

NW COMPENSATION & REWARDS FORUM



2018 Q1/Q2 NEWSLETTER

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PRESIDENT'S MESSAGE

Hello NCRF Members!

Happy New Year! I hope that your 2018 is off to a great start. I'm excited about what we have in store for NCRF this year!

Late last year, the NCRF board met up to strategize how we can better serve our members. We've come up with some exciting ideas for enhancing our current member benefits as well as adding some new ones, but we also want to hear from you about how we can improve your member experience. We sent out a survey to members to solicit feedback – thank you to those who took the time to complete this. Of course, we welcome your feedback at any time; if you missed the survey, please feel free to reach out to me or another board member if you have any questions or comments to share.

In the meantime, we look forward to celebrating all of you at our next luncheon. We'll see you at the Bellevue Club on April 18th!

- Ann Fosburgh, CEO/Owner of Compensation Works

THANK YOU TO OUR Q2 NEWSLETTER SPONSOR, MILLIMAN!



Milliman conducts timely annual compensation and benefits surveys for Northwest employers. Here are a few to check out:

- 2018 Puget Sound Area Compensation Survey (37th annual edition) is now underway, and features objective local data on 191 nonexempt and selected exempt positions.
- 2018 Northwest Management & Professional Salary Survey (35th anniversary edition) begins April 20, with data on 218 management, supervisory, and professional positions.
- 2018 Northwest Technology Survey (27th annual edition) begins June 1, with data on 239 tech positions.

Learn more at salarysurveys.milliman.com.

MEMBER RECOGNITION

Let's start this newsletter off with some anniversary recognition! We'd like to acknowledge the following members for celebrating their 5-year NCRF anniversary in Q1/Q2 this year:

- Krystal Fry, Senior Rewards Analyst at HomeStreet Bank
- Kerry Brisson, Senior Analyst, Global Total Rewards at PATH
- Kimberly Stone, Director of Compensation and Benefits at Evergreen Health Care
- Oanh Tran, Compensation Consultant at T-Mobile
- Jeanette Alexander, Senior Compensation Analyst at Evergreen Health Care
- Linh Nguyen, Compensation Advisor at Nordstrom

Thanks to all of you for being an NCRF member!

We'd also like to welcome new members joining us in 2018 – welcome to the forum!

Amy Barton, Karen Calvert, Sarah Campbell, Isabel Chirinos, Catherine Choi, Aimee Des Champs, Anne-Marie Diouf, Margaux Dupille, Darrin Emerick, Katrina Fountain, Mary Fuller, Carolyn Grandt, Barbara Grinbergs, Jason Haleva, Minor Harris, Ashley Hoang, Patricia Hudson, Sarah Karty, Chris Katzmar Holmes, Michelle Kold-Peaslee, David Lin, Renee Lombard, Kristina Ofsthun, Travis Oliver, Heidi Pfeil, Michele Pickle, Lynn Quinn, Anjali Raithatha, Katie Rembold, Sheri Rogers, Karin Sandidge, Ruben Sandoval, Kristin Shenenberg, Olivia Thurmond, Karen Twietmeyer, Lorna Westcoat

Last, but not least, we'd like to acknowledge a number of members who have been with us for more than 5 years! Unfortunately, our database only goes as far back as 2012, so we don't have exact membership tenure – but we thank you all for being a member for so long!

Connie Abella, Valerie Allan, Debbie Azpiri, Brenda Baker, Corina Barker, Tracy Bean, Tamara Berndt, Elizabeth Blencoe, Shannon Brown, Jay Bulson, Lauren Busey, Trea Coleman, Mary Cranstoun, Rebecca Custer, Larry Daniels, Jacqui Demrose, Tu-Anh Dinh, Catherine Dovey, Shannon Drohman, Nancy Ellington, David Evans, Monique Ferguson, Ann Fosburgh, Elizabeth Frost, David Gies, Mary Grady, Bryan Gribble, Lani Guloy, Thomas Hunt, Stacy Hyle, David Israel, Matt Johnson, Susan Johnston, Jeniann Kaelin, Nancy Kasmar, Claudia Kay, Shelley Kelly, Anika Klix, Michelle Lane, Windsor Lewis, Christine Lufkin, Wanda Ma, Becky Masters, Ann McClellan, Mary McDonagh, Greg A McNutt, Joanna Montgomery, Pam O'Conner, Wanda Petra, Leslie Pim, Sandra Porter, Veronica Potter, Dayna Provitt, Paula Ramirez, Nagisa Rampy, Marcia Ridley, Melissa Roberts, Linda Rogers, Connie Russell, Megan Russell, Donna Russo, Doug Sayed, Andy Sherrill, Joe Shields, Janis Smith, Jim Spratt, William Steele, Tom Stoeckle, Rache Stotts-Johnson, Jim Streitenberger, Mary Tomblinson, Ann Tran, Eric Tuch, Sara Valente, Janet Welborn, Mary Whilden, Jamie White, Fred Whittlesey, Chandra Winston, Tammy Woodard

2018 MEETING DATES

Due to recurring conflicts, we have moved our quarterly luncheon/quarterly breakfast schedule to the 3rd Wednesday of each month. Our meetings this year will be held on April 18th, July 18th, and October 17th.



2018 QUARTERLY LUNCHEON RECAP– WINTER EDITION (JANUARY 17TH, SEATTLE)

We kicked off our quarterly luncheons on January 17th with a panel discussion, facilitated by Kate King from Willis Towers Watson: The discussion, “Preparing for Change: US Tax Reform and Potential Impacts to Executive Compensation” featured Travis Oliver from Microsoft, and Robert Villasenor from Starbucks. Travis and Robert discussed the new 2017 Tax Act and its impact on executive compensation programs including changes to Section 162(m), which repealed the exception to the \$1 million deduction limitation for commission and performance-based compensation paid to covered employees.

2018 QUARTERLY BREAKFAST – SPRING EDITION (APRIL 18TH, BELLEVUE)

Our second meeting this year will be an early one! Join us for breakfast on Wednesday, April 18th at the Bellevue Club for a discussion about the impact of the Seattle minimum wage increase, featuring Jacob Vigdor, Professor at the University of Washington Evans School of Public Policy & Governance. Professor Vigdor is the director of the Seattle Minimum Wage Study and holds affiliations as a research associate at the National Bureau of Economic Research, an adjunct fellow at the Manhattan Institute for Policy Research, and an external fellow at the Centre for Research and Analysis of Migration at University College London.

Professor Vigdor has published more than 60 scholarly articles and reviews on a range of topics in social policy, including education policy, immigration policy, housing policy, and racial and economic inequality. Professor Vigdor received a Ph.D. in Economics from Harvard University in 1999 and a BS in Policy Analysis from Cornell University in 1994.

Registration for the meeting is still open; you can register via the following link: <https://nwcompforum.org/event-2847070>. The event will be held at the Silver Cloud Seattle. Check in and breakfast begin at 7:30, and the program and NCRF announcements will run from 8:15am to 9:30am.

Thank you to our breakfast sponsor, **Compensation Connections!**



When your compensation program is connected to your business strategy, it rewards the employee performance and behaviors that produce the right results. Compensation Connections helps employers figure out what to pay their people. Learn more at compensationconnections.com.

MEMBERSHIP RAFFLE

At the January luncheon, we held a raffle for all members who renewed their membership before the end of 2017. Congrats to Joan Flood, VP of Employee Benefits at Parker, Smith & Feek. Joan received a \$100 Amazon gift card for being the lucky winner. Thanks to Joan and to all of you who renewed your membership early!

ANY VOLUNTEERS?

One of NCRF's primary goals this year is to update our website, and we're looking for member volunteers to help us out! We're looking to create a small volunteer committee to assist with branding, content development, user experience testing, and more. If you're interested, send an email to communications@nwcompforum.org.



2018 WORLD@WORK TRAINING

Our next World@Work training will be **Base Pay Administration and Pay for Performance (C4)**, scheduled for May 3rd – 4th. This course provides an in-depth discussion of the principles, design, implementation and evaluation of an employee base-pay program. In this course, you will:

- Identify the relationship between an employee total rewards program and an organization’s business strategy
- Discuss the design of base pay programs and necessary considerations
- Discover what it takes to implement and deliver base pay
- Examine pay for performance merit pay systems including development, utilization and costing
- Address the effectiveness and efficiency of pay programs through monitoring and evaluation
- Discern how and when human resources should be involved in mergers and acquisitions

All the trainings for 2018 will be held at the **Seattle Stadium Silver Cloud** (1046 1st Ave S. Seattle, WA 98134) and coffee, breakfast, lunch, and snacks are provided. Trainings typically begin at 8:30am (breakfast starts at 7:45am) and end by 4:30pm. To register for the course and receive the NCRF member pricing, please login to the member only area or contact World@Work's Customer Relationship Services at 1-877-951-9191 and indicate that you are a current member of NCRF when registering for your course. Pricing for World@ Work Classes (course and certification exam) are: \$1,350 for NCRF and CWCG members (10% discount of W@W member price); \$1,495 for W@W members, and \$2,200 for non-members. For more information regarding upcoming trainings, please refer to: <http://ncrf.memberlodge.org/page-1619105>.

2018 Upcoming Training Calendar

Training	Date	Summary
C4: Base Pay Administration and Pay for Performance	May 3 rd – 4 th	This course provides an in-depth discussion of the principles, design, implementation and evaluation of an employee base-pay program.
T2: Accounting and Finance for the Human Resources Professional	August 23 rd – 24 th	This course presents an introduction to U.S. accounting regulations and practices. It will provide you with the understanding you need to interact effectively with accounting and finance departments in your company.
T3: Quantitative Methods	October 25 th – 26 th	This course focuses on general quantitative concepts, basic statistical tools, the mathematics of total compensation design and administration, mathematical modeling, and regression analysis.

REWARDS NW 2018 – SPEAKERS WANTED!

Rewards NW, the only total rewards conference in the region, will be held in Portland, OR on Thursday, September 20th, 2018. If you have expertise in the total rewards arena, have an idea for a stimulating and interesting topic, and would like to be a presenter, you have until Friday, April 13th to submit your proposal. Check out http://rewardspnw.com/downloads/RewardsNW_CFP.pdf for more information!



NEWSLETTER FEEDBACK

One of the key items we're evaluating in 2018 is how we communicate information to our members. We rely on multiple forms of communication to make sure we keep you updated on the forum's happenings: emails, our website, social media (LinkedIn) and this newsletter. This year, we're evaluating each of these communication channels to see what works well and what doesn't.

As part of our newsletter evaluation, we want to do an experiment. We want to see who is still reading this newsletter in it's entirety. So, if you've made it this far, we want to hear from you. Send an email to communications@nwcompforum.org with the subject line of "I Read the Newsletter". We'll pick one lucky person and reward her or him with a \$25 Amazon gift card. That's it – that's all you have to do!



NCRF 2018 BOARD OF DIRECTORS

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