

NW COMPENSATION & REWARDS FORUM



2017 Q1 NEWSLETTER

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PRESIDENT'S MESSAGE

Happy New Year everyone! As we kick off 2017, I'm excited about what we have planned for NCRF this year! We're focused on continuing to provide you with a wide variety of resources, such as our quarterly luncheon presentations, discounted training opportunities with WorldatWork, and the bi-annual Rewards NW conference slated for 2018. However, I'd like to start things off by highlighting one of our most important benefits: our scholarship program!

The NCRF scholarship program provides financial support to individuals pursuing at least one WorldatWork certification designation. We will provide two scholarships annually for \$1,350 per course or the cost of one NCRF sponsored WorldatWork course at the time of registration, whichever is lesser. Recipients will have two (2) years from the grant of the scholarship award in which to utilize these funds. The deadline for applications for the first scholarship cycle is January 31st, 2017. We'll announce the deadline for the second scholarship later this year. For more information and the link to the 2017 application, please visit the Scholarship page on our website: <http://www.ncrf.memberlodge.org/page-1286924>

Last, but not least, we've got another great speaker lined up for our January luncheon! Julie Lucht, a Partner in Perkins Coie Labor & Employment practice, will join us to talk about the recent halt to the new FLSA Regulations what we might expect from the new President's Administration. More about our luncheon, upcoming events and NCRF board changes can be found in this newsletter. We look forward to seeing you all throughout the year!

- Ann Fosburgh, CEO/Owner of Compensation Works

NCRF BOARD CHANGES

At the Fall Quarterly Meeting, we announced several changes to the Board of Directors. In addition to Matt Johnson departing from the role of President, it was announced that Pam O’Conner and Christy Martin were leaving the roles of Programs & Sponsorship and Treasurer, respectively. We thank Matt, Pam, and Christy for all of their contributions to NCRF over the years, and we know we’ll see them around at future meetings!

Stepping into the vacancies created by these departures, we’re pleased to announce two new board members: Dayna Provitt and Tamara Berndt. Dayna is the owner of Provitt Consulting, a compensation consulting firm based in Seattle and will take over the Scholarships role vacated by Ann Fosburgh. Tamara is a Senior Compensation Analyst with BECU and will move into the role of Special Programs and Surveys; this role was previously the Programs role held by Karin Young. Karin will be vacating this role and taking over Pam’s previous role of Programs & Sponsorship.

Finally, we also have a bit of a switcheroo – Jacqui Demrose and Mary Tomblinson will be switching roles. Jacqui will take over the Assignments role, while Mary will take Jacqui’s place as Secretary.

Did you get all that? If not, the full listing of board members is on the very last page of this newsletter.

NEW QUARTERLY LUNCHEON PRICING

To keep up with rising costs, pricing for our quarterly luncheons will be increasing in 2017. Starting with our January 11th luncheon, the cost for members will be \$50, and costs for non-members will be \$65. As always, parking and lunch will continue to be included with the cost.

2017 QUARTERLY LUNCHEON – WINTER EDITION

Our January speaker is Julie Lucht, a Partner in Perkins Coie Labor & Employment practice. Julie is going to talk to us about the recent halt to the new FLSA Regulations, as well as, possible changes and what we might expect from the new President’s Administration.

Julie Lucht, a partner in the firm's Labor & Employment practice, focuses on employment litigation and counseling. She represents clients in all phases of litigation in defense of numerous types of employment discrimination and other employment-related claims. She counsels and defends clients in connection with issues and claims arising under WLAD, Title VII, ADEA, ADA, FMLA, GINA, FLSA, WARN, NLRA, USERRA and related statutory and common law employment claims, as well as drafting employee handbooks, separation and termination agreements, equal employment opportunity policies, sexual harassment policies, employee leave policies, reasonable accommodation policies and employment contracts. She has served as temporary in-house counsel for a FORTUNE 100 company, handling a range of employment matters.

Julie also represents clients in special remedies litigation instigated to protect clients from trade secret misappropriation, corporate raiding, breach of contract and fiduciary duties and other employment-related offenses. She counsels clients in arbitration, mediation and other alternative dispute resolution proceedings and defends clients in class action litigation and in lawsuits litigated by the EEOC.

To register, please go to the [Events tab](#) on the NCRF website. Check in will run from 11:00am to 11:30am. The buffet lunch will start at 11:15am, and the program and NCRF announcements will run from 11:50am to 1:00pm.



2016 QUARTERLY LUNCHEON RECAP – FALL EDITION

We ended 2016 with our member appreciation event at the Silver Cloud Hotel. Pam O’Conner led an interactive polling session, using real-time text responses from the attendees to get a pulse on what organizations are planning to do in 2017 regarding merit increase budgets, healthcare premiums, etc. Most organizations answered similarly, but it was interesting to hear from those that were going in different directions. Thank you to Pam for leading the presentation and to all of those that attended and participated – we really do appreciate you!

2016 REWARDSNW CONFERENCE RECAP

The 2016 Rewards NW Conference was held on Tuesday, September 13th at the Hyatt Olive 8 in downtown Seattle. If you attended the conference, thank you! We saw record attendance this year with over 270 total rewards professionals. We hope you walked away inspired, and with new connections and tools to enhance your organization’s benefits, compensation, and total rewards strategies. We greatly appreciate your participation in this uniquely Northwest conference.

If you were not able to attend or enjoyed your experience at the 2016 conference, then mark your calendar for Fall 2018 in Portland, OR. Planning has already begun for Rewards NW 2018!! Please visit www.rewardspnw.com for updates.

WORLDATWORK TRAINING

The T4 course – Strategic Communication in Total Rewards – was held at the Bellevue Sheraton on November 16th and 17th. This course provided an introduction to strategic communication with a focus on total rewards communication, such as how to effectively and efficiently manage your communication campaign, learning the rationale for strategically planning a communication campaign, and identifying the appropriate communication channel to deliver the message. Fourteen people attended the course – we love to see such great turnout!

On February 1st – 2nd, the WorldatWork course C17: Market Pricing – Conducting a Competitive Pay Analysis will be held at the Silver Cloud Hotel. For those closer to Portland, the WorldatWork course C8: Business Acumen for Compensation Professionals will be held on March 9th – 10th. Details are still to be determined, but you can find out more about that course on the CWCG site: <https://cwcg.wildapricot.org/event-2386241>. If you’re attending either course, don’t forget to log in to the members only tab on the NCRF website to get your member discount! You can also contact WorldatWork’s Customer Relationship Services at 1-877-951-9191.

NEWSLETTER CHANGES

As part of our efforts to refine how we communicate with our members, we’ve changed the look and content of our quarterly newsletter. If you have any feedback to share, please let us know! Ideas on other items you’d like to see? Missing something that you used to find in the newsletter? Send all of your comments/questions/angry letters to Matt Clarich at mclarich@geoengineers.com.



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

SECRETARY:

Mary Tomblinson
Human Resources Manager, McKinley Irvin

MEMBERSHIP:

Jay Bulson
Director of Human Resources, The ECONET Family of Companies

TRAINING:

Nicole Dietrich
Global Compensation Manager, Russell Investments

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
Senior Compensation Analyst, BECU

SCHOLARSHIPS:

Dayna Provitt, CCP, SPHR, SHRM-CP
Owner and Compensation Consultant, Provitt Consulting

