

NW COMPENSATION & REWARDS FORUM



2017 Q3 NEWSLETTER

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PRESIDENT'S MESSAGE

Hello NCRF Members!

I hope everyone is enjoying another wonderful Pacific Northwest summer! Fresh off the heels of the WorldAtWork conference, we've got a lot of exciting news to share with you. Scholarship recipients! A RewardsNW update! 2018 WorldatWork training! And, of course, our exciting partnership with Milliman for the summer quarterly luncheon to share the results of their recent Puget Sound Regional salary survey!

Speaking of the WorldatWork conference – what an amazing experience! Personally, the highlight of my conference experience was attending the Local Network Leadership Conference that occurred the day before the full W@W Conference. It was a full day energizing session with other leaders from local associations around the U.S. and Canada. We were able to network with peers, exchange best practices ideas and trends and hear what the plans are for World at Work. It was exciting to hear about how other organizations support and meet the needs of their members. I came home with lots of ideas on how to improve the NCRF – both from an administrative and programming perspective!

We look forward to seeing you all at the Bellevue Club on July 12th!

- Ann Fosburgh, CEO/Owner of Compensation Works

2017 QUARTERLY LUNCHEON – SPRING EDITION (JULY 12TH, BELLEVUE)

For our July 12th luncheon, we're excited to partner with Milliman to present the 2017 Puget Sound Regional Salary Survey Results & Highlights! Larry Daniels, Milliman's Survey Director, Larry will present recent data trends and highlights from the new survey along with "What's New" tips. Larry leads Milliman's Compensation & Benefits Survey practice and he has more than 30 years' experience in compensation consulting. A survey expert, Larry maintains one of the most comprehensive and trusted compensation databases in the country, publishing over 20 benchmark surveys each year.

Registration for the luncheon is now closed. For those attending, the event will be held at the Bellevue Club. Check in will run from 11:00am to 11:30am. The buffet lunch will start at 11:30am, and the program and NCRF announcements will run from 11:50am to 1:00pm.

WELCOME OUR NEWEST BOARD MEMBER, LAUREN BUSEY!

Continuing with Milliman-related content, we're pleased to announce that Lauren Busey, Compensation Project Coordinator with Milliman, has joined the NCRF board, filling the Sponsorships position. Lauren has been with Milliman since September 2011 and we're excited to have her on board. If you or your organization would like to further support NCRF and receive some amazing benefits as a sponsor, feel free to contact Lauren directly at lauren.busey@milliman.com for more information!

NCRF SCHOLARSHIPS

Each year, the Northwest Compensation and Rewards Forum (NCRF) offers two scholarships to members to support their WorldatWork certification goals. The amount of the scholarship is the cost of one WorldatWork course, up to \$1,350. The first scholarship was awarded this past Spring;. Julie Hamlin, a compensation consultant with HR Applied Strategies, was the winner! Julie has 10 years of HR experience and is using the scholarship to pursue her CCP designation. Congratulations, Julie!

We are pleased to announce that applications for the 2nd round are now being accepted! Since only NCRF members are eligible for this scholarship, 2017 NCRF membership is required to apply. The application deadline is August 15, 2017.

How to Apply:

The scholarship application may be obtained from the NCRF website at [Scholarship Application](#). Submit your application to Dayna Provitt, NCRF Scholarship Chair, at dprovitt@saltconsultinggroup.net. Recipients may be contacted prior to the quarterly meeting. If you applied for the 1st round of 2017 scholarship money in April, and would like to re-apply, you do not need to fill out the entire application again. Just email the scholarship chair (email below) indicating your desire to be considered for the 2nd round. In your email, you may also provide any updated information as necessary, and this will be attached to your application. Applications will be reviewed for timeliness, completeness and content. Note: Please make sure all information about previous NCRF scholarship awards received is accurate. Approved funds will be dispersed in the form of a check made out to WorldatWork. Good luck and best wishes on your certification efforts!

SAVE THE DATE! REWARDSNW 2018

In partnership with the Columbia Willamette Compensation Group (CWCG), we're excited to announce the date for RewardsNW 2018! Next year's conference will be held in Portland, OR on Thursday, September 20th, 2018. Stay tuned to <http://rewardspnw.com> for more updates; you can even sign up for email notifications!



WORLDATEWORK 2017 TRAINING

We have two upcoming World@Work trainings in September and October, which will be held at the Seattle Stadium Silver Cloud and there is still availability to attend! 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 please indicate that you are a current member of NCRF when registering for your courses. Pricing for the 2017 courses is as follows: NCRF and CWCG members: \$1,350; W@W members: \$1,495; and \$2,200 for non-members. For more information regarding upcoming trainings, please refer to: <http://ncrf.memberlodge.org/page-1619105>.

2017 Upcoming Training Calendar

Training	Date	Summary
C12 / GR6: Variable Pay — Improving Performance with Variable Pay	September 13 th -14 th	This course presents the fundamentals of variable pay and focuses on compensation strategy, variable pay design, implementation of incentive programs, recognition plans, and designing bonus plans and targets
ACE: Advanced Concepts in Executive Compensation	October 18 th -19 th	This course concentrates on strategic issues affecting executive compensation and key technical aspects of the regulatory environment. It covers U.S. accounting, taxation, securities issues, performance measures, long-term and short-term incentives and other aspects of executive compensation.

WORLDATEWORK 2018 TRAINING CALENDAR

We are excited to announce that the 2018 training schedule has been approved by World at Work and is listed below. All trainings for 2018 will be held at the Seattle Stadium Silver Cloud.

2018 Upcoming Training Calendar

Training	Date	Summary
C8: Business Acumen for Compensation Professionals	March 8 th – 9 th	This course covers the essential skills, behaviors and actions that support the understanding and development of business acumen—helping you learn to see "the big picture," understand finance concepts, recognize the important relationship between compensation plans and the bottom line, and make wiser decisions.
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.



NCRF & WORLDATEWORK MEMBERSHIP

As you know, NCRF membership provides many benefits, such as connections to local compensation professionals, our quarterly luncheons and discounted WorldAtWork courses. If you need a quick refresher of NCRF benefits (or want to register for/renew your membership), you can do so here: <http://www.ncrf.memberlodge.org/page-1293969>

There are also many great benefits as a member of World@Work, such as:

- Save on career-building education led by top experts.
- Save on informative conferences and events.
- Gain free access to members-only webinars on trending topics and legislative updates.
- Receive free access to our annual "WorldatWork Salary Budget Survey" for participating members.
- Gain exclusive access to our invaluable tools and templates database.
- Gain exclusive access to the latest total rewards research.
- Receive free access to WorldatWork's award-winning workspan magazine and WorldatWork Journal.
- Save on WorldatWork Press publications.
- Visit the website for even more: <https://www.worldatwork.org/home/html/membership-join-renew.jsp>

Now, NCRF members can receive even more benefits by being a member of both organizations! For more information, please contact:

- Jay Bulson: hrjconsulting@comcast.net or 206-696-4273.
- Tina Rebsamen: info@nwcompforum.org or 206-623-8632

JOB POSTINGS

One of the many benefits of being an NCRF member is complimentary job postings on the NCRF website. If you'd like to advertise a job opening, contact our job bank administrator at info@nwcompforum.org. Non-members may also advertise on the site for three months at \$150/job posting.



NCRF 2017 BOARD OF DIRECTORS

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Ann Fosburgh, CCP, PHR, SHRM-CP
CEO/Owner, Compensation Works

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Sr. Director of People Operations, Simple

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Sr. Compensation Analyst, BECU

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Dayna Provitt, CCP, SPHR, SHRM-CP
Owner and Principal Compensation Consultant, Salt Consulting Group

SPONSORSHIPS:

Lauren Busey
Compensation Project Coordinator, Milliman

