

# NW COMPENSATION & REWARDS FORUM



## 2017 Q4 NEWSLETTER

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### PRESIDENT'S MESSAGE

Hello NCRF Members!

This year sure has flown by! It's been a very busy year for NCRF. We welcomed three new board members (Dayna Provitt, Tamara Berndt and Lauren Busey), we sponsored several World at Work courses as well as a special, one-off course led by Reese Bacon, and we partnered with Milliman to present the 2017 Puget Sound Regional Salary Survey results. And we still have three more months to go!

Of course, none of these accomplishments would have been possible without the support of our members! We truly appreciate your support and participation this year, and we're working hard to deliver even greater results next year. We have a lot of new ideas about how NCRF can better support our members and our community, but we also welcome your feedback and ideas as well. If you have any thoughts to share, please contact me or any of our board members.

In the meantime, we look forward to celebrating all of you at our next luncheon. We'll see you at the Silver Cloud Seattle on October 11<sup>th</sup>!

- Ann Fosburgh, CEO/Owner of Compensation Works

## 2017 QUARTERLY LUNCHEON – FALL EDITION (OCTOBER 11<sup>TH</sup>, SEATTLE)

For our October 11th luncheon, we're excited to welcome Jen Mueller with Talk Sporty to Me. A 16-year sports broadcasting veteran, Jen currently serves as the Seattle Seahawks sideline radio reporter. She is also part of the Seattle Mariners television broadcast team on ROOT Sports. In addition to her work on the sidelines, Jen launched Talk Sporty to Me in 2009 and teaches business professionals how to improve communication and leverage fandom in business:

Effective business communication isn't just a function of talking about work. The groundwork for the most meaningful conversations you have is laid during interactions and responses you didn't think mattered during the course of your day. Jen will share techniques she uses with athletes and coaches that will help you:

- Bridge communication gaps and increase the effectiveness of your message.
- Develop rapport in daily interactions that builds trust for bigger conversations.
- Engage in consistent interactions, not just ones relating to compensation.
- Utilize sports small talk as a relationship building tool.

You don't have to be a sports fan to benefit from the way Jen approaches conversations in unique and highly visible situations. She'll give you a different way to think about business communication and tools that enable you to be more strategic, effective and influential in daily conversations.

Registration for the luncheon is still open; you can register via the following link: <https://nwcompforum.org/event-2469410>. The event will be held at the Silver Cloud Seattle. Check in will run from 11:00am to 11:30am. The buffet lunch will start at 11:30am, and the program and NCRF announcements will run from 11:50am to 1:00pm.

## 2017 WORLD@WORK TRAINING

The last World@Work training for the year is our **Executive Compensation** course October 18-19, which will be held at the Seattle Stadium Silver Cloud and there is still availability to attend! This course concentrates on strategic issues affecting executive compensation and key technical aspects of the regulatory environment. It covers U.S. accounting, taxation, securities issues, performance measures, long-term and short-term incentives and other aspects of executive compensation. This seminar material is intended for HR, finance, or legal practitioners who work in executive compensation, consultants who advise companies on executive compensation, or those interested in learning more about executive compensation.

To register for the course and receive the NCRF member pricing, please login to the member only area or contact World@Work's Customer Relationship Services at 1-877-951-9191 and indicate that you are a current member of NCRF when registering for your course. Pricing for the Executive Compensation Course for NCRF, CWCG, and W@W members is \$1,125 and \$1,680 for non-members. For more information regarding upcoming trainings, please refer to: <http://ncrf.memberlodge.org/page-1619105>.



## WORLDATWORK 2018 TRAINING CALENDAR

Based on your survey feedback, we selected our 2018 World@Work certification trainings. All the trainings for 2018 will be held at the Seattle Stadium Silver Cloud and coffee, breakfast, lunch, and snacks are provided. Trainings typically begin at 8:30am (breakfast starts at 7:45am) and end by 4:30pm. Our 2018 trainings are as follows:

### 2018 Upcoming Training Calendar

Training	Date	Summary
<b>C8:</b> Business Acumen for Compensation Professionals	March 8 <sup>th</sup> – 9 <sup>th</sup>	This course covers the essential skills, behaviors and actions that support the understanding and development of business acumen—helping you learn to see "the big picture," understand finance concepts, recognize the important relationship between compensation plans and the bottom line, and make wiser decisions.
<b>C4:</b> Base Pay Administration and Pay for Performance	May 3 <sup>rd</sup> – 4 <sup>th</sup>	This course provides an in-depth discussion of the principles, design, implementation and evaluation of an employee base-pay program.
<b>T2:</b> Accounting and Finance for the Human Resources Professional	August 23 <sup>rd</sup> – 24 <sup>th</sup>	This course presents an introduction to U.S. accounting regulations and practices. It will provide you with the understanding you need to interact effectively with accounting and finance departments in your company.
<b>T3:</b> Quantitative Methods	October 25 <sup>th</sup> – 26 <sup>th</sup>	This course focuses on general quantitative concepts, basic statistical tools, the mathematics of total compensation design and administration, mathematical modeling, and regression analysis.

## SAVE THE DATE! REWARDSNW 2018

In partnership with the Columbia Willamette Compensation Group (CWCG), we're excited to announce the date for RewardsNW 2018! Next year's conference will be held in Portland, OR on Thursday, September 20<sup>th</sup>, 2018. Stay tuned to <http://rewardspnw.com> for more updates; you can even sign up for email notifications!

## NCRF & WORLDATWORK MEMBERSHIP

As you know, NCRF membership provides many benefits, such as connections to local compensation professionals, our quarterly luncheons and discounted WorldAtWork courses. If you need a quick refresher of NCRF benefits (or want to register for/renew your membership), you can do so here: <http://www.ncrf.memberlodge.org/page-1293969>

There are also many great benefits as a member of World@Work, such as:

- Save on career-building education led by top experts.
- Save on informative conferences and events.
- Gain free access to members-only webinars on trending topics and legislative updates.
- Receive free access to our annual "WorldatWork Salary Budget Survey" for participating members.
- Gain exclusive access to our invaluable tools and templates database.
- Gain exclusive access to the latest total rewards research.
- Receive free access to WorldatWork's award-winning workspan magazine and WorldatWork Journal.
- Save on WorldatWork Press publications.
- Visit the website for even more: <https://www.worldatwork.org/home/html/membership-join-renew.jsp>



Now, NCRF members can receive even more benefits by being a member of both organizations! For more information, please contact:

- Jay Bulson: [hrjconsulting@comcast.net](mailto:hrjconsulting@comcast.net) or 206-696-4273.
- Tina Rebsamen: [info@nwcompforum.org](mailto:info@nwcompforum.org) or 206-623-8632

## **JOB POSTINGS**

One of the many benefits of being an NCRF member is complimentary job postings on the NCRF website. If you'd like to advertise a job opening, contact our job bank administrator at [info@nwcompforum.org](mailto:info@nwcompforum.org). Non-members may also advertise on the site for three months at \$150/job posting.



## NCRF 2017 BOARD OF DIRECTORS

### **PRESIDENT:**

**Ann Fosburgh, CCP, PHR, SHRM-CP**  
CEO/Owner, Compensation Works

### **PAST PRESIDENT:**

**Matt Johnson**  
Sr. Director of People Operations, Simple

### **TREASURER:**

**Amber Nyman**  
Sr. Compensation Analyst, BECU

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**Mary Tomblinson**  
Human Resources Manager, McKinley Irvin

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**Jay Bulson**  
Director of Human Resources & Support Services, Northwest Construction

### **TRAINING:**

**Nicole Dietrich**  
Senior Consultant, Amazon

### **PROGRAMS & SPONSORSHIP:**

**Karin Young**  
Staff Compensation and HRIS Manager, Perkins Coie LLP

### **ARRANGEMENTS:**

**Jacqui Demrose, SPHR, CCP, GRP**  
Sr. Global Compensation Analyst, Esterline

### **COMMUNICATIONS:**

**Matt Clarich, PHR**  
Senior HR Generalist, GeoEngineers

### **SPECIAL PROGRAMS AND SURVEYS:**

**Tamara Berndt**  
Sr. Compensation Analyst, BECU

### **SCHOLARSHIPS:**

**Dayna Provitt, CCP, SPHR, SHRM-CP**  
Owner and Principal Compensation Consultant, Salt Consulting Group

### **SPONSORSHIPS:**

**Lauren Busey**  
Compensation Project Coordinator, Milliman

