

In This Issue

President's Message	1
Overview of Upcoming Spring Meeting	2
2015 Board of Directors	2
Training Opportunities	3
NCRF Winter Quarterly 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 - April 2015

By: Matt Johnson

We've certainly had a pleasant last bit of Winter here in the Pacific Northwest. Our plants seem to think Spring has arrived in March! We have a great luncheon event planned in April. Beth Wright, Senior Consultant, Executive Compensation with Towers Watson, will join us to discuss ways in which organizations can enhance their Executive compensation plans to make them even more effective. Beth will cover aspects of Executive compensation as well as other areas of compensation plan design. It should be an informative and interesting presentation.

The Board has been working on securing a new Seattle location for our meetings. Although we loved being right on Lake Union with the view of the boats and the water, we felt that the room setup presented several challenges that made the meetings difficult at the Harborside. Our new Seattle location is The Silver Cloud at the Stadium. It's right across the street from Safeco and CenturyLink fields. Access to the freeway, public transportation, and parking is excellent. In order to accommodate the new location we've switched the quarters for the Bellevue/Seattle meetings. As a result, our next two meetings will be at the Bellevue Club with our October meeting being at The Silver Cloud. Here's a summary of the next three meetings dates and locations.

Date	Venue
April 8 th	The Bellevue Club
July 8 th	The Bellevue Club
October 7 th	The Silver Cloud, Seattle Stadium

Registration begins at 11:00 AM with the presentation beginning at Noon.

It's coming up to that time of year when we start thinking about the annual WorldatWork conference. This year it is in Minneapolis on May 18-20, 2015. Registration is open at www.worldatwork.org. This is a fabulous conference. Think of it as an investment in your career!

Finally, we have an open position on the Board for Training and Development. This is an excellent opportunity to become involved in the Forum and help lead the way in setting the training and development direction over the coming year.

See you on April 8th.

2015 NCRF BOARD

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Overview of Upcoming Spring Meeting



Please join us on Wednesday, April 8th for our spring meeting. Beth Wright, a Senior Consultant with Towers Watson, will join the NW Compensation Forum on April 8 to discuss how companies may develop more effective approaches to pay design and decisions.

Beth will share how a holistic framework can provide a roadmap to guide the discussion, assessment and design of sound executive pay programs. Towers Watson calls its model "Principles and Elements of Effective Executive Compensation Design." Beth will explain how a framework like the TW Principles touch on virtually all aspects of executive compensation and the process by which pay decisions are made – from the overarching pay philosophy to the art of peer group selection and benchmarking to the fundamentals of performance-based pay program design and beyond. You'll find that the approach Beth shares will apply beyond executive pay programs as well.

Reminder to Renew Membership

Just a quick reminder to all of our subscribers to continue their membership into 2015 by renewing online. The link to renewal is <http://www.ncrf.memberlodge.org/page-1293971> and will direct you the required information.

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	
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.

Portland Area Courses

NCRF - 2015 Schedule for WorldatWork Certification Courses		
Date of Event	Course	
May	C12	Variable Pay - Improving Performance with Variable Pay
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*

Advanced Excel Skills for Compensation Professionals

SOLD OUT!

You can register to be on the waiting list.

Start – Wednesday May 13th, 2015 at 8:30am

End – Thursday May 14th, 2015 at 5:00pm

Location – Sheraton Bellevue – 100 112th Ave NE Bellevue, WA 98004

Class is limited to 24 people and is taught face-to-face with excel expert Diane Auld. The registration is available on the WorldatWork website at <http://www.worldatwork.org/waw/adimLink?id=74350>

It's \$1,125 for members and \$1,680 for Nonmembers. (Good reason to become a member!)

NCRF Winter Quarterly Meeting Recap

The January meeting opened with Pam O'Connor (Programs) making a few announcements. She then recognized and thanked our outgoing Board members (Windsor Lewis - Training and Derald Lo – Joint Conference/Surveys) for their dedicated service to the Board and Association. In the absence of Matt Johnson (President) Windsor Lewis continued the meeting with a reminder of the donation to the NW Harvest (food and/or cash welcomed). She then introduced two new incoming Board members: Nate Campen – nominated for the Training role and Karin Young – nominated for the Joint Conference and Surveys role. The nominations were carried and the members in attendance voted in agreement. In addition, the role of Treasurer-in-Training was announced for 2015, which will become full Treasurer in 2016; as well as the President's role which will become available in 2016. Windsor reminded the audience of the five W@W courses coming up in 2015, details of which are located on the website. Special mention was made of the Diane Auld Advanced Excel class for Compensation Professionals on May 13-14 with limited class size. Anyone interested should act quickly.

Derald gave a synopsis of the successful joint conference, Rewards NW, held in Portland last year October. He indicated that 30% of the attendance came from the Seattle metro area. In 2016 the next joint conference will be held in the Seattle area.

Pam introduced the speaker for the meeting: Joel Bishop, Manager of Speaker Training, from OC Tanner. The topic of the presentation – The Importance of Great Work. Mr. Bishop's presentation was witty, insightful, thought provoking and even emotional. He shared insights from the largest-ever study (covered in the NY times bestseller OC Tanner Institute book, Great Work – How to make a difference people love) and he touched on practical skills to help focus on the great work that gets noticed and recognized; all this through "difference makers".

How difference makers think:

1. In order to make a difference that people love, you need to think differently. You have to reframe your role, work with what you have, work within the limitations, and embrace your position.

What difference makers do:

2. Ask the right question – "what is a difference I can make that someone will love?"
3. See for yourself how the work is received – the outcome, the impact; you are more likely to create passion for the work.
4. Talk to your outer circle, this is where you might receive fresh ideas/projects.
5. Improve the mix – finding the improvements worth making, add something new, or remove/reduce/simplify.
6. Deliver the difference – use all 5, stay engaged, and have meaningful impact.

The presentation ended at 1pm. We left the event after having interacted with colleagues, friends and acquaintances... and hopefully with a feeling of wanting to do great things to make a difference!

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.cwccg.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.