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

## President's Message

By Doug Sayed

Wow, can you believe it's almost 2012 already? Where did 2011 go? And suddenly it's dark on the way to work, and dark on the way home too!

Since our last meeting, the NCRF board has been actively planning for the coming year, including succession planning and putting the finishing touches on our training calendar for 2012. At the January meeting we will bring to our members a revised slate of officers for your consideration and a vote (see page 2 of this newsletter for a listing of the proposed 2012 board).

Some of our most valuable and experienced board members have decided to move on to "other opportunities" after serving on the board for a few (or more) years with distinction. I and NCRF would like to thank **Connie Russell** for her invaluable work as our training director for the past three years. **Becky Custer**, our current secretary and former arrangements director, has done an excellent job for NCRF over the past few years as well. I would also like to thank **Sandy Graf**, our president for 2009 and 2010, for her service to NCRF, and for helping to prepare me to lead NCRF over the past year.

**Anne Krypel**, who manages our website, has graciously agreed to stay on beyond her initial board commitment, to help NCRF with a much-needed upgrade to its current website and functionality. Anne and I have been working on this effort for the past few months, and we hope to unveil a completely new website with member-focused functionality improvements by mid-2012.

While I will remain actively involved with NCRF and the board in 2012, I have decided to step aside from the president's role, so I can refocus my energies on running the small business that I operate, and on assisting NCRF with its website upgrade. Matt Johnson (a former NCRF president) offered to step into the 2012 presidency role, and I feel confident in passing the baton on to him.

**Our January meeting, which is totally free for NCRF members** (and who said there are no free lunches in life?), will feature **Cynthia Clay**, CEO and founder of NetSpeed Learning Solutions. Cynthia has channeled her 25-year career in training and management development into transformative blended and virtual learning systems and programs. She will speak to us about peer power, drawing from her acclaimed book, **"Peer Power: Transforming Workplace Relationships."** In addition to being able to listen and see our dynamic speaker in person, we will be passing out a free copy of her book to the first 100 attendees!

It's hard to believe that by time we meet again, it will be 2012. 2011 has really flown by, and I want express to my gratitude to our members, and to our all-volunteer board for their many contributions to NCRF.

We hope to see you on January 11th, but either way, here's the best to you for a great start to the New Year!

## 2012 PROPOSED NCRF BOARD

PRESIDENT:

**Matt Johnson**  
NextComp, Inc.  
[matt@nextcomp.net](mailto:matt@nextcomp.net)

PAST PRESIDENT:

**Doug Sayed, SPHR, CCP, GRP**  
Applied HR Strategies, Inc.  
[doug@appliedhrstrategies.com](mailto:doug@appliedhrstrategies.com)

COMMUNICATION:

**Daniel Dodge**  
AFLAC  
[daniel.dodge@gmail.com](mailto:daniel.dodge@gmail.com)

MEMBERSHIP:

**Stephanie Beeck**  
REI  
[sbeeck@rei.com](mailto:sbeeck@rei.com)

TRAINING:

**Windsor Lewis, PHR-CA, CCP, GRP**  
InfoSpace, Inc.  
[windsorlewis@live.com](mailto:windsorlewis@live.com)

TREASURER:

**Linda M. Jones, CCP, GRP, SPHR**  
The Boeing Company  
[linda.m.jones2@boeing.com](mailto:linda.m.jones2@boeing.com)

WEBSITE & JOB BANK:

**Anne Krypel, CCP, CBP, GRP**  
Franciscan Medical Group  
[annekrypel@fhshealth.org](mailto:annekrypel@fhshealth.org)

ARRANGEMENTS:

**Tresa Hoang, SPHR**  
Avanade Inc.  
[tresa.hoang@avanade.com](mailto:tresa.hoang@avanade.com)

SECRETARY:

**Katie Dykes**  
BECU  
[katie.dykes@becu.org](mailto:katie.dykes@becu.org)

PROGRAMS & SPONSORSHIP:

**Jay Bulson**  
Econet  
[jay.bulson@comcast.net](mailto:jay.bulson@comcast.net)

NEWSLETTER:

**Vyshali Mokadam**  
PATH  
[vmokadam@path.org](mailto:vmokadam@path.org)

BOARD MEMBERS AT LARGE:

**Donna Russo, CCP and SPHR,**  
City of Seattle  
[Donna.Russo@seattle.gov](mailto:Donna.Russo@seattle.gov)

**Christy Martin**

Compensation Solutions  
[christymartin@mindspring.com](mailto:christymartin@mindspring.com)

**Steve Moe,** The Boeing Company  
[steven.m.moe@boeing.com](mailto:steven.m.moe@boeing.com)

**Christine McCullugh,** LTC Solutions  
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**Derald Lo,** CTI  
[DLo@ctiseattle.com](mailto:DLo@ctiseattle.com)

## NCRF Winter Quarterly Meeting January 11, 2012

### Peer Power: Transforming Workplace Relationships

Develop your ability to bring open, honest communication to all of your workplace relationships. Learn simple techniques to influence peers constructively. Deal with nine common behavior patterns that bedevil people at work.

Cynthia Clay, President & CEO



Back in 2000, Cynthia Clay founded NetSpeed Learning Solutions with the belief that technology would not just revolutionize the way training was delivered, but that it also held the potential to dramatically enhance and extend the learning experience itself. With 25 years in training and management development and a past career that includes training, coaching and mentoring thousands of employees and trainers at hundreds of companies, Ms. Clay knew that technology's advantage of rapid delivery and virtual access, while powerful, was just the beginning.

With a passion for using technology in the service of learning, Ms. Clay has channeled her vision into creating a company that specializes in combining best practice learning principles, meaningful content, and engaging delivery with the dynamic, media-rich features of emerging new technologies. Under her leadership, NetSpeed Learning Solutions is an industry leader in the development of high quality, innovative, and successful blended and virtual learning programs.

Ms. Clay is a recognized pioneer and expert in the field of blended and virtual learning strategies. She is also a highly sought-after speaker at industry conferences.

Ms. Clay is an active member of the local and national community. Her work includes participation in the following organizations:

- Member, Women Presidents Organization
- Member, Past Chairman of the Board of Directors, & Sponsor of the Women's Business Exchange
- Board of Trustees, Center for Spiritual Living
- 20-Year Member, ASTD (American Society for Training & Development)
- Board Member, ISA (The Association of Learning Providers)
- Sponsor, Morningside Academy
- Member, the International Transition Movement



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## TRAINING OPPORTUNITIES VIA NCRF

NCRF offers several WorldatWork certification classes. Following is the remaining 2011 WorldatWork course schedule.

### **2012 Course and Exam Pricing – Effective January 1, 2012**

There will be a slight increase to the cost of attending courses and taking exams next year. Below is a brief summary of the 2012 pricing followed by the 2012 Schedule of Courses.

2012 Information	Course and Exam	Course Only
<b>WorldatWork Member</b>	<b>\$1,175 (\$50 increase from 2011)</b>	<b>\$990</b>
<b>NCRF Member</b>	<b>\$1,060 (\$45 increase from 2011)</b>	<b>\$895</b>

**Sign up by calling WorldatWork Customer Relations: (877) 951-9191**

Email: [customerrelations@worldatwork.org](mailto:customerrelations@worldatwork.org), or via web at [www.worldatwork.org](http://www.worldatwork.org)

2012 Schedule for WorldatWork Certification Courses		
Date of Event*	Course No.	Course Name
February 9-10, 2012	C4	Base Pay Administration / Pay for Performance
March 29-30, 2012	T3	Quantitative Methods
April 10, 2012	FLS	Exemption Tests in Practice
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

**\*Location to be determined**

## NCRF SCHOLARSHIP AWARD PROGRAM

The NCRF is pleased to offer, once again, the NCRF Scholarship Award Program to support the educational efforts of our members by providing financial assistance for WorldatWork certification courses.

In 2012, we will be awarding a number of scholarships to members who are pursuing at least one WorldatWork certification designation. The amount of each scholarship will be the lesser of \$1,060 or the cost of one WorldatWork course.

Members in good standing are eligible to apply. The application deadline is December 31, 2011; award recipients will be announced at our quarterly meeting. The scholarship application can be found on our website at [nwcompforum.org/NCRF\\_training.htm](http://nwcompforum.org/NCRF_training.htm).

If your employer provides limited funds for educational opportunities, we hope you take advantage of the NCRF Scholarship Program.

If you have questions, please email us at: [info@nwcompforum.org](mailto:info@nwcompforum.org).

# NCRF Fall Quarterly Meeting

October 19, 2011 – Bellevue Club

Doug Sayed welcomed the members and read announcements. Doug announced the January meeting topic would be "Peer Power" presented by Cynthia Clay. We will be giving away her new book as a gift to members. Doug also reminded non-members that we have a special deal right now if you buy the 2012 membership, you can have the rest of 2011 included.

Connie Russell announced that 2012 classes are now posted on our website and reminded members that they have a discount when registering for classes. Scholarship applications are online for the 2012 awards.

Doug introduced the luncheon's sponsor, Andy Weng from TransAmerica. Andy presented Active Investment Management products for retirement planning. These products help plan the timing of investment distributions during retirement that can reduce the impact of losses.

Jay Bulson introduced our speaker: Fred Whittlesey, Managing Principal of Compensation Venture Group.

**October's Topic of Presentation:** Who is Really Redesigning Your Company's Compensation Programs...And How You Can Fight Back.

Fred presented twelve influential groups that can have an impact on your company's compensation programs: US Congress, the Securities and Exchange Commission, Treasury Department and IRS, accountants, your shareholders, proxy advisors, foreign governments and organizations, peer groups, judges and juries, your compensation committee, your compensation committee's independent consultant, and your talent pool.

Fred presented details of what each group is responsible for doing and how that impacts compensation design. He also gave advice on what you can do to prepare your organization for decisions, rules, and other outcomes that are a result of what these groups are responsible for doing.

The main take-aways are to understand the differences among rules, constraints, influences, preferences, points of view, and myths. Understand the true source of the "rule" and who is delivering the information, whether that information is accurate, who is interpreting it, and who is deciding its role in your pay program.

## **Upcoming Meetings:**

- January 11th – McCormick & Schmicks
- April 11th – Bellevue Club
- July 11th – McCormick & Schmicks
- Oct 12th - Bellevue Club

## **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:

<b>Membership</b>	<b>2011</b>
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

## **2011 Membership Director:**

Daniel Dodge  
AFLAC  
[daniel.dodge@gmail.com](mailto:daniel.dodge@gmail.com)

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

**Winter Meeting Registration Info  
January 11 – McCormick & Schmicks**

FREE FOR 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](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)

**Regional Group Partners:**

Columbia-Willamette Compensation Group

[www.cwccg.org](http://www.cwccg.org)

Southern Idaho Comp & Benefits Association

[www.sicba.net](http://www.sicba.net)

Intermountain Compensation & Benefits Association

[www.icbautah.org](http://www.icbautah.org)

Employee Benefits Planning Association

[www.ebpa.org](http://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](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).