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President's Message

by Glenn Bonci

Increasing membership, dynamic speakers, high participation in certification courses – 2006 was a highly successful year for the Northwest Compensation and Rewards Forum. And we owe it all to you.

The Forum's membership drives our success. Over the years, we have attracted the best and brightest in HR from throughout the region. Your participation in Forum events is what makes this organization so valuable and successful. So it is time to say thank you. We are offering a very special meeting on January 17 featuring John Curley, the host of "Evening Magazine" on King TV. He's funny. He's irreverent. He's just what we need to put the right perspective on the year ahead. To top it all off – it's free.

You have to be listed as a Forum member to go gratis, so this is a great time to look around your department to see if there are individuals who should join. With our new membership structure initiated in 2006, you can sign up as many people from your organization as you would like for one membership fee. The only qualification is that members hold positions as HR professionals. We want new members! Sign them up. We like to see new faces along with the familiar, so please come one, come all to our January 17 event to focus on fun, the New Year and to help us say thank you. Read more on page 2.

The year ahead

Debbie Terry of BECU has been a tireless promoter of the Forum for many years. She once served as president and has been nominated to serve again in 2007. She brings energy, expertise and, most of all, a vibrant intelligence to help lead the Forum to new and exciting horizons. We are very fortunate to have Debbie's continued involvement.

I would also like to recognize all members of the Board of Directors for their professionalism, dedication and generous donation of time. Their hard work keeps the Forum going. You can find their names and contact information on page 2. It has been a great honor to work with such a fine group. Thank you for all you do.

■ ■ ■ ■

Happy New Year everyone! We hope to see as many of you as possible on January 17. Stay active. Keep the Forum going!

2007 PROPOSED
BOARD OF DIRECTORS

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NCRF Quarterly Meeting
January 17, 2007

John Curley, Host, Evening Magazine

Join us for a rare opportunity to learn from one of the Northwest's most well-known and successful people about how to be more effective in your professional and personal life.

As HR professionals, we know the importance of sincere, personal acknowledgement. So you'll be inspired as John shares his own stories of how someone's simple yet profound ability to recognize *him* became a key turning point in his life. John will also give us tools for making the most of any circumstance—as he has so effectively done in his life. After all...he wasn't *always* a well-known television personality. We can, like John, "create our own luck," and make the most of our circumstances.

About John



John Curley is the 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 that make the Cascadia region so special.

The mere fact that John Curley has a job in TV should be proof enough for anyone that there is indeed a god. John was never what you would call a scholar. He has always declared he would have done much better in school if only the child next to him had applied himself a little more.

With no formal training John was hired as a weatherman in Grand Junction Colorado. After just six months, he was able to find Colorado on the map without looking. This skill was enough to get him hired in Champaign, Illinois, at WCIA TV. Curley spent only 88 days there and never learned to spell Illinois. Other stops along the career track include Lancaster, PA; Springfield, VA; and Washington, D.C. He picked up an Emmy for weather in 1993 and for interviewing and hosting in 1994.

The zenith of his career was reached in 1995 when he was hired for *Evening Magazine*. John quickly became the most recognized local TV personality and was voted by the readers of Seattle Weekly as their favorite "TV Guy."

MEETING SPONSOR



CARENA
Health care that comes to you

Carena, Inc. (www.CarenaMD.com) provides a new model of health care delivery for innovative, self-insured companies of all sizes. We partner with employers to provide on-demand medical care and education for employees and their dependents 24 hours a day, seven days a week, in the home or in the workplace. Carena programs improve access to medical care, resulting in lower costs and better outcomes for their clients. We combine the best of modern evidence-based medicine with the service and attention of an old-fashioned house call.

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
January 24 – 26	C12	Variable Pay – Incentives, Recognition, Rewards
February 21 – 23	C4	Base Pay Management
March 21 – 23	T12	Outsourcing and Managing HR Service Partners
April 25 – 27	C4	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

NCRF SCHOLARSHIP PROGRAM

The NCRF has created a Scholarship Program to support the educational efforts of our members by providing financial assistance for WorldatWork certification courses.

In 2007, we will be awarding up to three scholarships to members who are pursuing at least one WorldatWork certification designation. The amount of each scholarship will be the lesser of \$885 or the cost of one WorldatWork course.

The scholarship application can be found on our website at www.nwcompforum.org. Members in good standing are eligible to apply. The application deadline is March 31, 2007; award recipients will be announced at our April meeting. (Award recipients may receive reimbursement for 2007 courses offered prior to the March 31st deadline.)

If your employer provides limited funds for educational opportunities, we hope you take advantage of the NCRF Scholarship Program.

If you have questions, please email us at: info@nwcompforum.org.

Recap of the October Meeting

Dr. Larry J. Luter, M.D., Chief Medical Officer and Executive Vice President of Guided2Health, a division of CBSA Performax, presented at our October meeting. Dr. Luter offered a new perspective on what he believes is driving double-digit increases in health care costs and what each of us can do to reduce them.

As employers, Dr. Luter explains that we need to be aware of our employee demographics and related barriers to care. It is important that we know what chronic diseases our employees have so that we can identify and design programs to limit our exposure. Additionally, we need to not be concerned with being politically correct and just state the obvious so that we can help our employees live healthier lives.

Dr. Luter also explained that it is time for each of us to “step up” and take responsibility for our own personal health. For example, if you have a bad doctor, fire him or her and look for a better one. Or if you receive a prescription for a brand name, ask for a generic since they are just as good as brand names and cost less.

The easiest thing to do though, is to just get off the couch. Inactivity is making us fat, lazy, apathetic and irresponsible. Good health takes practice and to get started, Dr. Luter recommended the following:

- Exercise regularly.
- Keep informed about your health risks and conditions.
- Aggressively manage your health risks, along with your doctor. Don't exclude your physician.
- Eat a healthy diet and in healthy portions.
- Practice personal accountability.

Make a plan and get rid of the excuses. Don't fall prey to early successes of weight loss and physical accomplishments – life and health are a marathon, not a sprint. Most of all however, use common sense.

While Dr. Luter's lessons are all things we have been told before, it's never too late to “step up” and take responsibility for our personal health.

New Members

Cathy Arrendale
Dir, Global Compensation
Amazon.com

Kay Barksdale
Sr. Compensation Analyst
Providence Health & Services

Melissa Cahn
Corporate Recruiter
Washington Mutual

Sara Charhon
Comp & Benefits Analyst
BECU

Jamie Christel
Compensation Analyst
Russell Investment Group

Ian Courtnage
Compensation Analyst
Watson Wyatt Worldwide

Stephanie Eng
Compensation Consultant
Milliman, Inc.

David Evans
Compensation Analyst
Milliman, Inc.

Shelly Evoy
Sr. Payroll Specialist
BECU

Ann Fosburgh
Dir, Comp & Benefits
Russell Investment Group

Leisl Hill
Acct Mgr, Corp Relocations
Coldwell Banker Bain

Christina Hussong
Compensation Analyst
Watson Wyatt Worldwide

Stacy Hyle
HR Manager
BECU

Derrick Mickle
Rewards Analyst
Washington Mutual

Dan Miklas
Sr. Rewards Analyst
Washington Mutual

Charles Murry
Sr. Compensation Analyst
Premera Blue Cross

Jennifer Olsen

Anna Peterson
VP of Operations
LTC Solutions, Inc.

Stacy Pleskoff
Sr. Comp & Benefits Analyst
Providence Health & Services

Paul Rand
Consultant
Seattle Research Partners, Inc.

Donna Russo
Personnel Analyst
City of Seattle

Stephanie Walzak
Director, Benefits
Safeco

Colleen Wojciechowski
Sr. HR Consultant
BECU

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@elliottbayimports.com.

JANUARY MEETING

Wednesday, January 17, 2007
MCCORMICK & SCHMICK'S
LAKE UNION

FREE FOR ALL 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 e-mail to Leisl Hill at leislhill@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.