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Special Note:



WorldatWork Society of
 Certified Professionals®

Approved for
 Recertification Credit

The NW Compensation & Reward Forum meetings now qualify for recertification credit! Applies to Certified Compensation Professional (CCP®), Certified Benefits Professional® (CBP), Global Remuneration Professional (GRP®), Work-Life Certified Professional (WLCP®) and Certified Sales Compensation Professional (CSCP™) designations granted by WorldatWork Society of Certified Professionals. For more information on recertification, visit the WorldatWork Society website at www.worldatworksociety.org

President's Message

By Doug Sayed

In April, NCRF had its largest eastside meeting to date, featuring Bill Smith of Milliman talking about variable pay. Bill covered a wide variety of variable pay-related considerations and practices. If you couldn't attend our April meeting, you can still obtain a copy of Bill's presentation on the NCRF website (at the bottom of the [meetings](#) page).

NCRF continues its move towards social media. We have launched a new NCRF [LinkedIn](#) group, and NCRF also has a local networks group within the WorldatWork online Community. If you're a WorldatWork member, you can join that group as well.

Our July meeting will feature Glenn Bonci, a rewards communication expert (and former NCRF president), talking about the importance of communicating rewards with the audience in mind. His program is entitled "**Inspiring or conspiring?**" "How your employees view your compensation program may reflect more about your communication than your analysis." Please join us to hear Glenn's insights on this crucial topic.

This summer NCRF is offering two special one-day programs, and both are being taught by top leaders in our industry. The first, on June 20th, is [Sales Compensation Design – Developing Incentive Plans that Work](#), taught by sales compensation "guru" David Cichelli of the Alexander Group. If you ever wanted to learn about sales compensation (or expand your existing knowledge base), this is your chance to learn from the best. I have attended several of David's sessions over the years, and he is always an engaging speaker and educator. The program is coming up soon, so please [register now](#) if you would like to attend.

The second one-day class (your choice of July 14th or 15th), is [Advanced Excel Skills for Rewards Professionals](#), taught by Dianne Auld (author of the WorldatWork "Excel Tips for Reward Professionals" series). Dianne was here last year for an intermediate-level course that was sold out, so please [register now](#) to guarantee a seat.

We'll be back at McCormick & Schmick's Harborside (south Lake Union) for our upcoming meeting on July 13th. We look forward to seeing you at our program in July!

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NCRF Summer Quarterly Meeting July 13, 2011 – McCormick & Schmick's

Inspiring or Conspiring? How your employees view your compensation program may say more about your communication than your analysis

Have you ever spent days, weeks, and months developing the perfect variable compensation program to support a business strategy only to have employees miss the big opportunity and fixate on the details? The impact of an organization's tremendous investment of dollars and time to develop and implement comp programs is frequently a success or failure because of the way they are communicated. You need to capture the imagination in order to inspire performance!

In July, the NCRF will feature Glenn Bonci, Principal of the Adobe Group and a former president of the NCRF, as our keynote speaker and discussion leader.



Glenn helps clients develop and implement unique, attention-getting employee communication campaigns that support the business strategy and deliver results. His formula for success is a keen understanding of his clients' goals and the needs of the audiences.

Glenn covers many areas, but compensation is definitely a strength for him. Perhaps he is best known for his creative - and often humorous - strategies that get results. He has won numerous awards throughout his 25-year career as a communication consultant, including nine Gold Quills from the International Association of Business Communicators, and a Best of Show honor from the Employee Benefit Communication awards sponsored by Business Insurance magazine.

His clients have included Apple, Cisco Systems, Fidelity Investments, Nordstrom, and Starbucks Coffee Company. Before becoming a consultant in 1985, Glenn was a copy editor at the *Washington Post*. He has also worked as an independent reporter, writing for a variety of newspapers across the United States, including the *New York Times* and the *Washington Post*.

Please join us for this quarter's lunch meeting which promises to provide tips, ideas, concepts and principles that can change the impact of the things we do.



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TRAINING OPPORTUNITIES VIA NCRF

NCRF offers local WorldatWork certification classes to help you become professionally certified or simply receive practical knowledge to help you do your job better.

2011 Course and Exam Pricing – Effective January 1, 2011

Below is a brief summary of the 2011 pricing followed by the 2011 Schedule of Courses.

2011 Information	Course and Exam	Course Only
WorldatWork Member	\$1,125	\$990
NCRF Member	\$1,015	\$895

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

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

2011 Schedule of Courses (All classes held at Bellevue Sheraton)		
Date	Course	Description
June 20, 2011		Sales Compensation Design Class* Taught by David Cichelli
September 22-23, 2011	C4	Base Pay administration and Pay for Performance
October 20-21, 2011	C17	Market Pricing-Conducting a Competitive Pay Analysis
November 17-18, 2011	C2	Job Analysis, Documentation and Evaluation

* - a one-day educational course, not part of CCP/GRP/CBP curriculum (no exam). Recertification: 1 credit. Cost to NCRF Member is \$795.

Class Location: Sheraton Bellevue Hotel

100 112th Avenue NE, Bellevue, Washington 98004, Phone: (425) 455-3330

EXCEL SKILLS WORKSHOP FOR COMPENSATION PRACTITIONERS

NCRF is pleased to have Dianne Auld, who writes the weekly Excel column for WorldatWork, instruct two days of advanced level Excel classes for the compensation practitioner. The all day workshops will be held at T-Mobile's Newport Conference Center in Bellevue on July 14 and 15.

The hands-on, instructor-led course will show how you can use Excel to manage a database, create advanced charts, and use some of the advanced functions in Excel! Dianne will cover both Excel 2003 and Excel 2007. A CD will also be provided to each attendee with all training and exercise spreadsheets used during the workshop. Be sure to bring your laptop with Excel 2003 or 2007 already loaded.

Spend the day finding out just what Excel can do. Dianne's workshop will cover the essential Excel skills required to analyze market data and organize compensation information. For a sample list of course topics, see the next page of this newsletter.

The cost is \$225 to attend this one day session. More information and a sign-up form will be e-mailed to members soon. Class sizes will be limited. The workshop earns recertification credit. If you have questions regarding the Excel Skills Workshop, please contact Connie Russell at 206.504.5534 or connie.russell@milliman.com.

EXCEL SKILLS WORKSHOP FOR COMPENSATION PRACTITIONERS

July 14 and 15

Instructor: Dianne Auld, Auld Compensation Consulting, and WorldatWork on-line Excel instructor

Cost: \$225 per class-day, per person

Location: T-Mobile's Newport Conference Center in Bellevue

Sampling of class topics:

Using Lookup and If Formulas to Value
Compensation and Benefits

Conditional Formatting

Includes conditional formatting based on a formula, highlighting duplicates and removing duplicates, editing criteria for icons in conditional formatting, etc.

Pivot Tables – Advanced Functions

Graphing Compensation Data

Includes how to create pay scales, pie charts, range penetration graphs, and dual axis graphs using professional design options.

How to Write Macros

Data Validation and Protection

Includes how to set up data validation and protection for forms and other documents that you need users to complete

How to Use Array Formulas

Attendees should be working at an intermediate level in Excel and using it on a regular basis. Attendees should know how to use formulas, and be able to calculate basic statistics, such as averages, and sums, etc. in Excel. Familiarity with basic graphing would be an advantage. Laptops will not be provided. Attendees should have either Excel 2003 or Excel 2007 loaded on their laptops.

More information and a sign-up form will be e-mailed to members soon. Class sizes will be limited. Lunch and refreshments will be provided. The workshop earns recertification credit. If you have questions regarding the Excel Skills Workshop, please contact Connie Russell at 206.504.5534.

NCRF Spring Quarterly Meeting

April 20, 2011 – The Bellevue Club

The meeting began at noon when Doug Sayed welcomed members and read announcements. Announcements included: upcoming registering World at Work conference and the lower cost of registration for NCRF members, and July's lunch topic will be a panel discussion. Additionally, a reminder of the NCRF LinkedIn group was made to encourage members to discuss topics using this new community network.

Connie Russell announced the upcoming training class for Benefits. Also announced were the Sales Design class on June 20, and the Advance Excel Skills class with Dianne Auld, scheduled for July 14 and 15. Further details will be sent out to members later in the spring.

Jay Bulson introduced our speaker: Bill Smith, a Principal in Milliman's compensation consulting practice.

April's Topic of Presentation:

Bill Smith's presentation was titled "Variable Pay: Why Incentives Work, or Don't", which focused on developing effective incentive plans.

Bill began the presentation by introducing the Compensation Philosophy and how to create a philosophy statement that documents and defines objectives. The philosophy will have strategic implications on programs, policies and practices.

He continued on to discuss Short-Term Incentive plans. Several types of STI plans were introduced as well as critical design issues to consider. He explored sales incentives, broad-based plans, executive plans, and how to make them effective.

Also briefly discussed were Long-Term Incentives and what employees can do to make their variable pay plans effective.

A copy of Bill's presentation slides can be found [here](#).

For planning purposes, here are the **upcoming meeting dates and locations:**

July 13, 2011 – McCormick & Schmick's Harborside
October 19, 2011 - The Bellevue Club

MEMBERSHIP INFORMATION

[Renewal Reminder](#)

In case you haven't already done so, please renew your membership for 2011.

NCRF is looking forward to another year of great speakers and member benefits such as reduced fees for meetings and discounts on WorldatWork certification courses.

We did not increase membership rates in 2011, so the rates will remain as listed below:

Membership	2011
Students	\$10
Individuals	\$50
Corporate	\$250

Corporate - \$250 for organization/corporate (unlimited membership for one fee).

Renew your membership through our website using PayPal, or send your renewal membership check (made payable to NCRF) to:

Northwest Compensation & Rewards Forum, Attn:

Treasurer
24 Roy Street #755
Seattle, WA 98109

2011 Membership Director:

Daniel Dodge
AFLAC
daniel.dodge@gmail.com

If you have any questions regarding membership, please contact Daniel at the email address above.

**Summer Meeting Registration Info
July 13 – McCormick & Schmick’s
Harborside**

\$35 FOR MEMBERS; \$50 PER GUEST

MasterCard, VISA (online only) 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> (works best with Microsoft Internet Explorer) or send an e-mail to Tresa Hoang at thoang@f9e.com .

11:00–11:45 Registration, networking and buffet lunch
11:45 Announcements
12:00-1:00 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. **We no longer accept credit or debit cards at the door.**

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

Employee Benefits Planning Association
www.ebpa.org

Southern Idaho Comp & Benefits Association
www.sicba.net

Alaska Association of Compensation Professionals
(907) 333-9705

Intermountain Compensation & Benefits Association
www.icbautah.org

NCRF JOB BANK

We invite our members to take advantage of the NCRF’S JOB BANK located on our website at www.nwcompforum.org. There is no cost to do so.

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 Jay Bulson at jay.bulson@comcast.net for more information.

Join our LinkedIn Group:

If you’re on LinkedIn – look for the Northwest Compensation and Rewards Forum

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 rewards professionals. Membership is open to benefits, compensation, and total rewards professionals.

NCRF meets quarterly and maintains a membership of over **365** professionals from 85+ 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.