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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](http://www.worldatworksociety.org)

## President's Message

By: Matt Johnson

Spring is upon the Pacific Northwest. The rhododendrons are blooming and the raining days are interspersed with a few gorgeous sunny days. It's the time of year when compensation survey data is due to the publishers and we begin initial planning for the year end activities. For some of us that means analyzing market data. So it's in that spirit that we have assembled a stellar panel of speakers to discuss market pricing best practices. We have representatives from Milliman USA, Western Management Group, Kenexa, and Market Pay as panelist. It's going to be a very lively informative meeting. I hope to see you at the Harborside on Lake Union (formerly McCormick & Schmick's) on July 11th!

A big thank you to Debra Pumala from The Boeing Company for presenting at the April meeting. The topic of mergers and acquisitions was interesting for all and timely for many in attendance.

I had the pleasure of attending the WorldatWork Local Network Leadership Conference on May 20th in Orlando, just prior to attending the WorldatWork Conference on May 21st through the 23rd. Did you know that the Northwest Compensation and Rewards Forum is associated with WorldatWork? We are what's called a "Local Network". We are not a chapter of WorldatWork, but we do partner with them to bring the certification courses to the area and also to offer discounts to WorldatWork sponsored events.

The WorldatWork conference was excellent this year. Each of the sessions I attended was well prepared and delivered. Maybe I was simply lucky in that regard, but I did hear from others that they had a similar experience. I especially enjoyed talking with a contingent of people from South Africa. Talk about jet lag. Their trip took two days of extremely long air travel.

But you don't have to travel all the way to Orlando to network and access outstanding learning and development opportunities. Attend one of the Forum's quarterly meetings or sign up for a certification or continuing education session. 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

What: Quarterly Luncheon: Market Pricing Best Practices Panel Discussion  
 Where: Harborside on Lake Union (formerly McCormick & Schmick's)  
 When: July 11th at 11:00 AM  
 Cost: \$35 members and \$50 guests

### Upcoming Training Opportunities

- PER-Principles of Executive Rewards - 2 days\*\*  
Thursday, September 13, 2012
- PCS-Pricing Critical Skills and Unique Positions - 1 day\*  
Tuesday, September 25, 2012

## 2012 NCRF BOARD

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## NCRF Summer Quarterly Meeting

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

Registration starts at 11:00 AM

Panel discussion will start at 11:45 AM

### TOPIC: Compensation Survey Data Collection From the Experts; Employer Reported, Employee Reported & Aggregated

#### Get your questions answered on how compensation surveys work!

Most of us have used a variety of compensation surveys. We have seen their strengths and sometimes wished for more. In our July 11th meeting, the NCRF will feature a powerful list of experts representing five companies including:

<b>Kenexa, Inc.</b>	Mark Szytko, Managing Director, International Compensation
<b>MarketPay</b>	Mark Avery, President/Owner
<b>Milliman, USA</b>	Larry Daniels, Principal, Survey Director
<b>PayScale, Inc.</b>	Tim Low, VP Marketing
<b>Western Management Group</b>	Steve Treder, VP, Strategic Development

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 June 30th. Questions may be submitted to [hrjconsulting@comcast.net](mailto:hrjconsulting@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 listen to how these companies work and get your compensation survey questions answered by the experts.



*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 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 or logging on to the NCRF website:**

- Toll-free (877) 951-9191
- Web at <http://www.nwcompforum.org>

2012 Schedule for WorldatWork Certification Courses		
Date of Event	Course	
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 – 112<sup>th</sup> Avenue NE, Bellevue, WA 98004 (425) 455-3330.

Breakfast and lunch is provided. Parking is free.

Below is a brief write up for our upcoming September classes. Hope you can attend!

#### **Principles of Executive Rewards**

##### *How to Reward Top Talent*

This seminar provides an overview of the executive compensation field.

Topics include a review of executive compensation plans, how they operate, and U.S. tax and accounting treatments.

- Learn the elements and objective of executive rewards
- Examine the factors that shape an executive rewards package
- Discuss the influences of executive rewards programs
- Examine the various aspects of executive pay
- Gain an overview of long-term incentive plan design
- Explore supplemental executive benefits and perquisites

#### **Pricing Critical Skills and Unique Positions (Competitive Market Pay)**

##### *Gain a Competitive Advantage*

Compensation professionals around the world are trying to manipulate a tried and true process to fit unique jobs. WorldatWork can now provide you with the knowledge and skills you need to eliminate this daunting task. Gain a competitive advantage today as you learn how to use strategic market pricing to attract and retain key talent for your critical skills and unique job positions.

- Discover the value of strategic market pricing to attract and retain key talent
- Find out how to distinguish between data and intelligence
- Learn how to assess data history and use surveys strategically
- Gain an understanding of critical skills and how to assess them
- Explore advanced market pricing methods including aligning criticality and competency, blending jobs, weighting jobs, competing for talent, and resolving discrepancies.

# NCRF Spring Quarterly Meeting

April 11, 2012 – Bellevue Club

The meeting began at 11:30 when Matt Johnson welcomed members and read announcements. Announcements included: upcoming WorldatWork conference, the upcoming launch of a new Forum website and July's lunch topic will be a panel discussion on the topic of market pricing best practices.

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.

Jay Bulson introduced our speaker: Debra Pumala from The Boeing Company.

April's Topic of Presentation: "The Deal is Done, Now What? Mergers & Acquisition Integration From a Compensation Perspective." Debra began the presentation with some background on The Boeing Company's approach to mergers and acquisitions and in particular some of the work that went into the South Carolina acquisitions. She went on to discuss in detail the project planning and management techniques that she employed along with others at Boeing to ensure a successful merger and acquisition. She provided several real world examples and generously shared the templates that she developed through the course of this work. Debra wrapped up the presentation by emphasizing that each situation is different but the approaches outlined in the presentation could be modified to meet the needs of most merger and acquisition scenarios.

The meeting was well attended. In fact there were more people than tables and chairs! The staff at the Bellevue Club graciously and quickly accommodated all the members.

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

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

October 10, 2012 - The Bellevue Club

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**Stay tuned for our new website launch end of June!**

## 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](mailto:sbeeck@rei.com)

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

**Summer Meeting Registration Info  
July 11 – Harborside on Lake Union**

(formerly McCormick & Schmick’s)

\$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](mailto: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:

**WORLDATEWORK, [www.worldatwork.org](http://www.worldatwork.org)**

Columbia-Willamette Compensation Group  
[www.cwccg.org](http://www.cwccg.org)

Employee Benefits Planning Association  
[www.ebpa.org](http://www.ebpa.org)

Alaska Association of Compensation Professionals  
(907) 333-9705

Intermountain Compensation & Benefits Association  
[www.icbautah.org](http://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](http://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](mailto: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](mailto: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](http://www.nwcompforum.org).