

In This Issue

President's Message	1
2015 Board of Directors	2
Overview of Upcoming Fall Meeting	2
Training Opportunities	3
NCRF Summer Meeting Recap	4
Membership Information	4
NCRF Job Bank	5
Questions	5
NCRF Sponsorship	5
NCRF Membership Eligibility	5

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.

President's Message

By: Matt Johnson

I hope that each of you have had a great summer.

The October 7th quarterly meeting is complimentary to all NCRF members. As a way to "pass it along" we encourage you to bring a non-perishable donation for the NW Harvest Food Bank. They also always appreciate a cash (or check) donation. Let's fill up the back of my Suburban with donations. We've done it before and we can do it again!

As a reminder, *we're at the new location* on October 7th. The site is easy to get to and the NCRF will pay for your parking while you're there. We're all really excited about having the meeting at the Silver Cloud located at 1046 1st Avenue South, Seattle.

I am pleased to announce that our speaker for our October meeting is Brooklyn Dicient – voted Funniest Female in Seattle! Dubbed the "culture curator," Brooklyn has been involved in Human Resources as a leadership trainer for 15 years as well as also being a comedian.

Take a break from "Compensation Season" and come celebrate with us as we honor "you" our NCRF Members!

Also happening in October is the NCRF sponsored WorldatWork certification course Regulatory Environments for Compensation Programs (C1) on October 7th, 8th and 9th in Bellevue. There's still room in the course so sign up if you need this one to continue on your journey to CCP certification.

And last but not least, mark your calendars for September 13, 2016 for the Rewards NW Conference being held in Seattle next year. Stay tuned for more information about the 2nd annual Rewards NW conference.

So I hope to see you at the Silver Cloud Inn in Seattle on October 7th.

Matt Johnson
Board President

2015 NCRF BOARD

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Overview of Upcoming Fall Meeting



Brooklyn Dicient
“the culture curator”

Come join us for a fun and engaging luncheon with corporate comedian and trainer Brooklyn Dicient M.ed.. Brooklyn is partnering with our NCRF Program Director to put together a humorous and interesting hour as we celebrate our membership this October at our Membership Appreciation Luncheon. Brooklyn brings humor to tackle HR leadership problems like employee engagement and creating a fun work culture that is sure to retain your employees. She is a standup comedian who has performed in LA, NY, Chicago, and Seattle Voted funniest female. She has also appeared on ABC, NBC, CBS, & FOX network affiliates.

Where: Silver Cloud Inn & Hotel - Stadium
1046 1st Avenue South, Seattle

When: October 7, 2015 from 11am to 1pm

TRAINING OPPORTUNITIES VIA NCRF

Sign up by calling WorldatWork Customer Relations:

Toll-free (877) 951-9191

Web at www.worldatwork.org

Seattle Area Courses

NCRF - 2015 Schedule for WorldatWork Certification Courses

Date of Event	Course	
October 7-8	C1	Regulatory Environments for Compensation Programs

NCRF - 2016 Schedule for WorldatWork Certification Courses

Date of Event	Course	
February 3-4	T1	Total Rewards Management
April 20-21	T7	International Finance for Compensation
October 19	SCP	Sales Compensation Design – Developing Incentive Plans that Work
November 16-17	T4	T4, Strategic Communication in Total Rewards

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.

2015-2016 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*

2016 Skill Building Course Pricing

	Course Only
WorldatWork Member	\$1125
Non-member	\$1680
NCRF Member Price	\$1,015

Save the Date!

What: 2016 Rewards Northwest Conference
 Where: Hyatt Olive 8 Hotel
 When: September 13, 2016



Come join us and make this rewards conference better than the last!

NCRF Spring Quarterly Meeting Recap

The July meeting opened with Matt Johnson (President) making a few announcements. He indicated the strong financial position of the association, and the upcoming training. He also announced that October's *Member Appreciation* meeting would be held at the Silver Cloud near the stadium and that parking vouchers would be available.

Programs Director, Pam O'Connor, introduced the speaker for the meeting – Dr. Lizbeth Claus, who is published widely in global human resources and is an expert on duty of care. Her presentation reviewed the contribution of HR analytics to global talent management and illustrates some applications that global HR practitioners can employ in various functional areas of HR to use data strategically for decision-making.

Dr. Claus's first opening slide asked the question: "Do you really know your employees as well as they are known as consumers?" The presentation unfolded with an explanation of HR analytics and why we should care. Analytics is more than the tools we normally hear with regard to this subject: HR metrics, benchmarking or balanced scorecards. Using data to predict certain behaviors, HR analytics integrates human resource practices. Essentially it equates with strategy and adds value to the organization. HR analytics is a movement of data to make decisions – it starts with organizing the data, analyzing and interpreting, then translating to knowledge by which to make decisions.

And where would our own companies fit on the HR analytics continuum? In the range from novice to extremely data-driven. For example Dr. Claus indicated that IT companies tend to be more data driven and those having HR functional expertise in dealing with the data can be more of a strategic business partner. There are various uses for the data. There are also challenges in HR analytics, such as the cost of HR data investment, the perception of being big brother, global data integrity and employee data protection to name a few. The dark side to the analytics could be disparate impact in what is found in the specific details and decisions based on the analytics, HR confidentiality and employee privacy. Having the HR analytics skills means that one can complement their team, gain employee trust through data governance and even balance HR instinct and emotions with evidence when making decisions. The roadmap to HR analytics would mean scoping the project, assembling the team, managing the data and taking strategic action. The last slide of the presentation by Dr. Claus was a quote from Alvin Toffler, *Future Shock*, 1970: "The illiterate of the future will not be the person who cannot read. It will be the person who does not know how to learn."

The meeting came to an end. It helped the participants learn how to effectively use HR analytics to help drive decisions.

Membership Information

In case you haven't already done so, please renew your membership for 2015.

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	2015
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
PO Box 58530
Seattle, WA 98138-1530

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.