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President's Message

By Sandy Graf

In our professional lives, we endeavor to seek innovative opportunities so that we can better guide the companies we support in the areas of compensation and rewards. The July panel discussion on "Total Rewards in Today's Economy" provided insight into how some of our counterparts maintain their competitive edge in this challenging environment and perhaps challenged us to think differently.

Northwest Compensation and Rewards Forum is offering another avenue to work together and get to know our fellow NCRF members. On Tuesday, September 22, we'll start by volunteering at Northwest Harvest food warehouse in Kent and then move on to Salty's on Alki to network with our compensation and benefits peers. If you're planning to attend, be sure and RSVP by September 14 to info@nwcompforum.org. If you did not receive an e-mail with this information, contact one of the board members.

Our October meeting will feature Julie Lucht, a partner in the Perkins Coie Labor & Employment practice. She will present insight on "*Danger Zone - What Every Employer Needs to Know Now About the Ledbetter Fair Pay Act and Other Employment Law Updates.*" Sign up to hear more about every organization's risk for regulatory and legal challenges.

Thank you for your continued support by attending our functions. We look forward to seeing you at our networking events on September 22 and at the Bellevue Hyatt on October 21.

The fall meeting is being sponsored by:

The [StrategicPay™ Series](#) and [Applied HR Strategies, Inc.](#)



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NCRF Fall Quarterly Meeting

October 21, 2009 – Hyatt Regency Bellevue
(Downtown Bellevue)

(Please register early, and note the location – back to the Bellevue Hyatt for this meeting)

Danger Zone - What Every Employer Needs to Know Now About the Ledbetter Fair Pay Act and Other Employment Law Updates - Julie Lucht, Partner, Perkins Coie's Labor & Employment practice

Julie Lucht, a partner in the Perkins Coie Labor & Employment practice will present insights on "*Danger Zone - What Every Employer Needs to Know Now About the Ledbetter Fair Pay Act and Other Employment Law Updates.*" Sign up to hear more about every organization's risk for regulatory and legal challenges.

The passage of the 2009 Lilly Ledbetter Fair Pay Act and other pending pay equity legislation increases virtually every organization's risk for regulatory and legal challenges to its compensation decisions. The temptation to conduct quick statistical studies of pay practices will be great, and suggestions to pursue this avenue may appear sensible. But employers should beware! Such studies are nearly always more complicated and perilous than they appear. Designing and conducting a reliable study, and protecting the confidentiality of that study, requires thought and planning, as does implementation of any potential remediation.

Additionally, under the new Obama administration we've seen final revisions to the regulations around FMLA, entitlements created through the National Defense Authorization Act, and the Employee Free Choice Act.

It's easy to see that there are more changes than most employers can keep up with; not to mention understanding them well enough to make the changes and updates necessary to keep their companies compliant and away from the possibility of potential law suits.

We look forward to an interesting and engaging discussion.

Upcoming Meetings:

McCormick & Schmick's Harborside on Lake Union:
Wednesday, January 13, 2010

TRAINING OPPORTUNITIES VIA NCRF

NCRF offers several WorldatWork certification classes. Following is the 2009 WorldatWork course schedule.

2009 WorldatWork Certification Courses

| 2009 Schedule of Courses | | |
|--------------------------|--------|--|
| Date | Course | Description |
| 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 Group Partnership Network (GPN) Members!
 \$1,080 for all other WorldatWork Members
 \$1,585 for non-members of WorldatWork or NCRF

NCRF 2009 members: *Not only do you save \$195, but you also get to stay in town!*
(See price changes for 2010 courses below)

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

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

Locally* Held 2010 WorldatWork Certification Courses

| 2010 Schedule of Courses | | |
|--------------------------|--------|--|
| Date | Course | Description |
| January 20-21, 2010 | C4 | Base Pay Management |
| February 17-18, 2010 | T4 | Strategic Communication |
| March 17-18, 2010 | C12 | Variable Pay-Incentives, Recognition, Rewards |
| April 21-22, 2010 | T1 | Total Rewards Management |
| May 12-13, 2010 | C2 | Job Analysis, Documentation and Education |
| July 21-22, 2010 | GR7 | International Remuneration |
| August 18-19, 2010 | B1 | Fundamentals of Employee Benefits Programs |
| October 20-21, 2010 | C17 | Market Pricing - Conducting a Competitive Pay Analysis |

***Bellevue location**

2010 Course and Exam Pricing - Effective January 1, 2010

The cost of attending courses and taking exams will increase in 2010. Below is a brief summary of the 2010 pricing.

| 2010 Information | Course and Exam | Course Only |
|---------------------------|-----------------|--------------|
| WorldatWork Member | \$1,125 | \$990 |
| NCRF Member | \$1,015 | \$895 |

2010 Certification Requirements - Effective January 1, 2010

The new certification program for all designations (CCP, CBP, GRP and WLCP) will move to a requirements-only model (no electives). Elective exams will be phased out of the certification programs in 2010. Individuals who wish to use certain elective exams toward their designations will need to pass those exams by Dec. 31, 2009. Elective exams passed prior to 2010 will continue to earn credit for certification, even if you have not completed your designation by that time.

NCRF July (Summer) Quarterly Meeting Recap McCormick & Schmick's Harborside Lake Union , July 15, 2009

The meeting began at 12:00pm with NCRF announcements:

- President Sandy Graf, welcomed the membership, and made a few announcements.
- Robin Roberts introduced our July panel moderator, Jennifer Lambert of SPHR, CPC - Talentum Search Partners/Terra Staffing Group.
- Jennifer Lambert introduced the panel for the meeting.

July's topic of presentation:

"Total Rewards in Today's Economy"

A Panel Discussion

Moderator: Jenifer Lambert, SPHR, CPC of Talentum Search Partners/Terra Staffing Group, led the panel discussion.

The panel was as follows:

- **Marilyn Guthrie** - Manager, Benefits, Wellness and Recognition Programs, Recreational Equipment, Inc. (REI)
- **Theresa Chambers** - Chief Motivation Officer of Recognition Works
- **Debbie Bronson**, SPHR – SVP, and Human Resources Director, Cascade Bank
- **Catherine Dovey**, CCP, SPHR – Principal, Compensation Works LLC
- **Tracy L. White**, SPHR, CAE, CMP – Director of Human Resources for Clark Nuber

The esteemed panel presented a number of relevant and creative ideas for how their respective firms are addressing total rewards in today's economy.

A number of interesting and creative approaches were mentioned and discussed.

The meeting was adjourned at 1:15pm

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:

The following are the NCRF membership rates for 2009:

| Membership | 2009 |
|-------------|-------|
| Students | \$10 |
| Individuals | \$50 |
| Corporate | \$250 |

Corporate - \$250 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:

2009 Membership Director:

Shannon Briggs, CCP, PHR
Director, Comp and Benefits
Human Resources
University of Puget Sound
1500 N. Warner St #1064
Tacoma, WA 98416-1064

If you have any questions regarding membership, please contact Shannon at sbriggs@pugetsound.edu.

OCTOBER MEETING REGISTRATION INFO
October 21, 2009 – Bellevue Hyatt

\$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 Becky Custer at rebecca.custer@nordstrom.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.

Anyone who wishes to pre-pay for the NCRF monthly meetings may 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

Spokane Area Compensation and Benefits Group

www.spokanecomp.com

Intermountain Compensation & Benefits Association

www.icbautah.org

Employee Benefits Planning Association

www.ebpa.org

Southern Idaho Comp & Benefits Association

www.sicba.net

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 Robin Roberts at robin.roberts@mercerc.com or 206-214-3723 for more 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 **360** professionals from 80+ 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.