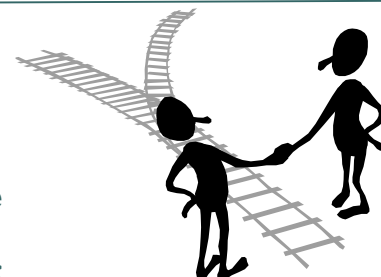




www.cwcg.org

2009 CWCG Fall Program and Networking Event



Certification Course

October 14–16, 2009

- **C17 Market Pricing—** Conducting a Competitive Pay Analysis

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

Job Posting

- **Sr Compensation Analyst** - SAIF Corporation

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

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.

Join CWCG on LinkedIn

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

2:00 p.m. - Registration for Program – Refreshments available

2:30 p.m. - Salary Surveys and Benefits in a Difficult Economy:

Salary Surveys and Benefits can be a complicated issue in the best of times, but in a “down” economy, with employers struggling with layoffs and cost containment, the challenge gets even tougher. This presentation will explore what constitutes a worthy salary survey and what doesn’t, what are some of the most common pitfalls in using salary survey data to analyze and predict labor markets and benefit changes, and how the particular current salary survey environment differs from the past...and how it may continue to change in the future.

3:45 p.m. - Round Table Discussions: 5 round tables covering topics such as:

- Salary planning in unprecedented times
- Field sales incentives in a challenging economy
- Are variable pay plans still paying out?
- International compensation in a challenging economy
- Benefits issues

4:15 p.m. - Networking Event – Will follow the Round Table session and includes food, drinks and an opportunity to meet and talk with your fellow HR professionals.

Date: Wednesday, September 9, 2009

Time: 2:00 p.m. – 7:00 p.m.

Location: McMenamin’s Kennedy School, 5736 NE 33rd Avenue, Portland, OR 97211

Cost: **FREE – This event is open to CWCG members and their guests and is being provided at no cost this year as a member appreciation event**

RSVP: Before September 7, 2009

Register: Visit our website at <http://www.cwcg.org/calendar.cfm>, call 503-263-1792, or email cwcg@canby.org.

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

Welcome New Members

Deb Buerkle
Dir Comp & Benefits
Tektronix Inc

Ariana Denney
HR Assistant
PacifiCorp

Jennifer Faris
HR Analyst
Integrated Device
Technology

Casey Ford
Student

Cindy Hooker
VP HR
Planned Parenthood
Columbia Willamette

Maureen Kirkpatrick
Leave Coordinator
Matrix Absence
Management Inc

Kerensa Loucks
Student

Harriet Saxe
Consultant
Harriet Saxe Consulting



2009 Scholarship Recipients

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](#)

The CWCG Board would like to thank all of our members who took the time to apply for this year's scholarship program. If you were not selected as a recipient this year we welcome you to apply next year.



CWCG is proud to award two Professional Scholarships to **Ty Brubaker** and **Kerri Constans** and one Student scholarship to **Chris Chapin**.

Student Scholarship for \$500

Chris Chapin

This fall Chris will embark on a new chapter of his life as a Graduate Student pursuing a Masters in Business Administration at Washington State University. This opportunity will allow him to further his education and combine it with the experience he has gained while working in a variety of areas in HR including recruiting, employee relations, and HRMS.

Professional scholarship - Cost of one WorldatWork course & exam fee (estimated value \$865 each)

Ty Brubaker, Compensation Analyst, WaferTech LLC

Like so many Compensation professionals, Ty did not begin his HR career with the intent of going into Compensation. Through his work in the HRIS area he discovered the Compensation field. Certification has provided Ty an opportunity to exercise what he has learned and the ability to apply his knowledge by reevaluating his organization's compensation programs and policies. It is through learning and practice that Ty will enhance his current role as a Compensation Analyst and add new tools to his compensation "tool box".

Kerri Constans, Compensation Analyst II, Stancorp Financial Group

Kerri has been working in the area of Compensation and Benefits for the last 11 years, first as Stock Plan Administrator and now as a Compensation Analyst. As her time and responsibilities in compensation increased Kerri decided to pursue certification through WorldatWork. Certification has added to her compensation experience while aiding in her career development.

WorldatWork Webinar

Sales Compensation Planning – Changing Times Require Different Plans

September 9, 2009 12:00 – 1:30 p.m. Eastern | 9:00 – 10:30 a.m. Pacific

Attendees will learn:

- What actions companies have taken in the sales area through this recession and the implications when planning for recovery.
- Best practices done during previous economic recoveries and the learnings gained from those practices.
- Next steps needed for HR to "seize the moment".
- How to maximize your position within your company in leading your company's efforts to prepare your sales compensation plan for the upturn.

Fee: \$270.00 USD; **WorldatWork Member** \$160.00 USD; **CWCG & WorldatWork Member** \$110 USD; **CWCG Member** \$200 USD

Event Code: WEB0923

<http://www.worldatwork.org/waw/adimLink?id=33857>

2010 Certification Course Schedule



T2: Accounting & Finance for the HR Professional—January 27 & 28

B2: Retirement Plans – Design Considerations & Administration—March 17 & 18

C1: Regulatory Environments for Compensation Programs—June 23 & 24

C12: Variable Pay: Incentives, Recognition & Bonuses—October 13 & 14

WorldatWork Introduces COMPUTER-BASED TESTING No testing on the third day

- WorldatWork will expand computer-based testing for all course exams **beginning Jan. 1, 2010**.
- Courses are now only **two days**
- **Exams must be completed within 120 days of the course.**
- Results are available immediately after completion of exam.
- Computer-based testing offers over 4,000 locations worldwide.
- To ensure error-free scheduling, all WorldatWork customers purchasing an exam will be directed to our partner, **Pearson VUE**.
<http://www.vue.com/worldatwork/>

This process will:

- Allow customers to take the test when they feel fully prepared – immediately following their course or after additional studying.
- Provide a consistent testing environment for all exams.
- Enhance exam security.
- Offer all customers who purchase an exam, the flexibility and convenience to take their exam at the date, time and location that works best for them.

Testing Locations in Oregon and Washington



Central Oregon Community College
Bend, OR

Clark College
Vancouver, WA

Columbia Basin College
Pasco, WA

New Horizons Computer Learning Center
Beaverton, OR

Olympic College
Bremerton, WA

Pearson Professional Centers
Beaverton, OR
Medford, OR
Renton, WA
Salem, OR
Seattle, WA
Yakima, WA

Portland Community College
Portland, OR

Sartori Education Center
Renton, WA

TLG Learning
Bellevue, WA

Umpqua Community College
Roseburg, OR

University of Oregon
Eugene, OR

Volt
Bellevue, WA

