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President's Message

By Sandy Graf

Stocks continue to tumble affecting incentives tied to stock price or company performance, news of layoffs continues in companies both large and small and yearly salary adjustments are smaller than prior years or non-existent.

During these challenging times, Northwest Compensation and Rewards Forum is striving to provide dynamic speakers offering insight on relevant topics and to afford compensation professionals a forum to network with others to understand how we are navigating these troubles waters. Our April speaker, Juan Pablo González from Axiom Consulting Partners will lead an interactive discussion on "Refocusing Rewards When the Economy is a Blur."

In addition, we have a marvelous opportunity to attend the **WorldatWork Total Rewards 2009 Conference & Exhibition**, May 31-June 3, in Seattle, WA. From distinguished keynote speakers and innovative workshops to an exhibit hall filled with the latest products and services—you'll be sure to acquire the knowledge and tools you need to help your organization succeed. WorldatWork has offered NCRF members an exclusive conference registration fee. If you did not receive an e-mail with this information, contact one of the board members.

We hope to see as many of you as possible at the Bellevue Hyatt Regency for our April meeting and at the WorldatWork conference in May.

Note: Carena MD is Sponsoring the April meeting.
Thank you Carena MD! (www.carenamd.com)

2009 NCRF BOARD

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* - New role in 2009

** - New to Board in 2009

NCRF Spring Quarterly Meeting

April 15, 2009 – Bellevue Hyatt Regency

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

Refocusing Rewards When the Economy is a Blur

Juan Pablo González, Axiom Consulting Partners

The stock market is down. Unemployment is at a 14 year high. The housing industry is in crisis. How will your organization meet its objectives continuing to attract, retain and reward high performing talent?

In a contracting economy where dollars are tight, employers are increasingly challenged to do more with less. Hiring freezes have become more common and though purchasing power is in decline, salary increase budgets for 2009 are being reduced, if not eliminated altogether. High performing employees realize the high demand for their skills among organizations seeking to grow under adverse circumstances and may present a retention - and business - risk if not attended to properly. Current research suggests that companies are increasingly taking the initiative to develop innovative solutions to meet this critical challenge. Frequently, these solutions go beyond direct compensation and leverage the multiple elements of total rewards valued by employees.

Join Juan Gonzalez from Axiom Consulting Partners for an informative and interactive discussion of a proven total rewards framework that you can use to develop winning solutions for these challenging times. Drawing from his January 2009 WorkSpan cover article of the same title, Juan will share with us a practical approach for understanding and responding to recent macroeconomic shifts in the context for total rewards.

With 20 years of professional experience as a consultant and executive in the field of human resources, Juan brings insight and expertise in the design and implementation of practical, high impact solutions for his clients. He is known for his work across a range of strategic issues including employee and executive compensation program design, performance measurement and management, human resources strategy development, organization restructuring and post-merger integration. Juan has developed human resources solutions for Boards of Directors, management, professional and hourly employees in private, public and not-for-profit organizations and his clients have included leading employers in the fields of software, telecommunications, manufacturing, financial services, government contracting, consumer products, professional services and pharmaceuticals.

Remaining NCRF meeting dates and locations this year:

Hyatt Regency Bellevue:

Wednesday, April 15, 2009

Wednesday, Oct 21, 2009

McCormick & Schmick's Harborside on Lake Union:

Wednesday, July 15, 2009

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
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) have provided support for the educational efforts of its members through a scholarship of \$885 or the cost of one WorldatWork course. And for 2010, 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.

The Value of Certification

Certification speaks volumes about who you are as a professional. By completing WorldatWork certification programs, you establish yourself as being committed to remaining on the leading edge of your profession. Increasingly, job listings are specifying CCP, CBP, GRP or WLCP preferred employees. Whether on your business card, letterhead or resume, your designation signals that you meet the highest levels of professional performance.

NRCF Quarterly Luncheon Recap

McCormick & Schmick's Harborside Lake Union, January 14, 2009

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

- Debbie Terry welcomed the membership, and thanked everyone for their support as she will move on and serve as Past President.
 - A motion was made to nominate Robin Roberts and Becky Custer to the Executive Board. The motion was made, seconded and passed.
 - Thank you to two board members moving off the board, Karen Cummings and Elaine Williams. They have been very dedicated in their lengthy service on the Board, and were thanked with a gift card.
 - New seats in Board Positions: Connie Russell will step into Training role previously held by Karen Cummings. Shannon Briggs will move the Membership. Sandy Graf will move to President.
- Sandy Graf, new NRCF President, spoke to the group. She shared a little of her background and that she works for Boeing. She welcomed feedback from the membership as she begins her new role.
- Connie Russell; training announcements: Scholarship process and awards; there were 9 applicants and 4 recipients; Jill Odegard, Jane Park, Erika Takayama and Lily Quan.
 - **Certifications in 2008**; 15 received their CCP, CBP, GRP or WLP:
Kay Elizabeth Barksdale, CCP
Carol Olsby, GRP
Ann Fosburgh, CCP
Daniel R. Miklas, GRP
Jacqueline A. Demrose, CCP
Karen F. Walker, CCP
Candace A. Haralson, CCP
My-Khanh Nguyen, CCP
Connie R. Nichols, CCP
Mike Mikelsen, CCP
Olivia Thurmond, CCP
Shelly S. Evoy, CBP
Elizabeth Frost, CCP
May Wang, GRP
Anthea Kuah, GRP

January's topic of presentation: "True Stories and Complete Fabrications: The way I see it — and why I need new glasses," by Pat Cashman.

Pat shared amusing stories from his lifetime of experience. We viewed short videos and photos of jobs and skits he had performed in the past. He emphasized the importance of picking yourself up after being knocked down, moving through change, fostering creativity, performing quality work, and communicating effectively all with his comical and entertaining delivery.

Pat brought his insight and humor to the topic of "U.S. Presidents Almost Nobody Remembers--And Why." He discussed what some Presidents' shortcomings can teach us about leadership, management and our own success...and challenged us to apply this hindsight and his insights to our own careers. It was an amusing and engaging hour.

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 NRCF 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@ups.edu.

APRIL MEETING REGISTRATION INFO
April 15, 2009 – Bellevue Hyatt Regency

\$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.

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 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@mercercor.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 **325** professionals from 80 organizations 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.