

In This Issue

Special Membership Opportunity	1
President's Message	1
2015 Board of Directors	2
Overview of Upcoming Summer Meeting	2-3
Training Opportunities	4
NCRF Spring Quarterly Meeting Recap	5
Membership Information	5
NCRF Job Bank	6
Questions	6
NCRF Sponsorship	6
NCRF Membership Eligibility	6

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.

HOT SUMMER MEMBERSHIP RENEWAL OFFER!

Less than 1/2 of our individual members have renewed their forum membership so far this year. We want everyone to come back, so from the publication of this newsletter through July 31, 2015, you can join or renew your individual membership through the end of 2016 for just \$75. This means you can pay for just the last 1/2 of this year and pre-pay the 2016 membership fee. Our memberships are for calendar years, and this is the first time we have offered a 1 and 1/2 year payment option.

Don't miss this opportunity to join or re-join us!

To take advantage of this opportunity, just email Jay Bulson, our Membership Director at hrconsulting@comcast.net

He will create a promotional invoice that will be emailed to you. Either follow the instructions on the invoice to pay by check or go to our website at <http://ncrf.memberlodge.org/> and pay the \$75 online.

Thanks, and we hope you to see you at our July meeting as a new or "renewed" member receiving your member discount!

President's Message - June 2015

By: Matt Johnson

Summer is here and the NCRF Board is busy planning the next quarterly meeting. Have you heard the new buzzword floating around the blogs and at the WorldatWork conference? It's "HR Analytics" and we're happy to report that we'll have expert Lisbeth Claus, from Willamette University joining us in July for a presentation and discussion of you guessed it, "HR Analytics!" I think this is so timely and I'm really looking forward to meeting Lisbeth and learning more about this important development in our field. Where will we be as total rewards professionals in a year, in two years, in five? I think we'll get a glimpse in July.

2015 NCRF BOARD

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(Presidents Message, Continued)

We're at the Bellevue Club for the meeting on July 8th and then we head back to Seattle for October's meeting. We're at the new location on October 7th. The new location is easy to get to and the NCRF will pay for your parking while you're there. We'll talk more about this at the July meeting and in the October newsletter but we're all really excited about having the meeting at the Silver Cloud located at 1046 1st Avenue South, Seattle.

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.

One last bit of good news. We've begun our planning with the Columbia-Willamette Compensation Group (CWCG) to bring the Rewards NW conference to Seattle in 2016!

So I hope to see you at the Bellevue Club on July 7th or in Seattle at the Silver Cloud Stadium location on October. Enjoy the summer!

Matt Johnson
Board President

Overview of Upcoming Summer Meeting



Please join us on Wednesday, July 8th at the Bellevue Club for our summer meeting with speaker **Lisbeth Claus**. Registration starts at 11:00 and the presentation starts at noon.

Global HR Analytics—Making grounded talent management decisions for the global organization

(Continuation of July presentation overview from page 2)

The presentation reviews 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 that benefits the stakeholders in their global organization. Upon completion of this session, participants should be able to:

Define HR analytics, differentiate between different types and sources of data, distinguish between descriptive, predictive and prescriptive analytics, distinguish between impact, effectiveness and efficiency of HR processes, identify steps in using global HR analytics, identify HR processes that would benefit from the application of HR analytics, link employee privacy concerns to HR analytics, identify leading practices in global HR analytics

Lisbeth Claus, Ph.D., SPHR, GPHR, is a Professor of Global Human Resources at the Atkinson Graduate School of Management of Willamette University in Salem, Oregon (USA). She was a faculty member and Acting Dean at the Monterey Institute of International Studies. She held managerial positions at Safeway Inc. and Maritz Inc.

Dr. Claus specializes in the implications for global organizations when their employees cross borders. She has been published widely in academic and professional journals on subject matters related to global HR. She is considered the leading expert on employer duty of care and informs employers of their obligation to protect their business travelers, international assignees and dependents. She is the author of the 2009 *Duty of Care White Paper*—viewed today as a major impetus for putting duty of care on the map for global organizations. She also authored the 2012 *Duty of Care and Travel Risk Management Global Benchmarking Study*—the first empirical study on duty of care.

A frequent keynote speaker at national and international HR conferences, she is the Editor-in-chief of the *Global HR Practitioner Handbook*, Global Immersion Press (Volumes 1 and 2) and was co-author of a leading textbook, *Briscoe, Schuler and Claus, International Human Resource Management* (3rd edition), Routledge, 2009.

A native of Belgium, she speaks Flemish and French, and has working knowledge of German.

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

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.

Portland Area Courses

NCRF - 2015 Schedule for WorldatWork Certification Courses		
Date of Event	Course	
June	T7	International Finance for Comp
September	C3E	Quantitative Principles In Compensation Management

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*

NCRF Spring Quarterly Meeting Recap

The April meeting opened with Matt Johnson (President) making a few announcements. As President, he appointed Nicole Dietrich to the role of Training Director. The former Training Director, Nate Campen, had moved out of state. He further added that one of the major initiatives of the Board, is to maintain and grow membership. He also announced the new Seattle venue, Silver Cloud near the stadiums. This great location will be the new venue for the meeting in October --- which is also the NEW member appreciation month. Look for more information on this soon.

Beth Wright (Senior Consultant with Towers Watson) was introduced and jumped right into the topic of the meeting: Insights and Applications from Principles of Effective Executive Compensation Design. Her topic covered the Towers Watson Principles of effective executive comp design, the framework to guide the decisions, assessment and design of sound programs.

Executive pay continues to be a "hot button" with the media focusing on the excesses. She talked about today's dynamic environment and the mixed messages with regard to stagnated growth in some markets, and somewhat recovered levels of pay. The Towers Watson's Principles and Elements of Effective Executive Compensation Design methodology is intended to support program effectiveness and strategic alignment as well as provide a framework for companies to tailor their programs and support the companies' business objectives. Inputs of Executive Compensation Consultants working in groups and workshops, hundreds of Board members, as well as "pilot" client discussions were critical to its development.

So how are companies stacking up? Ultimately, incentive compensation should constitute the majority of total rewards for senior executives. The major findings reinforce the TW principles, some of which are as follows: there is a wide array of compensation designs where one size does not fit all; Enduring High Performance companies (EHPs) feature options significantly; there is greater inclusion of return metrics. The central theme of the Principles is that pay programs and their assessment should be highly tailored and supported by thoughtful rationale.

This was a quick glimpse of the presentation including parts of the slides. There was a lot more information than could be captured here. Next time, hope you can make it to hear a presentation in person.

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.