



www.cwcg.org

Join CWCG on LinkedIn

- **Network & Connect** with your compensation and benefits colleagues
- **Pose questions**
- **Start discussions**

Follow the link below to join.

<http://www.linkedin.com/groupRegistration?gid=1833035>

Not on LinkedIn?

Get connected for free.

http://www.linkedin.com/home?trk=hb_logo

2010 CERTIFICATION COURSE SCHEDULE

January 27 & 28

T2: Accounting & Finance for the HR Professional

Location: The Grotto
8840 NE Skidmore, Portland, OR 97220 (Main entrance is located at NE 85th Avenue and Sandy Boulevard)

March 17 & 18

B2: Retirement Plans – Design Considerations & Administration

Location: The Metro building
600 NE Grand Avenue, Portland, OR 97232

Course and Exam Cost

CWCG Member—\$1015 USD
WorldatWork Member—\$1125 USD
Non-member—\$1645 USD

Course Only Cost

CWCG Member—\$895 USD
WorldatWork Member—\$990 USD
Non-member—\$1480 USD

June 23 & 24

C1: Regulatory Environments for Compensation Programs

Location: TBD

October 13 & 14

C12: Variable Pay: Incentives, Recognition & Bonuses

Location: TBD

For more course information visit CWCG

<http://www.cwcg.org/calendar.cfm>

Registration

On-line through CWCG: <http://www.cwcg.org/calendar.cfm>

Phone: 503-263-1792

Email: cwcg@canby.org

Job Postings

- **Sr. Project Specialist - HR Employee Survey Research** - Symantec

- **Compensation Specialist—Temporary** - Banfield The Pet Hospital

- **VP of HR** - Tripwire

- **Compensation Data Analyst** - Nike

<http://www.cwcg.org/jobbank.cfm>

Annual Benefits Meeting

The results are in for Mercer's 2009 National Survey of Employer-Sponsored Health Plans!

What steps have employers taken to stabilize cost growth in recent years – and what are the implications for managing health care cost in the challenging economic times we now face?

What will I learn?

The facts and trends that only the largest scientific annual survey on the topic of employer-sponsored health plans can reveal! While you may have seen coverage of the survey in the Wall Street Journal and our local newspapers, that's just the beginning. At the seminar, we'll present detailed findings which you can use to benchmark your own program.

Date: Thursday, February 18, 2010

\$60 Non-members

Time: 7:30 am Registration/Continental Breakfast; 8:00 am Session I; 9:00 am Session II

RSVP: Before February 16, 2010

On-line through CWCG: <http://www.cwcg.org/calendar.cfm>

Location: The Grotto, 8840 NE Skidmore, Portland, OR 97220 (Main entrance is located at NE 85th Avenue and Sandy Boulevard)

Phone: 503-263-1792

Email: cwcg@canby.org

Cost: \$40 CWCG / PHRMA / SWHRMA Members;

Job Postings are provided as a professional courtesy and can be viewed by anyone. Members can post jobs for free. Non-members can post jobs for a \$50 fee.

Welcome New Members

Jenn Baumgartner
Kaiser Permanente

Kristy Komes
Oregon Lottery

Sheri Mosher
Mt Hood Community College

Alice Sprague
Western Oregon University

Lori Blackford
PeaceHealth

Nyell LeFore
Tuality Healthcare

Alisyn Peters
EyeHealth Northwest

JJ Wentworth
The Standard

Krista Holland
Riverview Community Bank

Richard Mayo
CenturyLink

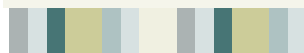
Sarah Phillips
PeaceHealth

Andrea Whitley

Sarah King
Portland State University

Cory Mlady
Knowledge Learning Corporation

Melissa Young





SPECIAL PRICING OFFERS FROM WORLDATEWORK

Your 2009 CWCG Board

President - Rhonda Palos
Vice President - Jan Lambert
Secretary - Kathy Burgess
Treasurer - Stacey Winchester
Programs / Certification Co-Chairs - Renate Hier, Carrie Mantel, Connie Thompson, and Dan Brooke
Member Communications Co-Chairs - Catrinus Wallet and Maddy Mahoney
Membership - Penny Robertson
Immediate Past President - Niki Jordan

Regional Group Partners

WorldatWork

<http://www.worldatwork.org/waw/home/html/home.jsp>

Portland Human Resources Management Association (PHRMA)

<http://www.portlandhrma.org/>

Southwest Washington Human Resources Management Association (SWHRMA)

<http://www.swhrma.org/index.php/home>

Northwest Compensation & Rewards Forum

[Welcome to Northwest Compensation & Rewards Forum](#)

Take Advantage of Special Pricing on Education from WorldatWork

CWCG is proud to be a member of the WorldatWork Local Network. In partnership with WorldatWork, we are excited to roll out a special program for 2010. Our members will receive special discounted pricing on WorldatWork Courses, Live or Self-Paced E-Learning, Webinars and membership, now through the end of 2010. If you are also a member of WorldatWork you will get the deepest discount available.

Visit cwcg.org

Purchase a new WorldatWork Membership for only \$235 (save \$115)

Purchase Live or On-Demand Webinars (*nonmember rate of \$270 USD*)

- **\$110 USD** (save \$160) for member of **WorldatWork and CWCG**
- **\$200 USD** (save \$70) for member of **CWCG only**

Purchase a Live or On-Demand CourseCast (*nonmember rate of \$1880 USD*) :

- **\$1200 USD** (save \$680) for member of **WorldatWork and CWCG**
- **\$1500 USD** (save \$380) for member of **CWCG only**

Purchase a Self Paced E-learning (discount off nonmember rate) :

30 Day Access: Certification Preparation Course (*nonmember rate of \$1585 USD*)

- **\$1025 USD** (save \$560) for member of **WorldatWork and CWCG**
- **\$1300 USD** (save \$285) for member of **CWCG only**

60 Day Access: Certification Preparation Course (*nonmember rate of \$1810 USD*)

- **\$1200 USD** (save \$610) for member of **WorldatWork and CWCG**
- **\$1500 USD** (save \$310) for member of **CWCG only**

120 Day Access: Certification Preparation Course (*nonmember rate of \$2295 USD*)

- **\$1550 USD** (save \$745) for member of **WorldatWork and CWCG**
- **\$1975 USD** (save \$320) for member of **CWCG only**

Special Note:

- Use priority code **LNPROMO2009 in 2009 and LNPROMO2010 in 2010.**
- On the WorldatWork web site you will be required to login.
- If you do not have a login ID and password or you are not sure, select the "I forgot my password" link on the left side of the screen.
- **Input the same Email address you use for CWCG.**
- WorldatWork will Email you your ID and password so you may login and take advantage of these great offers.

Buy a 60 or 120-Day Self-Paced Certification Preparation Course and Get One for Half-Price (Save Up To \$1,147)

Visit WorldatWork for details.

Priority Code: WSWEL309C
Offer ends Dec. 31, 2009

Terms and Conditions

Savings based on retail value. Offer expires Dec. 31, 2009. Not valid on prior educational purchases. Cannot be combined with another special offer. Cancellations will be charged the current rate. No refunds. Only applies to self-paced certification preparation courses with 60-day or 120-day access. Not valid on sponsored courses.

A Sample of Courses Available

B1: Regulatory Environments for Benefits
C1: Regulatory Environments for Compensation Programs
C2: Job Analysis, Documentation and Evaluation
GR7: International Remuneration: An Overview of Global Rewards
T1: Total Rewards Management
T2: Accounting and Finance for the Human Resources Professional
W1: Introduction to Work-Life Effectiveness - Successful Work-Life Programs to Attract, Motivate and Retain Employees
W2: The Flexible Workplace: Strategies for Your Organization





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Boedigheimer Consulting

Boedigheimer Consulting is a Portland based employee compensation consulting firm offering personalized, custom-tailored services to companies in the design, implementation and support of pay programs. Primary services focus on core base pay and incentive programs to fit your unique business model and goals: created to attract, retain, motivate and reward employees. In addition, Boedigheimer Consulting designs and conducts custom surveys to address your specific business needs. Clients range in size from 40 employees to over 24,000 employees; crossing industries such as healthcare, high tech, banking, public utilities, manufacturing and more. Contact Boedigheimer Consulting at tami@boedigheimer.com.

Cascade Employers Association

Cascade Employers Association is your partner for employment knowledge and support in virtually all areas of human resource management. In addition to the value Cascade brings through our comprehensive series of market pay surveys, you access a broad range of professional compensation services to help link your pay practices to organization goals:

- Pay Strategy Assistance
- Pay Plan Review and Design
- Competitive Pay Assessments
- Market Pricing of Jobs
- Job Analysis and Evaluation
- Performance Management
- Incentive Programs

For more information about Cascade Employers Association, visit www.cascadeemployers.com.

William J. Erdle Compensation Consulting, LLC

With over 30 years of compensation experience, we're available for projects ranging from developing compensation plans to helping administer your existing compensation programs when time and staffing resources are limited. We can also provide an unbiased audit of your existing programs to help ensure you are meeting your compensation goals. Our company specializes in:

- Compensation Plan Development & Maintenance
- Incentive Plan Design
- Salary Surveys
- Equity Studies
- Market Analyses
- Employee Interviewing / Surveys
- Compensation Training
- Job Analysis / Evaluation
- Job Description Development

Unlike larger firms that try to cover many areas of human resources, our business model is to do a few things exceptionally well and to provide the best customer service. Our company has been in business since 1991. For more information about our company, please visit our website at www.ErdleConsulting.net

MBL Group, LLC

The MBL Group, LLC is a boutique consulting firm based in Portland, Oregon. We are known for our strategic business orientation and innovative solutions. MBL works with you as a partner, custom-designing human resources solutions to help you meet your business goals. In short, we link your human resources strategies directly to your business plan - and your mission, vision and corporate values. Nearly one-half of MBL's consulting work is in the compensation arena (for both profit and nonprofit organizations), including the design and delivery of base pay, performance management programs, and incentive plans. MBL's clients come from a variety of industries including health care, technology, retail, manufacturing, and services companies. Founded in 1992, MBL offers an unparalleled level of expertise and resources gained from decades of real world human resources management. For more information about the MBL Group, please visit our website at www.mblgroup.com

Mercer

Mercer helps clients understand, develop, implement and quantify the effectiveness of their human resource programs and policies. Our Portland team works with companies of all sizes in the Pacific Northwest to provide effective human resource solutions and to create measurable business results through their people. Mercer has specialist expertise in all areas of human resource consulting, including compensation, employee benefits, communication, and human capital strategy. Mercer is the global leader for trusted HR and related financial advice, products, and services, with more than 16,500 employees serving clients in more than 190 cities and 41 countries and territories worldwide. Contact us at 503-273-5900 or on the web at www.mercer.com

Milliman

Milliman conducts the annual Portland Area Cross-Industry Survey (PACS), along with other comprehensive compensation and benefits surveys for Northwest employers. Milliman also provides independent actuarial, employee benefits, and compensation consulting. The firm was established in the Northwest in 1947, and has grown to more than 2,000 employees, with offices in over 30 U.S. cities. Milliman's Employee Benefits practice is a member of Abelica Global, an international organization of independent consulting firms serving clients around the globe. Milliman's compensation consulting staff provides independent and objective assistance to clients in the review, development, and implementation of salary administration, incentive compensation, and executive compensation programs. Milliman conducts numerous custom and regional surveys each year. Visit our web site at www.salarysurveys.Milliman.com

