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President's Message

by Debbie Terry

I have recently been thinking a lot about work/life balance both personally and professionally. From a professional standpoint, most employers are beginning to experience new workforce challenges. Employees are no longer working for just a paycheck. As we have heard from prior speaker Laura Shelton, author of the NeXt Revolution, Generation Xs and Ys have much different needs than Baby Boomers. Throw in increasing diversity and we now have the mixture for “chaos” in attracting and retaining a highly skilled workforce. Their needs and how we are able to meet those needs will determine the success of our organizations.

From a personal standpoint, trying to juggle a career, family (two teens within months of receiving their drivers license, multiple sporting events, ailing parent, spouse who feels neglected), and heaven forbid, some personal time for a run with the dog or just time to watch a movie, read a book or volunteer at the school or church, is extremely challenging. I am sure however, that this sounds very familiar to many of you.

That is why I am so excited to hear our speakers this month, Carolyn Harvey and Beth Herrild, authors of Comfortable Chaos: Forget “Balance” and Make Career and Family Choices That Work for You. I am sure that each of you will learn and be able to pass on valuable information about how we can cope with our busy lifestyles. Also, it will be important to use this information to build policies and programs, as well as identify a company culture which supports busy careers and lifestyles which will lead to attraction and retention of our most valuable asset, people!

I am also excited to remind you of the upcoming 2007 WorldatWork Total Rewards Conference and Exhibition, May 6 – 9 at the Walt Disney World Swan & Dolphin Resort in Orlando, Florida. This is an excellent venue to enhance your professional development and learn about the latest strategies and tools to help you engage a productive and motivated workforce. Hope to see you there!!!

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NCRF Quarterly Meeting April 18, 2007

Comfortable Chaos - A Realistic Approach to Life Balance

Every day, we all struggle with competing priorities related to both our personal and professional lives. Oftentimes one of those aspects suffer in relation to the others. How do we balance these? How do we feel comfortable in meeting those responsibilities?

QUEST for BALANCE was created by Carolyn Harvey and Beth Herrild who built upon their personal successes with alternative work schedules to create a business that helps people from all walks of life create satisfying lives. As corporate veterans, Carolyn and Beth truly understand the challenges of the working world. Both have young families and between the two of them, have worked full time and part-time, job shared, and have worked as independent consultants.

From their own experiences and challenges, Carolyn and Beth will share tips and techniques to help you become more comfortable with your work/life choices and help you lead richer, more fulfilling lives.

About Carolyn and Beth



Carolyn Harvey holds a BA in Business Administration from the University of Washington with an emphasis in Human Resources and Marketing. She was with The Boeing Company for 15 years in various facets of human resources management. She spent the last three years in a part-time management position that she created after the birth of her second child. She worked in that capacity successfully until leaving to pursue QUEST for BALANCE.

Beth Herrild holds a BS in fine arts from the University of Wisconsin – Stout and an MA from Antioch University in Whole Systems Design/Organizational Development. She spent 17 years in the corporate world in Sales and Marketing and Training and Development. She managed the internal training function for US WEST NewVector, which included internal consulting and training across the organization. Her last position was a job-share at a senior marketing manager level for Verizon Wireless. She and her partner pioneered the job-share and were successful until they left to pursue other interests.

TRAINING OPPORTUNITIES

WorldatWork Certification Classes offered by NCRF

The following is the 2007 WorldatWork course schedule. Please note, all courses will be held at a new location - Red Lion Inn – Bellevue (see below for address).

Date	Course	Description
April 25 – 27	C5	Elements of Sales Compensation
July 25 – 27	T1	Total Rewards Management
August 22 – 24	C1	Regulatory Environments for Compensation Programs
September 26 – 28	T2	Accounting and Finance for the HR Professional
October 24 – 26	C2	Job Analysis, Documentation and Education
November 7 – 9	C17	Market Pricing – Conducting a Competitive Pay Analysis

Cost: \$885 for NCRF and Northwest GPN Members!
\$1,020 for all other WorldatWork Members
\$1,585 for non-members of WorldatWork or NCRF
NCRF members: *Not only do you save \$135, but you also get to stay in town!*

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

Recap of the January Meeting

Our January speaker was John Curley, host of King 5 TV's Evening Magazine, the highest-rated regionally produced TV show in the country. Honored with numerous regional Emmy Awards, it remains a favorite highlighting the people, places and events of the Cascadia region.

John began his presentation by asking everyone, "How many people think they're lucky?" With just a few people raising their hands, John went on to explain that we each create our own luck. In less than one second you can meet 300 people just by introducing yourself to one person because you now have a connection with each person they know as well.

As HR professionals, we understand and preach the power of recognition. John is an example of how influential recognition can be. If it wasn't for the man at a toll booth or the owner of a car dealership, his life might have taken a much different turn. After all, John admitted he was not the brightest kid in his class. However, the fact that others took the time to recognize him and that he in turn, took the time to welcome that recognition was instrumental to him early on in his career and continues to follow him through life.

Each of us needs to take the time to recognize each other as human beings. As John explained, lucky people see the world and are aware of others around them. They see opportunities and turn to others to share and make a connection. People are not problems or threats; they instead present opportunities to enrich our lives.

With anecdotal stories, John kept everyone entertained the entire hour and taught everyone that simply recognizing someone with a "good job" or a "hello" can make a huge difference – just like it did for him.

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 - \$150 for organization/corporate (unlimited membership for one fee; please include a list of all members)

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

NEW MEMBERS

Matt Bonham Director of HR Services Savers, Inc.	Starbucks Coffee Company Jenery Akuna Benefits Specialist	Starbucks Coffee Company Kelley Hardin Director, Benefits and Savings	Starbucks Coffee Company Laura Schmidt Manager, Compensation
Gloria Folsom	Valeria Baez Sr. Compensation Analyst	Anna Hawk Director, Total Pay Operations	Tracie Simpson International Total Pay Consultant
Gail Lennox Talent Acquisition Manager Medtronic Emergency Response Systems	Corina Barker Compensation Advisor	Heidi Hinderliter Sr. Business Systems Analyst	Ivor Solomon Director, Total Pay
Kathleen Malvern, PHR HR Generalist Cell Therapeutics, Inc.	Jenny Beck-Mokry Compensation Specialist	Martha Huber Sr. Project Manager	Paul Spangenberg Mgr, Benefits and Savings
Julia Piazza The Colbalt Group	Carolyn Brendel Total Pay Manager	Joe Janacek Sr. Benefits Specialist	Melanie Sprague Total Pay Consultant
Anthony Riani Consultant	Kerry Brisson Sr. Total Pay Analyst	Tiffany Johnson Compensation Specialist	Melody Szeto Specialist, Partner Services
Karen Williams	Becky Carlson Partner Resources Manager	Heather Jones Total Pay Project Manager	Mariela Tarner Sr. Benefits Representative
GeoEngineers, Inc. Judy Bridges HR Assistant	Marie Cloonan Compensation Specialist	Virgil Jones Manager, Partner Services	Billy Vitense Compensation Manager University of Washington Shelley M. Middlebrooks Compensation Director
Teresa Brown Recruiting Assistant	Lisa Coutts Sr. Savings Specialist	Alicia Kamenick Representative, Benefits	Debra Peters Sr. Compensation Consultant
Diane O'Brien Employee Recruiting Professional	Erin Dacy Representative, Benefits	Kaycee Kiesz Partner Services Program Administrator	Sherri Thissell Sr. Compensation Consultant
Jeanna Schmidt Employee Recruiting Professional	Michelle Du Benefits Representative Sr.	Annette King Director, Benefits	Janet Tomita Sr. Compensation Consultant
Group Health Marian Geddes	Jessica Duncan Compensation Analyst	Connie Lange Manager, Compensation	Randy West, CCP Assistant Director, Compensation
Terry Hill Sr. Compensation Analyst	Julie Duncan Sr. Benefits Specialist	Sarah Lestock Sr. Benefits Specialist	Washington Mutual Robbyn Dewar Manager, Deferred Compensation Plans
ICOS Corporation Chris Gann Sr. Director, HR	Jean Farrell Sr. Financial Analyst	Jennifer Martin Compensation Analyst Associate	Riteshni Singh Rewards Analyst
Eric MacPherson HRIS Analyst II	Mary Kay Gannon Director, Stock & Savings	Piedad Martinez Sr. Total Pay Analyst	Matthew White HR Project Specialist
Danielle Woolsey Sr. HR Associate	Danielle Grant Sr. Compensation Analyst	Martha Jean O'Loughlin Representative, Benefits	
Overlake Hospital Medical Center Jennifer Garrepy, SPHR Employment Specialist	Aparna Gauripeddi Sr. Compensation Analyst	Katie Pemble Business Systems Analyst	
Brian Read Director of Total Compensation	Kimberly Hackman Manager, International Stock	Elise Rexroat Business Systems Analyst	
Angela Snyder, PHR Retirement & Benefits Specialist	Kristi Hafner Director, Compensation	Scott Sander Sr. Stock Specialist	
	Adrienne Hagberg Representative, Benefits		
	Donna Hagerman Sr. Benefits Specialist		

APRIL MEETING

Wednesday, April 18, 2007
MCCORMICK & SCHMICK'S
LAKE UNION

\$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 Leisl Hill at leisl.hill@cbbain.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

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 Compensation & Benefits Association
www.sicba-aca.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 Linda Rider at lrider@seattlejobsinit.com.

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 Sara Charhon at scharhon@becu.org 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 100 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.