

## In This Issue

<b>President's Message</b>	<b>1-2</b>
<b>Winter Meeting Information</b>	<b>2</b>
<b>2015 Board of Directors</b>	<b>3</b>
<b>Scholarship Application Deadline</b>	<b>3</b>
<b>CCP, GRP Exam Requirements</b>	<b>3</b>
<b>Open Board Position</b>	<b>3</b>
<b>Training Opportunities</b>	<b>4</b>
<b>Recap of the NW Rewards Conference</b>	<b>5</b>
<b>Membership Information</b>	<b>5</b>
<b>NCRF Job Bank</b>	<b>6</b>
<b>Questions</b>	<b>6</b>
<b>NCRF Sponsorship</b>	<b>6</b>
<b>NCRF Membership Eligibility</b>	<b>6</b>

**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**

Happy New Year! We have a great program planned for our first quarterly meeting of 2015. Join us for what promises to be an inspirational and interactive meeting on Wednesday, January 21st at 11:00 AM at the Harborside on Lake Union.

We are happy to welcome Joel Bishop, Manager of Speaking and Training at O.C. Tanner to the Forum in January. Joel comes highly recommended and if the presentation that O.C. Tanner gave at the Rewards NW conference in October is any indication of what we can expect, then I think we are definitely in for a treat in January. This meeting is complimentary to all Forum members. We are collecting food donations for delivery to the local NW Harvest food bank as a way of giving back to the community. Parking is also covered for the meeting. Just be sure to grab a parking validation ticket before leaving!



Speaking of Rewards NW. Wow! It was a huge success. I heard many, compliments during and after the event. Thank you to those of you that attended and to those of you that lent your time and efforts in ensuring a successful conference.

A few other reminders, it's that time of year when our memberships come up for renewal. A Forum membership runs from the first of the year to the 31st of December. Hopefully you've received a reminder email, but if not, you can always go the Forum's website and renew directly from there. Thank you for your membership!

We'll be nominating and voting for a couple of new Board members at the January meeting. Join us at the luncheon to vote for the new Board members, welcome them to the Board, and to thank them for lending their time and assistance in continuing the success we've had in providing educational and networking opportunities over the past year.

Finally, I would like to extend my deepest gratitude to our outgoing Board members, Windsor Lewis and Derald Lo. Windsor has done an outstanding job with managing the WorldatWork training events over the past three years. She worked tirelessly to ensure each and every event was a success. (Continued on Page 2)

## Overview of Winter Meeting – Complimentary for Members!

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Please join us on Wednesday, January 21<sup>st</sup> for our annual **Member Appreciation Meeting** being held at McCormick & Schmick's/Harborside Restaurant on Lake Union. Registration for this meeting is **complimentary for members!** We will also be conducting our annual food drive for a local food bank – please bring non-perishable food items to donate.

We are pleased to have speaker Joel Bishop from OC Tanner join us for this meeting, and his topic is: “Great Work – How to Make a Difference People Love”

The Great Work keynote teaches the role of great work in your organization and in employees' work lives. Great work lives inside all of us. The question is: do we make the contributions to results that we could? With insights from the largest-ever study of award-winning work, Joel Bishop from OC Tanner reveals practical skills anyone can use in their job today to produce great work. Drawing from inspirational stories of real people in real jobs, he will outline how you and your organization can help employees make improvements at work and produce extraordinary results. **OC Tanner** develops employee recognition and rewards programs that help companies appreciate people who do great work. For more information: <http://www.octanner.com/>

Special incentive for early registration and renewal of your NCRF membership: the first 50 registrants for the lunch meeting who have also renewed their membership with NCRF will receive a free copy of OC Tanner's book “Great Work, How to Make a Difference People Love.” So please be sure to register early and renew your NCRF membership!

Registration link: [NCRF Quarterly Meeting and Luncheon in Seattle - January 21, 2015](#)

Questions about membership renewal? Please e-mail us at: [info@nwcompforum.org](mailto:info@nwcompforum.org)

See you in January!

### **Complimentary Member Appreciation Meeting**

**January 21, 2015 at 11:00 AM**

**McCormick & Schmick's/Harborside Restaurant on Lake Union**

### **PRESIDENT'S MESSAGE (CON'T)**

Derald spearheaded the Forum's membership survey initiative, which has been instrumental in guiding Board decisions. He was also spent many hours as the Forum's key representative working with CWCG in Portland, which helped bring the Rewards NW conference to life. Thank you both. You will be missed!

So bring some canned or other non-perishable food items and join us as we kick off the New Year on January 21st at the Harborside on Lake Union. We look forward to seeing you there!

## 2015 NCRF BOARD

### PRESIDENT:

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

### PAST PRESIDENT:

**Doug Sayed, SPHR, CCP, GRP**  
Applied HR Strategies, Inc.  
[doug@appliedhrstrategies.com](mailto:doug@appliedhrstrategies.com)

### MEMBERSHIP:

**Jay Bulson**  
Econet  
[jay.bulson@comcast.net](mailto:jay.bulson@comcast.net)

### TRAINING:

Voted in on January 21st.

### TREASURER:

**Christy Martin**  
Compensation Solutions  
[christymartin@mindspring.com](mailto:christymartin@mindspring.com)

### WEBSITE & JOB BANK:

**Mary Grady**  
Symetra Financial  
[mary.grady@symetra.com](mailto:mary.grady@symetra.com)

### ARRANGEMENTS:

**Mary Tomblinson**  
Trupanion  
[mary.tomblinson@trupanion.com](mailto:mary.tomblinson@trupanion.com)

### SECRETARY:

**Jacqui Demrose, SPHR, CCP, GRP**  
Esterline  
[jacqui.demrose@esterline.com](mailto:jacqui.demrose@esterline.com)

### PROGRAMS & SPONSORSHIP:

**Pam O'Conner**  
Boeing Employees Credit Union  
[pam.oconner@becu.org](mailto:pam.oconner@becu.org)

### NEWSLETTER:

**Ann Fosburgh, CCP, PHR**  
Appian Resources  
[ann@appianresources.com](mailto:ann@appianresources.com)

SPECIAL PROJECTS & SURVEYS:  
**OPEN**

## Recruiting Board Members

We are looking for a qualified individual to fill the place of Derald Lo as Director of Special Projects and Surveys. The Director of Special Projects and Surveys is in charge of managing any special projects that NCRF is undertaking at the current time or in the near future. The Director also runs the post quarterly meeting Survey Monkey survey of members. In the capacity as Director of Special Projects, this person is the main contact and person in charge of the NCRF's role in the Rewards NW conference and working with Social Enterprises (an event planning firm) and the Columbia Willamette Compensation Group (NCRF's counterpart in Portland) to ensure a successful event.

## 2015 Scholarship Application

The Northwest Compensation and Rewards Forum (NCRF) offers a Scholarship Program to support the educational efforts of its members by providing financial assistance for WorldatWork certification courses.

Each year, the NCRF Scholarship Program will award scholarships to individuals who are pursuing at least one WorldatWork certification designation. The amount of the scholarship is the lesser of \$1,350 or the cost of one NCRF (Seattle) or CWCG (Portland) WorldatWork course (at the then current NCRF discounted rate). Scholarship recipients will have three (3) years from the grant of the scholarship award in which to utilize these funds. The Application can be found on the NCRF website under the Training section.

**Applications for the 2015 scholarship are due by Wednesday, January 21, 2015.**

## Reminder that CCP, GRP Exam Requirements Increase Jan. 1

You have likely heard about WorldatWork's new certification courses, Business Acumen for Compensation Professionals (C8) and International Financial Reporting Standards for Compensation Professionals (T7). Starting Jan. 1, 2015:

- To earn a **Certified Compensation Professional (CCP)** designation, you must pass Business Acumen for Compensation Professionals.
- To earn a **Global Remuneration Professional (GRP)** or **Canadian CCP** designation, you must pass Business Acumen for Compensation Professionals and International Financial Reporting Standards for Compensation Professionals.

# TRAINING OPPORTUNITIES VIA NCRF

**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 - 2015 Schedule for WorldatWork Certification Courses		
Date of Event	Course	
February 11-12	C8	Business Acumen for Compensation Professionals
March 11-12	T3	Quantitative Methods
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	
March	B1	Regulatory Environments for Benefits Programs
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

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 Fall Quarterly Meeting

### Recap of Rewards NW Conference in Portland

NCRF and CWCG, in conjunction with Social Enterprises, hosted the inaugural “Rewards NW” conference in Portland, Oregon on October 7th. This was the first of what we hope to be an every other year event.

The event was a success on all fronts. Financially the Forum actually ended up in the black. We had been planning for a break even position, but we actually made about \$2,000.

Secondly, the conference received rave reviews from attendees. Here are a couple examples:

- “The caliber of speakers was top-notch.”
- "Opportunity to network with my peers – some great ideas being shared.”
- “The conference gave me time to think about the direction of the profession and my role in crafting the changes. It gave me exposure to a broad view of rewards efforts.”

Those comments were taken directly from the attendee survey. In fact, 94% of attendees stated they are “Very Likely” to recommend the Rewards NW conference to colleagues. Our speakers were also happy with the event. The survey indicates that 86% of speakers were “very satisfied” or “satisfied” with their overall experience. And our sponsors and exhibitors were pleased with the format and the demographics of the attendees. Ninety-one percent (91%) of the exhibitors and sponsors were “Very Satisfied” or “Satisfied” with the event.

So you can see by the numbers that we had a very successful event with very satisfied attendees, speakers, and sponsors. Of course we can always improve and the next event being planned for 2016 in Seattle will be even better. We are in the very early stages of planning for 2016. So stay tuned in future newsletters as NCRF and CWCG finalize more details on what promises to be the premier regional Total Rewards event in 2016.

Thank you to all of the attendees, to all of our sponsors, to our speakers, to Social Enterprises, and to our friends at CWCG for making the 2014 Rewards NW conference a smashing success.

## 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](http://www.worldatwork.org)

Columbia-Willamette Compensation Group  
[www.cwccg.org](http://www.cwccg.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).