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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

Summer is winding down and we've had a few days that feel more like Fall. Oh, but what a glorious Summer we've had, at least weather-wise.

Rewards NW is almost here!

Rewards NW is an all-day three-track total rewards, compensation and benefits conference begin held in Portland on October 7th. There is a great line-up of professionals who will share their total rewards expertise in sessions throughout the day. We will kick off the event with an inspiring keynote from Kevin Ames, Director of Speaking and Training, O.C. Tanner. You do not want to miss this exciting opportunity to Be an Expert, Grow, Connect and Engage.

I'm very pleased to announce that early-bird discount for \$50 off the full registration has been extended to August 29th.

Hurry and sign up now for the best price! Use discount code MEMBNCRF.

When: October 7, 2014 7:30 am to 5:30 pm

Where: DoubleTree by Hilton, 1000 NE Multnomah St, Portland

Visit the Rewards NW website at www.rewardsnw.com for a complete schedule and to register for this exciting event.

Be an Expert, Grow, Connect and Engage.

The Board of Directors will be hosting a social hour on the evening of Monday, October 6th at the DoubleTree. Stop by if you're attending the conference. More details will be released in the coming weeks.



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Certified Professionals.*

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Recertification Credit**

2014 NCRF BOARD

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CCP, GRP Exam Requirements Increase Jan. 1

You have likely heard about WorldatWork's new certification courses, Business Acumen for Compensation Professionals (C8) and International Financial Reporting Standards for Compensation Professionals (T7). Starting Jan. 1, 2015:

- To earn a **Certified Compensation Professional (CCP)** designation, you must pass Business Acumen for Compensation Professionals.
- To earn a **Global Remuneration Professional (GRP)** or **Canadian CCP** designation, you must pass Business Acumen for Compensation Professionals and International Financial Reporting Standards for Compensation Professionals.

You may have questions about these new requirements. Below is an FAQ that will be helpful.

Q: What are the new requirements?

A: Beginning Jan. 1, 2015, you must pass the Business Acumen for Compensation Professionals (C8) exam to earn a CCP. To earn a GRP or Canadian CCP, you must pass the Business Acumen for Compensation Professionals and International Financial Reporting Standards for Compensation Professionals (T7) exams.

Q: Why are there new requirements?

A: It was clear from focus groups with HR professionals, the "[WorldatWork 2012 Total Rewards Professionals' Career Census](#)" and ongoing discussions with senior HR leaders and WorldatWork advisory councils that WorldatWork needed to address the needs of the evolving profession. Business leaders expect their compensation staff to go beyond the technical aspects of their jobs, ensuring the programs they design align with organizational goals and drive business results. To help you meet such expectations, the WorldatWork Society of Certified Professionals created the two new exams.

Q: What if I've already earned a CCP, GRP or Canadian CCP?

A: If you've earned a CCP, GRP or Canadian CCP by Dec. 31, 2014, you are not required to take the new exams — unless you want to proceed to Level 2 of the [Compensation Institute](#). In that case, if you're a CCP holder you must have a passing score on the C8 exam to proceed, and if you're a GRP or Canadian CCP holder you must have a passing score on the C8 and T7 exams to proceed.

Q: Where can I find more information about the Compensation Institute and new exam requirements?

A: You can visit the [new exam requirements FAQ](#) or the [Compensation Institute FAQ](#), located in the Compensation & Global section of the WorldatWork Society of Certified Professionals website.

Q: What if I have questions?

A: You can contact the WorldatWork Customer Relationship Services department at customerrelations@worldatwork.org, 877-951-9191 (United States and Canada) or +1 480-922-2020 (other countries).

TRAINING OPPORTUNITIES VIA NCRF

The Northwest Compensation & Rewards Forum is pleased to offer multiple WorldatWork certification classes throughout 2014 and 2015.

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	
October 16-17	C2/GR3	Job Analysis, Documentation & Evaluation
November 13-14	C17/GR17	Market Pricing: Conducting a Competitive Pay Analysis

NCRF - 2015 Schedule for WorldatWork Certification Courses		
Date of Event	Course	
February 11-12	C8	Business Acumen for Compensation Professionals
March 11-12	T3	Quantitative Methods
April 8-9	C4	Base Pay Administration and Pay for Performance
October 7-8	C1	Regulatory Environments for Compensation Programs

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.

2014/2015 Pricing

Pricing Information	Course and Exam	Course Only
Non-Member	\$2,200	\$2,085
WorldatWork Member	\$1,495	\$1,390
NCRF or CWCG Member*	\$1,350	\$1,250

**This represents a 10% discount off the WorldatWork member prices for NCRF & GPN members*

Recruiting Board Member for 2015

NCRF Director of Special Projects and Surveys

The Director of Special Projects and Surveys is in charge of managing any special projects that NCRF is undertaking at the current time or in the near future. The director also runs the post quarterly meeting Survey Monkey survey of members. In the capacity as Director of Special Projects, this person is the main contact and person in charge of the NCRF's role in the Rewards NW conference and working with Social Enterprises (an event planning firm) and the Columbia Willamette Compensation Group (NCRF's counterpart in Portland) to ensure a successful event. Please contact Matt Johnson at 206-409-0387 or matt@nextcomp.net to discuss this opportunity to join the NCRF Board in 2015.

NCRF Summer Quarterly Meeting

July Recap

Speaker: Katheryn Bradley
Lane Powell Attorneys and Counselors

Matt Johnson, Board President, brought the meeting to order at 11:30 AM on July 9th at the Harborside on Lake Union. Matt had a few opening announcements. In particular he announced open Board positions for 2015. The Training position and the Surveys & Joint Conference position are opening up as Windsor Lewis and Derald Lo rotate off the Board following their three year term ending in 2014.

Matt then gave an update on the remaining 2014 WorldatWork training schedule. On July 17th the NCRF is hosting GR7 - International Remuneration, on October 16th its C2 - Job Analysis and finally on November 13th it's C17 - Market Pricing. As a side note, the 2015 course schedule is included in the newsletter and is available on the NCRF website.

Next, Derald Lo, Special Projects and Surveys Board member announced some details about the Rewards NW conference that NCRF is hosting with Columbia-Willamette Compensation Group. Rewards NW is being held in the Portland area on October 7th. It's a one-day three track conference covering a variety of total rewards, compensation and benefits topics. Register at www.rewardspnw.com.

Pam O'Conner, Programs Board Director then introduced the speaker for the meeting. Katheryn Bradley, Shareholder, Lane Powell Attorneys and Counselors presented on the topic of "National and Local Legislative Initiatives: Overtime Expansion and the Seattle Minimum Wage Ordinance."

Katheryn's presentation style was very engaging and participatory. She began by going through some relevant statistics and upcoming Legislative initiatives and Executive actions that apply to FLSA or minimum wage regulations. Katheryn then went on to describe what some of the initiatives and actions contain and how these may affect employers and employees in the Puget Sound area. Several members in the audience had questions for Katheryn which she was able to answer honestly and completely. Katheryn then moved on to discuss the movement to increase the minimum wage in Seattle to \$15.00 an hour and how that came about and what the implications might be to employers and how the ordinance applies to different types and sizes of organizations. Again there were many questions and the meeting became very interactive at this point.

Katheryn wrapped up about 1:00 PM and Matt and Pam thanked her for sharing her time and expertise with the Forum. In light that the meeting had ended, Matt announced that parking was again being paid by the Forum and that members needed to get a ticket before leaving for their cars.

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

Autumn NCRF Meeting will be replaced by the Rewards NW conference in Portland on October 7, 2014

When: October 7, 2014 7:30 am to 5:30 pm
Where: DoubleTree by Hilton, 1000 NE Multnomah St, Portland

Visit the Rewards NW website at www.rewardspnw.com for a complete schedule and to register for this exciting event.

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

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.