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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

The weather is getting colder and snow is in the mountains. If you're a snow sports enthusiast then you're hoping the slopes will open soon. Me too! It's also the end of one year and the start of another. It's a time to reflect and a time to plan. It's also a time of year to be grateful for the good fortune in our lives and to pass that good fortune along. In that spirit we are hosting the January Quarterly Meeting FREE for all members. Simply bring a food donation to the meeting. We want to fill my Suburban with food to donate to a food bank in Seattle.

We are very excited to have J. Ritchie and Julie Tschida Brown from Microsoft joining us in January. J. Ritchie is the Corporate Vice President of Compensation, Benefits and HR Operations at Microsoft and Julie Tschida Brown is the General Manager of Global Compensation Programs in the Compensation, Benefits, and HR Operations Organization. The topic is "A Simple and Transparent Approach to Performance Management and Rewards" Join us to hear about Microsoft's pay-for-performance philosophy which recognizes that top performers have the greatest opportunities in the external job market. It's going to be a very engaging and informative meeting. I hope to see you at the Harborside on Lake Union (formerly McCormick & Schmick) on January 9th!

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: A Simple and Transparent Approach to Performance Management and Rewards

Where: Harborside on Lake Union (formerly McCormick & Schmick)

When: January 9th at 11:00 AM

Cost: FREE to members and guests

PLEASE BRING A FOOD DONATION: FILL MATT'S SUBURBAN!

We want to fill my car with food to deliver to a local Seattle food bank. We can do it if everyone brings four or five items as a donation. Help ensure those less fortunate have food this winter season.

Upcoming Training Opportunities

Course: B1-Regulatory Environments for Benefits Programs - 2 days;
Wednesday, February 13, 2013 8:00 AM – Location TBD

Course: C4-Base Pay Administration and Pay for Performance - 2 days;
Wednesday, March 13th 8:00 AM -- Location TBD

2013 NCRF BOARD

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NCRF Winter Quarterly Meeting

January 9, 2013 – Harborside on Lake Union

A Simple and Transparent Approach to Performance Management and Rewards

Registration starts at 11:00 AM

Presentation will start at 11:45 AM

Microsoft's pay-for-performance philosophy recognizes that top performers have the greatest opportunities in the external job market. A key objective of a performance management system is to identify talent and aid in distribution of total rewards to attract, retain and motivate by delivering the highest relative compensation to the highest-performing employees. Microsoft utilizes an integrated performance management system and total compensation approach allowing for simplified, transparent and differentiated rewards as well as focused investment into critical talent areas. Hear from the Microsoft compensation team directly on their approach, implications and their future direction.

Speakers:

J. Ritchie: J. is the Corporate Vice President of Compensation, Benefits and HR Operations at Microsoft. His responsibilities include compensation and benefits strategy, program design and development for all of Microsoft, including heavy collaboration with the sales team on design of sales incentive plans for Microsoft's field sales force. He also has responsibility for Microsoft's Performance Management programs and the operations of core HR services. J. joined Microsoft in June 2004 as the General Manager of Global Compensation, and assumed responsibility for all of compensation, benefits and performance management in December 2005. J. brings over 20 years of Human Resources experience, mostly concentrated in the compensation, benefits and systems disciplines.

Julie Tschida Brown: Julie is the General Manager of Global Compensation Programs in the Compensation, Benefits, and HR Operations Organization.

Julie joined Microsoft in October 2008 with a focus on the design and execution of Global Compensation and Performance Management programs. Additionally, she has responsibility for Executive Programs and supporting the Compensation Committee of the Board of Directors.



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TRAINING OPPORTUNITIES VIA NCRF

The Northwest Compensation & Rewards Forum is pleased to offer multiple WorldatWork certification classes throughout 2013.

Sign up by calling WorldatWork Customer Relations:

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

NCRF - 2013 Schedule for WorldatWork Certification Courses		
Date of Event	Course*	
February 13-14, 2013	B1	Regulatory Environments for Benefits Programs
March 13-14, 2013	C4	Base Pay Administration and Pay for Performance
April 17-18, 2013	C17	Market Pricing - Conducting a Competitive Pay Analysis
June 12-13, 2013	B12	Benefits Outsourcing -- Selecting, Contracting & Managing Service Partners
October 16-17, 2013	T1	Total Rewards Management
November 13-14, 2013	T4	Strategic Communications in Total Rewards

* Course location to be announced soon.

CWCG (Portland) - 2013 Schedule for WorldatWork Certification Courses		
Date of Event	Course	
February 7-8, 2013	C1	Regulatory Environments for Compensation Programs
May 9-10, 2013	B3	Health & Welfare Plans -- Plan Types and Administration
July 25-26, 2013	T3	Quantitative Methods
October 24-25, 2013	C2	Job Analysis, Documentation and Evaluation

<http://www.cwgc.org/>

2013 Pricing Information	Course and Exam	Course Only
Non-Member	\$1,810	\$1,700
WorldatWork Member	\$1,220	\$1,130
NCRF & NW GPN Member*	\$1,098	\$1,017

*10% Discount for NCRF & GPN members

NCRF Fall Quarterly Meeting

October 10, 2012 - Bellevue Club

The membership meeting began at 11:30 am with Matt Johnson welcoming members and reading announcements. Announcements included: The nomination and acceptance of Mary Grady to fill the Communications role on the Board for 2013. Mary will be writing communications related to Forum, WorldatWork and related materials for inclusion in the Newsletter, on the website and through the Forum's presence on Facebook and LinkedIn.

Windsor Lewis made an announcement concerning upcoming training opportunities. There are two certification courses coming up: T4 Strategic Communications on October 11th and T2 Accounting & Finance for the HR Professional on November 8th. These are both 2 day certification courses being held in Bellevue. In addition, there is a non-certification course for Sales Compensation Design upcoming on October 30th being taught by David Cichelli. Windsor encouraged anyone with an interest in a Sales Compensation to attend David's course. He is extremely well respected in the profession and has updated his offerings for 2012/2013.

Matt Johnson announced a new Corporate membership pricing tier. There is a new tier for "small" organizations with 1 to 3 members. Matt directed everyone to the Forum's website for further information.

After announcements and after giving folks a chance to get lunch and get settled at their tables, Jay Bulson introduced Amy Jantz, CCP, Senior Director of Global Compensation at RealNetworks, Inc. as the speaker for the day. The presentation focused on RealNetwork's Total Rewards program and then did a deep dive into a new sales incentive plan that has met with success within the company.

Matt Johnson thanked the presenter and the members and the meeting was adjourned at 1:00 PM.

MEMBERSHIP INFORMATION

[Renewal Reminder](#)

In case you haven't already done so, please renew your membership for 2013.

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 2013, so the rates will remain as listed below:

Membership	2011
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

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 January 9, 2013 – Harborside on Lake Union

FREE 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

Columbia-Willamette Compensation Group

www.cwcg.org

Alaska Association of Compensation Professionals

(907) 333-9705

Employee Benefits Planning Association

www.ebpa.org

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.