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## President's Message

by Debbie Terry

As we come to the close of 2007, I would like to thank each of you for making 2007 a very successful year. You have been a part of awesome quarterly meetings with world class speakers, increased participation in WorldatWork educational courses, scholarship awards for increasing total rewards knowledge and networking with some of the best total rewards professionals in the world. This is your organization!!!

I would also like to thank each of our Board members, both outgoing and those staying on the Board, for their dedication, commitment, and hard work serving the NCRF members. Through their roles, the Forum continues to grow and prosper, educating the total rewards professionals in the Pacific Northwest.

With our thanks we will be offering our January meeting at no cost to our members. We are excited to offer you our next speakers direct from Texas (along with the Texas accent!) to talk about the newest plans related to total rewards and non-traditional benefits. The Livestrong Foundation was originated by Lance Armstrong after his courageous battle with cancer. So if you have had cancer or other life threatening illness, know someone who has cancer, or if you, a loved one, or employee will have cancer someday (I guess that should include everyone), you won't want to miss our next presentation on January 16th, not only will it be the presentation of the year, but it's free and there will be giveaways!!!!

See ya'll in the NEW YEAR!!!

Wishing everyone a safe, healthy, and fun holiday season!!!

2008 PROPOSED  
BOARD OF DIRECTORS

PRESIDENT:

**Debbie Terry**  
BECU  
(206) 439-5997  
[dterry@becu.org](mailto:dterry@becu.org)

MEMBERSHIP:

**Elaine Williams, CCP, SPHR**  
Washington Mutual  
(206) 500-5144  
[elawil@comcast.net](mailto:elawil@comcast.net)

TRAINING:

**Karen Cummings, PhD, PHR, CCP**  
Starbucks  
(206) 318-5460  
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TREASURER:

**Shelly Evoy**  
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WEBSITE & JOB BANK:

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ARRANGEMENTS:

**Sandy Hicks**  
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(206) 662-7523  
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COMMUNICATIONS:

**Shannon Briggs**  
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(253) 395-8204  
[sbriggs@rei.com](mailto:sbriggs@rei.com)

SECRETARY:

**Anne Krypel, CCP**  
Franciscan Medical Group  
(425) 922-0245  
[annekrypel@fhshealth.org](mailto:annekrypel@fhshealth.org)

PROGRAMS & SPONSORSHIP:

**Connie Russell**  
Milliman  
(206) 504-5534  
[connie.russell@milliman.com](mailto:connie.russell@milliman.com)

NEWSLETTER:

**Doug Sayed**  
Applied HR Strategies  
(425) 827-3881  
[doug@appliedhrstrategies.com](mailto:doug@appliedhrstrategies.com)

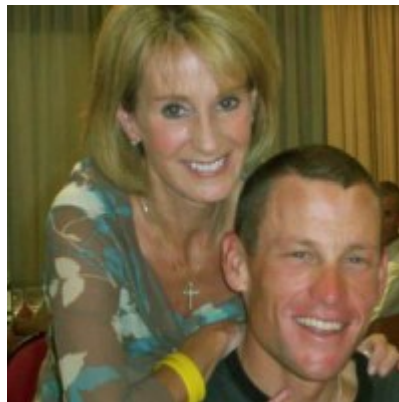
NCRF Quarterly Meeting  
January 16, 2008

Get ready to be inspired by a dynamo: Linda Armstrong Kelly. This self-made Cinderella will share her captivating life story that will take you from the Dallas projects where she grew up to the streets of Paris where she watched her son, Lance Armstrong, astonish the world with seven consecutive Tour de France victories.

With laughter, love, and a lot of class, Linda speaks about parenting, possibility, and life with Lance; sharing the guiding principles that enabled her to forge a corner office career from an entry level temp job and blaze the trail for a true champion. Linda will light a fire under you and anyone who's ever dreamed of making a difference. And she'll inspire you to make an enduring impact on the lives of your employees.

Everyone will receive a copy of Linda's new book, "No Mountain High Enough - Raising Me, Raising Lance." Linda will also be available after the luncheon for a brief book-signing.

## About Linda



As a young, single mom, Linda vowed to raise Lance with all the advantages she did not have growing up in the Dallas projects. Her positive influence as a parent was the driving force in encouraging him to fulfill his destiny as one of the greatest athletes in history. She was with Lance from his first bike ride to his final Tour de France victory in 2005.

Her life experiences dealing with an alcoholic father, domestic abuse, teen pregnancy, single motherhood, and care giving for a cancer survivor demonstrate her strength, positive attitude, and survival skills.

In 1996, Lance was diagnosed with Stage 4 testicular cancer. The prognosis was grim, but Linda accepted the challenge and focused on helping her son make decisions that would affect his life forever. She helped research his treatment options and was by his side throughout his recovery. Today, Linda is a loyal supporter of the Lance Armstrong Foundation (LAF). She has represented LAF at several events and frequently makes appearances at LAF fundraisers.

## TRAINING OPPORTUNITIES

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### WorldatWork Certification Classes offered by NCRF

The following is the 2008 WorldatWork course schedule.

2008 Schedule of Courses		
Date	Course	Description
February 20 – 22	T3	Quantitative Methods
March 12 – 14	C1	Regulatory Environments for Compensation Programs
April 23 – 25	T1	Total Rewards Management
July 23 – 25	C2	Job Analysis, Documentation and Evaluation
August 20 – 22	C11	Performance Management – Strategy, Design and Implementation
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

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](mailto:customerrelations@worldatwork.org)

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## Recap of the September Meeting

Our enlightening and entertaining speaker was David Cichelli, Senior Vice President for The Alexander Group. David put together a dynamite presentation for us entitled: **Management Compass – Selecting the Right Incentive Plans For Your Company.**

David discussed how each company has a management model based upon their focus - that model determines which incentive plan(s) will work and which will not. The following include the different focuses/models and incentive plan a company might have:

1. Results Centric – “Establish roles and goals, reward for getting the job done. Exit those not on the same page.”  
*Incentive Plan: Results – Goal Based Compensation*
2. Individual Driven – “Hire people with destiny, support them, pay them well and get out of their way.”  
*Incentive Plan: Individual – Straight Commission Plans*
3. Customers Focus – “Create a great customer experience and customers will be loyal to us.”  
*Incentive Plan: Customers – Customer Service*
4. Institution Affiliation – “People are lucky to have a job here. We are the leaders in our industry...the company founders gave us a proud tradition.”  
*Incentive Plan: Seniority Based Pay*
5. Execution Excellence – “We know this business...get the details right and the big stuff will be easy.”  
*Incentive Plan: Scorecard Plans*
6. Team Driven – “We are team driven...there is no “I” in team. Work together; win together.”  
*Incentive Plan: Team Incentives*
7. Shareholder Driven – “We are here to serve the shareholders of this company.”  
*Incentive Plan: Equity Incentive Plans*
8. Workforce Commitment – “Our people are our greatest asset...be loyal to them and they will be loyal to us.”  
*Incentive Plan: Corporate Bonus Plans*

Questioning the audience, David asked, “Do you have too many solutions or not enough problems? What’s working and what’s not? Are you asking what’s the problem before trying to come up with a solution?”

### NEXT STEPS:

- Examine current practices
- Look for excessive/conflicting use of incentives
- Have a dialog with senior management on the use of incentives
- Ensure alignment between management focus and incentive use
- Find your compass

## 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 [elawil@comcast.net](mailto:elawil@comcast.net).

## NEW MEMBERS

Lynne Sederholm VP, Human Resources Captaris, Inc.	<b>Esterline Corporation</b> Kelly Lacabanne HRIS Analyst	<b>REI</b> Beylan Brown Manager, Compensation	<b>The Boeing Company</b> Fayrene Kenoyer Compensation Specialist
Cynthia Hunsperger HR Manager Hyteck Finishes	Juliette Mirsepasy Health & Group Benefits Manager	Jeff Johnson Director, Total Rewards & HR Operations	Jim McCurdy Compensation Specialist
Lisa Morten, PHR, MBA Director, Human Resources Overlake Hospital Medical Center	Cathy Ward HRIS Development Manager	Shari Kalsta Compensation Analyst I	Steven Moe Compensation Specialist
Tiffany Johnson Compensation Manager Russell Investment Group	<b>Korry Electronics</b> Julie Crosby HR Administrator	Janice Minn Sr. Total Rewards Analyst	Ron Odman Compensation Specialist
Ian M. Rice Compensation Analyst Associate US Bancorp	Dorian Moore Sr. Recruiting Specialist	Giselle Sampson Manager, Benefits & HR Risk	Geneva Phillips Compensation Specialist
Vallery Holmes Consultant Assistant, Compensation Watson Wyatt Worldwide	<b>Multicare Health System</b> Bill Greenheck VP, Employee Relations & Benefits	<b>Seattle Research Partners, Inc.</b> Alicia Carruth Consultant	Debra Pumala-Curry Compensation Specialist
<b>Amazon.com</b> Brett Hill Sr. Compensation Consultant	Debbie Svenson Sr. Total Compensation Analyst	Jani McKay Consultant	Jane Sykes Compensation Specialist
Eric Nicholson Sr. Benefits Manager	<b>Nike, Inc.</b> Cheryl Bierwagen Sr. Compensation Analyst	James F. Rand, PhD, SPHR, HPT Consultant	Shun Takano Compensation Specialist
Shannon Tutko Sr. Compensation Consultant	Alisa Patrone Sr. Admin HR Comp & Benefits	<b>The Boeing Company</b> Susan Abbott Director, Compensation	Jody Toquam Compensation Specialist
<b>City of Seattle</b> Joan Matheson Compensation Director	Rachel Stots Sr. Compensation Analyst	Michele Adams Compensation Specialist	<b>University of Washington</b> Marie Fjellanger HR Specialist
Jack McGoldrick Sr. Personnel Analyst	<b>Parker, Smith &amp; Feek, Inc.</b> Sally Borte Account Executive	Jeannie Denbo Director, Compensation	Steven Franklin HR Consultant Assistant 1
<b>Eddie Bauer</b> Kate Blaylock HR Generalist	Shannon Daly, SPHR, GBA Account Consultant	Michael Doherty Compensation Specialist	Chris Ichikawa Sr. Compensation Consultant
Amanda Houser HR Generalist	Douglas Reimer Account Executive	Candace Haralson Compensation Specialist	Shelley Kleingartner Compensation Outreach Consultant
Melissa Roberts Sr. Compensation Analyst	Paul Heard Account Executive	Janet Harrington Compensation Specialist	Andrea McAuliff Compensation Outreach Consultant
Karen Rowlee Benefits Administrator	Jodie Kyler Account Consultant	Leeann Harrison Compensation Specialist	Dennis Meske HR Analyst
	Kevin Norris Account Executive	Sandra Hicks Compensation Specialist	Pamela Parizo HR Consultant Assistant 2
		Jeffrey James Compensation Specialist	Maria Satterthwaite HR Specialist
		Cynthia Jorgensen Compensation Specialist	David Uhlar HRIS Systems Manager

## JANUARY MEETING

Wednesday, January 16, 2008  
MCCORMICK & SCHMICK'S  
LAKE UNION

FREE 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](mailto: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](http://www.worldatwork.org)**

### **Regional Group Partners:**

Columbia-Willamette Compensation Group  
[www.cwcg.org](http://www.cwcg.org)

Spokane Area Compensation and Benefits Group  
[www.spokanecomp.com](http://www.spokanecomp.com)

Intermountain Compensation & Benefits Association  
[www.icbautah.org](http://www.icbautah.org)

Employee Benefits Planning Association  
[www.ebpa.org](http://www.ebpa.org)

Southern Idaho Compensation & Benefits Association  
[www.sicba-aca.org](http://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](http://www.nwcompforum.org). If you would like to post a job, please contact Sara Charhon at [scharhon@becu.org](mailto:scharhon@becu.org).

## QUESTIONS

If you have any questions regarding membership, events or other topics, please email the NCRF at: [info@nwcompforum.org](mailto: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](mailto: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 200 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](http://www.nwcompforum.org).