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**Special Note: New Location for
 October– Our First Eastside Meeting!
 See Page 6 for more information**

(Please register early! – We were sold out this summer)

President's Message

by Debbie Terry

What happened to the little "extra" in our paychecks? What about the work budgets that needs to "shrink"? How do we pay employees, when budgets are cut and employees need more to get by?

Employers are looking for new ways to reward our employees...the high performing employees, which "move" our organizations into high producing workplaces...ones that will be around for the next decade and generation.

As I look back over the last 25 years in compensation, I see organizations becoming "leaner and meaner." For most of us the cost of labor is what we are responsible for. How do we navigate our organizations through this economy may mean the difference between a "lean-mean fighting machine" and a spot in the unemployment line. Our speakers this month will help us as compensation and HR professionals with the current issues we are facing and help us position our organizations as we face these economically challenging times.

Join us as we network and learn the secrets of reinforcing a high performance workforce. See you there!

PS – Thank you to Culpepper and Associates for sponsoring this meeting!

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NCRF Fall Quarterly Meeting

October 15, 2008, *Bellevue Hyatt Regency*
(Please register early! – we were sold out this summer)

October Topic:

"High Impact Compensation to Reinforce a High Performance Workforce"

WorldatWork has just released its 2008-2009 Salary Budget Survey showing the majority of employers plan to give pay increases similar to last year. With a feel of caution from a slower economy, employers increasingly are looking for new thinking on *how* their employees are paid.

- Are your assessment ratings and pay encouraging high performance?
- Are your performance ratings and pay practices sending the right message to your employees?
- Are they motivating them to reach high goals--or are they de-motivating them?

Please join Bob Campbell and Margaret Bentson, with Hewitt Associates, to hear about new thinking on performance ratings, messages and pay which a growing number of organizations are adopting. Bob and Margaret will help us understand the culprits behind the difficulty in connecting performance with motivational ratings and pay, and fostering and rewarding real performance accountability even when compensation budgets are limited.

Bob leads Hewitt's Talent Management practice segment in North America. Bob has over 20 years of experience as a management consultant working with companies in North America, Europe, and Asia to design and implement high-impact performance management, leadership development, career progression/management, and strategic staffing.

Margaret is a Principal Consultant and Manager in Hewitt's Broadbased Compensation Practice in San Francisco. She has over 25 years experience working with clients to develop total reward strategies, design compensation programs (base, short- and long-term incentives, and recognition awards), manage competitive data analysis, and design performance management systems.



This meeting is sponsored by Culpepper and Associates

TRAINING OPPORTUNITIES VIA NCRF

NCRF offers several WorldatWork certification classes. Following is the 2008 WorldatWork course schedule for the remainder of 2008.

Remaining 2008 Schedule of Courses

2008 Schedule of Courses		
Date	Course	Description
September 24 – 26	T4	Strategic Communication in Total Rewards
October 22 – 24	T11	Fundamentals of Equity-based Rewards
November 5 – 7	T6	Mergers and Acquisitions: Benefits, Compensation & Other HR Issues

2009 WorldatWork Certification Courses

2009 Schedule of Courses		
Date	Course	Description
February 18 - 20	C4	Base Pay Mgmt
March 18 - 20	C6	Principles of Executive Rewards
April 22 - 24	B2	Retirement Plans - Design & Mgmt
June 17 - 19	C5	Elements of Sales Compensation
July 22 - 24	B3	Health Care & Insurance - Design & Mgmt
August 19 - 21	T3	Quantitative Methods
September 23 – 25	B3A	Health Care & Insurance – Financial Mgmt
October 7 - 9	C1	Regulatory Environments
November 4 - 6	T2	Accounting & Finance

Cost: \$885 for NCRF and Northwest GPN Members!
\$1,080 for all other WorldatWork Members
\$1,585 for non-members of WorldatWork or NCRF

NCRF members: *Not only do you save \$195, but you also get to stay in town!*
(And no price change from 2008!)

Location for WorldatWork courses:

Red Lion Inn - Bellevue
1121 Main Street
Bellevue, WA 98004

Sign up by calling WorldatWork Customer Relations: (877) 951-9191

Email: customerrelations@worldatwork.org, or via web at www.worldatwork.org

2009 WorldatWork Certification Course Scholarship

Since 2007, The Northwest Compensation and Rewards Forum (NCRF) has provided support for the educational efforts of its members through a scholarship of \$885 or the cost of one WorldatWork course. And for 2009, the NCRF Scholarship Program will again award up to four scholarships to individuals who are pursuing at least one WorldatWork certification designation. To learn more about eligibility requirements and deadlines for submission, please visit the NCRF website at: www.nwcompforum.org.

NCRF Quarterly Luncheon Recap Summer meeting - July 16, 2008

The meeting began at 12:15pm with NCRF announcements from Debbie Terry, President:

- ◆ Next meeting will be at the Hyatt Regency in Bellevue; see this newsletter edition for information.
- ◆ Doug Sayed introduced the facilitator/speaker: Mark Englizian - Director of Compensation, Amazon.com.

Our topic for this quarterly meeting: Rewarding Top Performers. NCRF was pleased to have put together a great panel of local experts from some of area's leading employers who have used innovation inside their organizations to find creative ways to reward their best performers. Panelists for Rewarding Top Performers:

- ▶ Mark Englizian - Director of Compensation, Amazon.com
- ▶ J. Richie – Vice-President, Compensation & Benefits, Microsoft Corporation
- ▶ Debbie Terry – VP of Human Resources, Boeing Employees Credit union (BECU)
- ▶ Carolyn Iwata - Employee Programs Specialist, REI
- ▶ Lisa McDaniel - Assistant Administrator, Human Resources, Kittitas Valley Community Hospital

Most organizations today talk about the concurrent three-way goal to "attract, retain and motivate" its workforce via its compensation/rewards programs, but how many organizations reach out and go the extra mile to *really* reward their top performers? No doubt it's a much smaller group than those who seek that sometimes elusive goal.

What we learned from the speakers about rewarding top performers:

- ▶ Not every organization does this the same way
- ▶ Top employers take the initiative to reward their best performers
- ▶ Top performer reward programs are unique to each organization
- ▶ You may be at a competitive disadvantage if you don't acknowledge and reward top performers in some manner
- ▶ Successful programs evolve and iterate over time; can become cultural icons with a long shelf life

The meeting was adjourned at 1:30pm

MEMBERSHIP INFORMATION Renewal Reminder

Membership is on a calendar-year basis. Don't forget to renew. We want to keep you on board!

We have established three tiers of membership:

- * Students - \$10
- * Individual - \$50
- * Corporate - \$200 for organization/corporate (unlimited membership for one fee; please include a list of all members)

Renew your membership through our website using PayPal, or send your renewal membership check to:

Elaine Williams, NCRF
Membership Director
Elliott Bay Imports
4957 Lakemont Blvd SE
Suite C-4152
Bellevue, WA 98006

If you have any questions regarding membership, please contact Elaine at elawil@comcast.net.

NEW MEMBERS

<p>Children's Hospital & Regional Medical Center</p>	<p>Other Organizations</p>		
<p>Brittany Dixon Event Planner</p>	<p>Jamie Tobin Callison Architects</p>		
<p>Kalisha Phoenix Rewards & Recognition Mgr.</p>	<p>Brooke Thomas Cardiac Sciences Corp</p>		
<p>Coinstar, Inc.</p>	<p>Victoria Lindsey Director, Human Resources Korry Electronics</p>		
<p>Deana Christensen</p>	<p>Christine Garrison Director of Recruiting and Human Resources Neurovista, Inc.</p>		
<p>Erika Takayama Compensation Analyst</p>	<p>Karla Gehlen HR Executive Sterling Savings Bank</p>		
<p>Viking Bank</p>	<p>Carolyn Grandt Sr. Comp Analyst Swedish Health Services</p>		
<p>Nancy Smith HR Training Coordinator</p>	<p>Tresa Hoang TML Innovative Products</p>		
<p>Olivia Thurmond SVP, Human Resources</p>	<p>Neal Pember University of Washington</p>		
	<p>Melanie Jetta Washington Mutual</p>		
	<p>Dayna Williamson</p>		

OCTOBER MEETING REGISTRATION INFO

Wednesday, October 15, 2008

Hyatt Regency Bellevue at Bellevue Place
900 Bellevue Way NE, Bellevue, WA 98004
(Northeast corner of NE 8th Street and Bellevue Way)

\$35 FOR MEMBERS; \$50 PER GUEST

MasterCard, VISA 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>
or send an e-mail to Sandy Hicks at sandra.e.hicks@boeing.com.

- 11:00 a.m. Registration & Networking
- 11:30 a.m. Announcements
- 11:45 a.m. Buffet Lunch
- 12:30 p.m. 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.

Recent changes to PayPal now allow anyone who wishes to pre-pay for the NCRF monthly meetings to 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

Regional Group Partners:

Columbia-Willamette Compensation Group
www.cwcg.org

Employee Benefits Planning Association
www.ebpa.org

Spokane Area Compensation and Benefits Group
www.spokanecomp.com

Southern Idaho Compensation & Benefits Association
www.sicba.net

Intermountain Compensation & Benefits Association
www.icbautah.org

Alaska Association of Compensation Professionals
(907) 333-9705

NCRF JOB BANK

We invite our members to take advantage of the NCRF'S JOB BANK located on our web page: www.nwcompforum.org. If you would like to post a job, please contact Sara Charhon at scharhon@becu.org.

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 Connie Russell at connie.russell@milliman.com for information.

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 compensation professionals. Membership is open to benefits, compensation, and total rewards professionals.

NCRF meets quarterly and maintains a membership of over **425** professionals and is a member of the WorldatWork Group Partnership Network.

WorldatWork national membership is available separately. Contact WorldatWork at (480) 922-2020 or via links from the NCRF web page: www.nwcompforum.org.