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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

It's close to Summer and we're already experiencing some of our lovely summertime weather. There's something magical about the Pacific NW in late June through September.

We here at the Forum have an exciting event planned for July 9th. I'm happy to announce that Katheryn Bradley of Lane Powell will be presenting on the topic of **President Obama's Overtime Expansion and the Seattle Minimum Wage Ordinance**. Please join us on the Lake Union waterfront at McCormick and Schmick's Harborside for what promises to be an excellent event.

Of course I also want to promote the Rewards NW conference being co-sponsored by the Forum and the Columbia-Willamette Compensation Group. The full-day conference is being held on Tuesday, October 7th at the Doubletree Hotel in Portland. We have an outstanding lineup of speakers and sessions. Kevin Ames from OC Tanner will kick off the conference with an inspiring motivational keynote. There are sessions related to compensation, benefits and total rewards. Learn more at [www.rewardspnw.com](http://www.rewardspnw.com)

I would like to thank everyone that completed the survey that the Forum sent out after the last Quarterly Meeting. The Board uses the results from the surveys to plan future events and direction for the Forum. Your input is important and valuable in guiding the Board as we continue to evolve and improve our services and offerings. We'll send out another survey after the July meeting. Take a few minutes and let us know what you think when you receive that survey. Thank you in advance!

Lastly I would like to put a call out to the membership for Board positions that are opening up at the end of year. In particular I would like to let you know that Windsor Lewis is stepping down after three years as Training Director. Windsor is doing and has done a fabulous job in the role. Windsor will continue in the role through the end of the year but we need to have some transition time for a new person to step into the role. Are you passionate about continuing education? Do you want to make a difference in the lives of Total Rewards professionals in the Puget Sound area? Then maybe this is the job for you. Please contact me or Windsor if you're interested.

That's all the room I have for this month. There's a lot going on with the Forum and it's an exciting time to be involved either as a member attending Quarterly Meetings or as a Board member helping to set the direction and manage the business of the Forum. I look forward to seeing you in July!

## 2014 NCRF BOARD

PRESIDENT:

**Matt Johnson**  
nextcomp.net  
[matt@nextcomp.net](mailto:matt@nextcomp.net)

PAST PRESIDENT:

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SPECIAL PROJECTS & SURVEYS:

**Derald Lo**  
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[DLo@ctiseattle.com](mailto:DLo@ctiseattle.com)

## NCRF – Summer Quarterly Meeting

### July 9, 2014 – McCormick & Schmick's Harborside

Registration starts at 11:00 AM; Business portion of meeting and presentation will start at 11:45 AM

Our July meeting will be focused on the Legislative Initiatives related to pay on the National and Local level, specifically, **President Obama's Overtime Expansion and the Seattle Minimum Wage Ordinance**, Katheryn Bradley of Lane Powell will be presenting.

Discussions are all over the news and in professional organizations about expansions in Overtime rules as President Obama signed a Memorandum directing the Secretary of Labor to "Update and Modernize the Overtime Rules stating the rules in the Fair Labor Standards Act have not kept up with our modern economy. Additionally, Seattle has passed a new ordinance changing the Minimum Wage for employers with employees who work in the City Limits. What does this mean to you?

**Katheryn Bradley of Lane Powell** will be joining us to share her perspectives on what that means to us as employers in the area, both in Seattle and the Puget Sound Region.

Katheryn Bradley represents private and public employers in workplace disputes, and has successfully litigated and resolved claims for wrongful discharge, discrimination, and violations of leave and wage and hour laws. In addition to her extensive employment litigation experience, Katheryn devotes a substantial part of her practice to counseling managers and human resource professionals in organizations of all sizes. She advises clients on best practices to manage leave and navigate through the interactive process to accommodate disabled employees. Katheryn also provides interactive EEO training to managers, and frequently speaks at employment law seminars.

You will learn about the initiatives, timing, impact and things to consider as the legislative changes move forward.

A question and answer period will follow the presentation, led by Pam O'Conner our NCRF Program Director.



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Recertification Credit

## TRAINING OPPORTUNITIES VIA NCRF

The Northwest Compensation & Rewards Forum is pleased to offer multiple WorldatWork certification classes throughout 2014.

**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 - 2014 Schedule for WorldatWork Certification Courses |          |  |
|--|----------|--|
| Date of Event  | Course   |  |
| July 17-18, 2014   | GR7      | International Remuneration An Overview of Global Rewards |
| October 16-17, 2014  | C2/GR3   | Job Analysis, Documentation & Evaluation                 |
| November 13-14, 2014                                       | C17/GR17 | Market Pricing: Conducting a Competitive Pay Analysis    |

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**

| CWCG (Portland) - 2014 Schedule for WorldatWork Certification Courses |        |   |
|---|--------|---|
| Date of Event   | Course |   |
| August 14-15, 2014  | C4     | Base Pay Administration and Pay for Performance |

Please see <http://www.cwcg.org/> for additional information for Portland area courses.

**2014 Pricing**

| 2014 Pricing Information | Course and Exam | Course Only |
|--------------------------|-----------------|-------------|
| Non-Member               | \$1,810         | \$1,700     |
| WorldatWork Member       | \$1,220         | \$1,130     |
| NCRF or CWCG Member*     | \$1,100         | \$1,015     |

*\*This represents a 10% discount off the WorldatWork member prices for NCRF & GPN members*

**REWARDS NW Conference**

NCRF and CWCG have come together to sponsor a joint conference that support the continued professional development of our members. We are thrilled with the speakers who have confirmed for the Rewards NW Conference, **October 7, 2014** in Portland, Oregon. Stay tuned as we continue to make announcements about the multiple session tracks on compensation, benefits and total rewards featuring a variety of topics including program design, private/public health exchanges, innovative use of technology in benefits plans, wellness programs, sales compensation, executive compensation and more. **As an NCRF member, you'll receive a \$50 discount off the early registration fee! Please enter in MEMBNCRF into the promotion code box and hit the 'apply' button when registering to receive the discount.**

Register today by clicking on the link below to visit the event & registration website.

[Rewards NW](#)

# NCRF Spring Quarterly Meeting

## April Recap

The April meeting opened with Matt Johnson (President) making a few announcements and introducing Derald Lo (Special Programs & Surveys) who provided an update on the upcoming joint conference in October where the NWCF and CWCG will join forces to offer a great slate of activities/presenters for the all-day event. Windsor Lewis (Training) announced the NCRF scholarship winners – James Fournier, Michelle Kold and Angela Southworth. In addition she announced the upcoming certification courses in April and July. Pam O'Connor (Programs & Sponsorship) introduced our presenters who stepped in on short notice to present on Sales Compensation.

Ann Fosburgh and Aimee Des Champs from [Appian Resources](#) come with a wealth of human resource knowledge, background and experience in designing and implementing compensation programs. We were lucky to get them to step in to present an overview and some useful tips regarding sales compensation programs: ways to know if your program is broken, as well as a case study on design and implementing a program.

Ann began the presentation with a top ten list of 10 ways to know if your sales compensation program is broken. Specifically covering areas of business goal alignment, understanding and communicating the program, understanding quotas and targets, aligning practices, reporting capabilities and administration of the program.

Aimee presented a case study and covered details on the plan design and the challenges experienced at a local client. She went into detail regarding designing a sales program and began with the need to understand the business side: profit margins, sales cycles and financial objectives. Using the case study, she covered how quotas were set and things to consider in the design of the plan as well as proper buy-in and implementation.

Ann gave some insight into the specific rules and regulations that define commission wages and sales roles. She noted specific rules and regulations applicable to sales employees if paid out in NY or CA, and the importance of plan documents.

The program ended with some audience questions on giving sales employees merit increases – which they generally do not see in their clients' compensation philosophy. So any increases would be driven more by the market data on total cash target and the percentage split between fixed and variable. However, lower paid inside sales types might be more inclined to receive merit. Another question was raised regarding how often sales comp programs should be changed: the response was that if there was "gaming" recognized, that should be fixed immediately, but generally plans run the same for years with minor tweaks (quotas and targets). In order to have an effective program the business needs to look at what behaviors they want to drive and design to those criteria.

The discussion ended at 1pm as the time had run out and our presenters were thanked for the informative and insightful presentation.

## MEMBERSHIP INFORMATION

**In case you haven't already done so, please renew your membership for 2014.**

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                        | 2014  |
|-----------------------------------|-------|
| Students                          | \$10  |
| Individuals                       | \$50  |
| Corporate-Tier 1<br>(1-3 people)  | \$150 |
| Corporate-Tier 2<br>(4-10 people) | \$250 |
| Corporate-Tier 3<br>(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  
24 Roy Street #755  
Seattle, WA 98109

**Summer Meeting Registration Info  
July 9, 2014 – McCormick &  
Schmick’s Harborside**

\$35 for Members & \$50 for Guests

*MasterCard, VISA (online only) or checks  
accepted. Reminder, once you reserve a space,  
you must pay even if you do not attend.*

Register online at: <http://www.nwcompforum.org>  
(works best with Microsoft Internet Explorer) or  
send an e-mail to Mary Tomblinson at  
[mary.tomblinson@gettyimages.com](mailto:mary.tomblinson@gettyimages.com)

11:00–11:45 Registration, networking and buffet  
lunch  
11:45 Announcements  
12:00-1:00 Presentation

**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)

Employee Benefits Planning Association  
[www.ebpa.org](http://www.ebpa.org)

Alaska Association of Compensation Professionals  
(907) 333-9705

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).