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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: Matt Johnson

I hope that each of you have had a great end of the year.

The January 13<sup>th</sup> quarterly meeting is being held at our new Seattle location, the Silver Cloud located at 1046 1st Avenue South, Seattle.

Our presentation in January is an interactive session, where we will offer insight into the Department of Labor response to the directive from President Obama to "modernize and streamline the existing overtime regulations" of the Fair Labor Standards Act. During this session we will explore how the proposed sweeping changes will affect compensation practitioners, employers and employees. The proposed change in legislation will likely be effective in 2016.

Our speaker in January is Mark A. Szytko, CCP, GRP Evangelist, Smarter Workforce – Compensation at IBM. Mark has over 30 years' experience as a compensation practitioner, and has held compensation, benefits and HR systems leadership roles for a number of organizations including Honeywell, Digital Equipment Corporation, Wang Laboratories, Kronos, Comcast, Progress Software and Lightbridge.

Coming up in February is the NCRF sponsored WorldatWork certification course Total Rewards Management (T1) - Attract, Motivate, Engage and Retain Employees with an Effective Rewards Program on Wednesday, February 03, 2016. There's still room in the course so sign up if you need this one to continue on your journey to CCP certification.

Mark your calendars for September 13, 2016 for the **Rewards NW Conference** being held in Seattle next year.

I hope to see you at the Silver Cloud Inn in Seattle on January 13<sup>th</sup>.

Matt Johnson  
Board President

## 2016 NCRF BOARD

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## Overview of Upcoming Winter Meeting



### **Mark A. Szytko, CCP, GRP** **Evangelist, Smarter Workforce – Compensation**

In July 2015, the Department of Labor published in the Federal Register their response to the directive from President Obama to "modernize and *streamline* the existing *overtime* regulations" of the Fair Labor Standards Act. During this session we will explore how the proposed sweeping changes will affect compensation practitioners, employers and employees. The proposed change in legislation will likely be effective in 2016. In this interactive session, we will offer insight into these changes, as a result you will better understand how it will affect your organizations.

We will explore:

- DOL Background, what is going on?
- FLSA Overtime Streamlining Provisions
- What's included and what's NOT included
- Court Activity
- How to prepare for the upcoming changes

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

**When:** January 13<sup>th</sup> 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](http://www.worldatwork.org)

### Seattle Area Courses

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.

### 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

## 2016 Scholarship Application

The Northwest Compensation and Rewards Forum (NCRF) offers a Scholarship Program to support the educational efforts of its members by providing financial assistance for WorldatWork certification courses.

Each year, the NCRF Scholarship Program will award scholarships to individuals who are pursuing at least one WorldatWork certification designation. The amount of the scholarship is the lesser of \$1,350 or the cost of one NCRF (Seattle) or CWCG (Portland) WorldatWork course (at the then current NCRF discounted rate). Scholarship recipients will have two (2) years from the grant of the scholarship award in which to utilize these funds. The Application can be found on the NCRF website under the Training section.

**Applications for the 2016 scholarship are due by Friday, January 29, 2016.**

## NCRF Fall Quarterly Meeting Recap

**Showing appreciation for our membership - October is the month!**

In future Octobers each year, the NW Compensation and Rewards Forum will offer a free meeting to its members. This year, Brooklyn Dicient, “the culture curator” gave a lively presentation/interactive session on finding the FUN in situations. Brooklyn is a standup comedian who has performed in LA, NY, Chicago and Seattle and was voted as Seattle’s funniest females. She has also appeared on several television network affiliates.

As a participant in the event, it was definitely hard to write, laugh and participate at the same time. Jokes are not my thing, I always mess up on the punch line, but this session although comedic in nature offered insight and a different perspective to diffusing/allying a stressful situation --- in everyday meetings/encounters and in our daily life.

Brooklyn provided some comic relief and a few very interesting, funny examples of how she turned around various situations into positive opportunities. These stories built networks, relationships and broke down barriers. I particularly remember the story she told when she was stuck for hours on an airplane before it got to the gate, and what she did to turn around that potentially volatile situation. She challenged us to go beyond our comfort zone and create opportunity; find a way to turn around the situation to a positive. In using her terminology ---

***be a Humor Hawk!***

## Membership Information

**In case you haven’t already done so, please renew your membership for 2016.**

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	2016
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

## Get Ready for our 2016 Rewards NW Conference in Seattle

The NCRF and CWCG, in conjunction with Social Enterprises, are planning the 2016 Rewards NW Conference, which will be held in Seattle, WA on September 13, 2016. Rewards NW is the only full-day total rewards conference in the region. Our 2014 conference saw 200+ total rewards professionals come together for an exciting day of learning and networking. Attendees included professionals who specialize in employee compensation, benefits & work life, executive and sales compensation in the private, public, non-profit and academic sectors. Our attendees ranged from CEOs, Vice Presidents, Directors, Managers and Analysts. The majority of our attendees were from the Pacific Northwest but we had some attendees come from as far away as South Carolina, Florida and New Hampshire!

We are currently reaching out to potential 2014 Rewards NW Sponsors to give them an opportunity to sponsor this exciting conference. We have many sponsorship levels opportunities currently available but they are filling fast. Why sponsor this event? Because this is a unique event that is the only regionally-focused conference for compensation and benefits professionals in the Pacific Northwest.

In January, we will be sending out a Rewards NW Call for Speakers. We are once again looking for speakers with an expertise in the total rewards area to present stimulating and insightful topics. In 2014, the conference received rave reviews from attendees. Here are a couple examples:

- "The caliber of speakers was top-notch."
- "Opportunity to network with my peers – some great ideas being shared."
- "The conference gave me time to think about the direction of the profession and my role in crafting the changes. It gave me exposure to a broad view of rewards efforts." Those comments were taken directly from the attendee survey.

Interested speakers should submit a sample presentation and summary of the topic for consideration to [info@nwcompforum.org](mailto:info@nwcompforum.org). If you or your organization is interested in sponsoring this conference, please contact Karin Young at [kyoung@perkinscoie.com](mailto:kyoung@perkinscoie.com) or Ericka Dickey-Nelson at [ericka@rewardspnw.com](mailto:ericka@rewardspnw.com) for more information.



### Symposium 2016

#### *Putting the Pieces Together*

Do you want to find out how Microsoft, T-Mobile, and Canlis Restaurant create cutting edge employee strategies? Attend the 2016 LWHRA Symposium and you will find out!

2016 Symposium has exhibitors, vendors, networking opportunities, presentations and keynote speakers that will take your knowledge and career to the next level.

All presentations are aligned with one or more of the competencies in the SHRM Competency Model. Sessions descriptions will indicate which experience level(s) the presentation is geared towards.

#### Registration Rates

Regular (Dec 19 – Feb 4)	
Member	\$299
Non-member	\$329
Students	\$149

**When:** February 9<sup>th</sup>, 2016

**Where:** Meydenbauer Center, 11100 NE 6<sup>th</sup> Street, Bellevue, WA., 98004

**Sign Up:**

<https://lwhra.memberclicks.net/symposium>

## **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](http://www.worldatwork.org)

Columbia-Willamette Compensation Group

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

Alaska Association of Compensation Professionals

(907) 333-9705

Employee Benefits Planning Association

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

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).