012 Schedule for WorldatWork Certification Courses | | |
|--|---------------|--|
| Date of Event | Course | |
| March 29-30, 2012 | T3 | Quantitative Methods |
| May 10-11, 2012 | B3A | Health & Welfare Plans |
| June 14-15, 2012 | C12 | Variable Pay |
| September 13-14, 2012 | PER | Principles of Executive Rewards |
| September 25, 2012 | PCS | Pricing Critical Skills and Unique Positions |
| October 11-12, 2012 | T4 | Strategic Communication in Total Rewards |
| November 8-9, 2012 | T2 | Accounting & Finance for the HR Professional |

Classes listed above will be held at the Sheraton Bellevue which is located at:
100 – 112th Avenue NE, Bellevue, WA 98004 (425) 455-3330.

Breakfast and lunch is provided. Parking is free.

NCRF Spring Quarterly Meeting

January 11, 2012 –McCormick and Schmick’s Harborside Seafood Restaurant

Outgoing 2011 president, Doug Sayed, made a few announcements including thanking the 2011 board for their work and presented gift certificates to outgoing members Connie Russell and Becky Custer. Doug also introduced the proposed slate of new officers coming into the board for 2012, and welcomed incoming 2012 president Matt Johnson.

Matt spoke briefly about his thoughts and plans for NCRF in the coming year. Then Windsor Lewis made announcements about upcoming WorldatWork certification courses. Jay Bulson, programs, introduced our January speaker, Cynthia Clay of Netspeed Learning Solutions

January’s Topic of Presentation: Peer Power: Transforming Workplace Relationships

Cynthia Clay, Founder of Netspeed Learning Solutions, led an interactive discussion on how to develop your ability to bring open, honest communication to all of your workplace relationships. She taught the audience simple techniques to influence peers constructively. And she advised on how to deal with nine common behavior patterns that bedevil people at work.

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.

**Winter Meeting Registration Info
April 11 – Bellevue Club**

\$35 Members & 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

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 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