



January 2012

Columbus Compensation Association

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2011 Letter from the CCA President

It is my pleasure to assume the position of President of the Columbus Compensation Association Board. As incoming President I want to welcome our new members and welcome back our returning colleagues. We look forward to another year of stimulating programs, WorldatWork courses, and networking opportunities.

I would like to sincerely thank the 2011 Board and our immediate Past President, Michael Kalan for his leadership, guidance and wisdom. Michael will continue to be a key advisor and resource to our

members and Board in 2012. In addition, we are excited to have three new members join the CCA Board of Directors:

- John Groves, Treasurer
- Tom Bond: Committee Chair, Communications
- Teri Martise: Committee Chair, Professional Development

The Columbus Compensation Association is a member organization dedicated to serving, promoting, and educating compensation and benefits professionals in the Columbus area. We are proud to be one of the largest and strongest WorldatWork local networks in the United States and our role has never been more important.

We take our mission seriously, and plan on continuing to provide a variety of topics and knowledgeable speakers at our meetings in order to keep our members up-to-date on hot topics and emerging trends in the total rewards arena.

In addition to quality programming, our WorldatWork certification courses continue to be well received. We have four 2-day courses planned for the year. You can find all the details on our website and/or in our newsletters.

We also look forward to providing additional networking opportunities in 2012, as we know that discussion and knowledge sharing among peers is an invaluable benefit of belonging to an organization such as CCA.

From a technology standpoint, we made some major improvements to our website in 2011, some of which included adding an online member forum, providing an online directory for CCA Members, and enabling members to pay for membership renewal online. We look forward to continuing to improve our website and look for ways to make administrative actions for members easier in 2012.

As a reminder, our annual membership campaign is underway. If you have not already done so, please renew your membership and invite your colleagues who may not currently be members to join CCA.

Thank you for your dedication to the compensation and benefits profession and your membership in the Columbus Compensation Association. The board strives to make your membership valuable, and welcomes comments on how we can serve you better as an organization.

I look forward to the upcoming year and to meeting all of our new and returning members. I am honored to be serving as the president of an organization with such talented members. I welcome you to contact me with ideas or just to say hello.

Sincerely,

Maureen Koblentz

President, Columbus Compensation Association

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Lunch Meeting Announcement

Program Topic

What's Hot? What's Not? and *What To Do About It*

Presenter

David Van De Voort,

Principal, Compensation, Buck Consultants, an ASC company

Date

February 16, 2012

Location

Fawcett Center

Registration Deadline: Friday, February 10, 2012

Schedule:

Registration and Meal 11:15 a.m. – 12:00 p.m.
Keynote Presentation 12:00 p.m. – 1:30 p.m.

<u>Cost</u>	<u>Member</u>	<u>Non-Member</u>	<u>Student*</u>
Meeting Keynote	\$30	\$40	\$10

Note: Your membership payment must have been received by CCA prior to the meeting date in order to receive the member pricing for the meeting!

- No meeting cost for those who prepaid membership & meeting package for 2012.
- If you have prepaid for the meeting package, please remember to register so we have an accurate count.
- If you register but don't attend, you are still responsible to pay the meeting cost.
- Please register online at <http://www.columbuscomp.org>

*The Columbus Compensation Association considers "Student Membership" as a discounted membership for a full-time college student who may not otherwise qualify for sponsorship by their own organization.

Program Overview

As Compensation professionals, we frequently consult with our business partners regarding situations where jobs are "special" and require unique compensation treatment. These special circumstances often occur in cycles. This Program will focus on answering the following questions:

- When is "hot skills" treatment warranted?
- What's Hot currently: Skill demand in various industries?
- What reward elements are most effective, by function, industry, and employee demographics?

We will explore how job type and level impact our compensation recommendations for hot skills and alternative approaches to dealing with hot skills. David's presentation style will welcome active dialogue during the presentation... so come prepared with your specific questions and business problems!

About the Speaker:



**David Van De Voort,
Principal, Compensation, Buck Consultants, an ASC company**

David is a Principal workforce rewards, employee performance, talent management, and organizational effectiveness consultant for Buck Consultants, based in Chicago. Dave is a noted authority on attraction, retention, and performance of knowledge workers, especially information technologists.

He has more than 30 years of HR experience in consulting, management and academic settings. He served on the Executive Advisory Boards to the HR Management degree program at Ohio University, the IT degree program at Loyola University (Chicago), and to the College of Arts and Sciences of Illinois State University. He is a member of the Board of Directors of Victory Gardens Theater, Chicago. He earned a BS in Communication from Illinois State University and a MA in Industrial/Organizational Psychology & Statistics at The Ohio State University. Many of our CCA members know Dave from the time he lived in Columbus earlier in his professional career.

*****You don't want to miss David's expert perspective on this 'hot' topic!**

*****You will glean valuable information that you can take back to share with your team and leadership.**



HOT NEWS

2012 Membership Renewals – Renew Now!

Our 2012 Membership Drive kicked off in November. If you have not already renewed, please consider doing so as soon as possible so you will not lose out on key membership benefits. **If you have not renewed, this could be your last newsletter!** Members receive valuable benefits, including:

- Discounted WorldatWork Courses held in Central Ohio
- Discounted Meeting & Seminar Fees
- Discounted Meeting & Seminar Fees at Local Network Partner Associations in our region
- Excellent networking opportunities with over 100 local compensation professionals
- Individual Membership that transfers with the Member
- Access to the online Membership Directory
- Member Newsletters
- Enhancement of Professional Knowledge & Skills
- Complimentary Job Postings on the CCA Website

Electronic payment through PayPal for new and renewal memberships is available this year. **Membership dues must be paid on or before the scheduled meeting dates in order to receive the member meeting discount for attendance at a particular meeting.**

Save the Date!

CCA Meetings:

2012 CCA Meetings	
April 17, 2012	Breakfast Meeting
June 20, 2012	Lunch Meeting
September 19, 2012	Breakfast Meeting
November 13, 2012	Breakfast Meeting

*All meetings held at the Fawcett Center.

CCA Courses:

2012 CCA-Sponsored Courses.	
April 23 & 24, 2012	T2: Accounting & Finance
June 11 & 12, 2012	C4: Base Pay Administration
August 6 & 7, 2012	C12: Variable Pay
October 8 & 9, 2012	GR7: International Remuneration

*All courses held at the Quest Business Center.

Register at www.worldatwork.org/register/cca.

Local Network Partner Sponsored Courses:

Sponsor	Location	Date	Course
Bluegrass Compensation Association (www.bluegrasscomp.com)	Lexington, KY	To be announced	
Compensation & Benefits Professionals of Indiana (www.cbpi.org)	Indianapolis, IN	April 9-10	T3: Quantitative Methods
		Oct. 15-16	T2: Accounting & Finance
Greater Cincinnati Compensation & Benefits Association (www.gccba.com)	Cincinnati, OH	Apr 30 – May 1 st	C17: Market Pricing
		October 8 -9	T1: Total Rewards Management
Louisville Compensation Association (www.loucomp.net)	Louisville, KY	To be announced	
Penjerdel Employee Benefits Association (www.peba.org)	Philadelphia, PA	March 14-15	B3A: Health & Welfare Plans C2: Job Analysis
		May 16-17	C1: Regulatory Environments B2: Retirement Plans
		June 13-14	T2: Accounting & Finance C12: Variable Pay
		July 18-19	T1: Total Rewards Management
		Sept. 19-20	B1: Benefits Regulatory Environ. C4: Base Pay Administration
		Oct 17-18	T4: Strategic Communications
		Nov. 7-8	T3: Quantitative Methods C17: Market Pricing
Western Pennsylvania Total Compensation Group (www.wptca.org)	Pittsburgh, PA	Feb. 6-7	C12: Variable Pay
		May 21-22	C17: Market Pricing
		Aug. 13-14	B2: Retirement Plans W1: Intro to Work/Life
		Nov. 5-6	C2: Job Analysis

*CCA members are eligible for discounted rates with our Local Network Partners.

In the News

(Click on the links below to read the full articles.)



[Executive Compensation and the Great Wizard of Oz](#)

- An entertaining blog article challenges us to think of new ways to handle our executive comp disclosure
- Can you initiate a conversation with your leadership to be more transparent? If so, how would you start the opening up process?
- Written by Dan Walter, the President and CEO of [Performensation](#) an independent compensation consultant focused on the needs of small and mid-sized public and private companies.

[If I Shred It, Will I Dread It?](#)

- Everyone's favorite topic – Record Retention!!
- Helpful tips to firm up your retention policy by giving you federal guidelines for documents relating to:
 - o IRS
 - o DOL
 - o FMLA
 - o FLSA
- Written by Stephanie R. Thomas, founder of Thomas Econometrics, and host of The Proactive Employer Podcast

[The Best Comp Stories of 2011](#)

- Follow this link to a wide variety of articles on topics covering the Compensation and HR realm:
- Google's WorldatWork presentation on using statistical research
- The happy Zappo's culture
- Several "how to" articles for the Comp professional

November Meeting Recap

Public Policy Update – Impact on Total Rewards

Katie Vlietstra, Public Policy Liaison, WorldatWork

Katie Vlietstra from WorldatWork joined us on November 15, 2011 at the Fawcett Center to share information on the impact of U.S. Legislation and Regulations and the impact they have on Total Rewards.



Congress & Total Rewards

Katie's discussion around Congress focused on the composition of the 112th Congress and the way they tend to vote. In the 2012 elections, Republicans will try to keep the House and Democrats will try to keep the Senate. With the release of the 2010 Census data, many states are redrawing district lines based on new population figures. Redistricting tends to favor the incumbents, leaving them in much safer districts; however, it forces some lawmakers to run in tough races against each other.

Katie discussed some of the victories of the Democrats in the 111th Congress and Republican Efforts in the 112th Congress. Wins for Democrats included the Patient Protection and Affordable Care Act (PPACA), Lily Ledbetter Fair Pay Act, and the Dodd-Frank Wall Street Reform Act. In the 112th Congress, Republican efforts are focused on repealing and replacing PPACA, controlling the deficit/balancing the budget, decreasing regulation and intervention, and creating jobs. Katie warned us not to expect much regarding Total Rewards issues in 2012, as it may take a back seat to election issues. Since the start of the 112th Congress, only 44 bills have been enacted into law, including renaming of courthouses and post offices.

The Obama Administration & Total Rewards

The primary focus in this section of the meeting was on regulations passed by governmental agencies. Katie discussed some crucial Final Rules, Interim Guidance, and Requests for Information.

- Final Rules: Shareholder Approval of Executive Compensation & Golden Parachute Compensation (WorldatWork was cited 7 times in the final rule that was published)
- Interim Guidance:
 - Informational Reporting to Employees of the Cost of Their Group Health Insurance Coverage
 - Non-Discrimination in Compensation; Compensation Data Collection Tool
 - Summary of Benefits and Coverage and Uniform Glossary Requirements
- Request for Information:
 - Reasonable Break Time for Nursing Mothers
 - Electronic Disclosure in Employee Benefit Plans
 - Annuity Usage in Employer Sponsored Plans

Regarding proposed amendments to the FLSA, Katie said that nothing much is going on and that if these were not published by December 31st, it was unlikely they would occur during an election year.

The Supreme Court & Total Rewards

Katie provided an overview of the Supreme Court's composition and then briefly mentioned several court cases either decided or appearing before the court, including:

- NASA v. Nelson – Decision rendered: court upheld NASA's right to conduct reasonable background checks on employees of government contractors.
- Cigna Corp. v. Amara – Decision rendered: Court found that a Summary Plan Description is not part of an ERISA plan and not enforceable under a certain section of ERISA for recovering benefits based on an inconsistency between the explanation of benefits in the SPD and the terms of the plan itself. BUT the Court decided another section of ERISA does allow such relief.
- Wal-Mart Stores v. Dukes – Decision Rendered: court ruled unanimously that the "class" of 1.5+ million women was not similar enough to be certified as a class-action lawsuit. The Court ruled 5-4 that the back pay the plaintiffs were seeking could not be awarded in this type of lawsuit. {Katie noted that this is likely to come back up.}
- Kasten v. Saint-Gobain Performance Plastics – Decision Rendered: court ruled that employees don't have to complain in writing about FLSA issues, such as illegal workplace conditions, to receive retaliation protection from their employers.

Public Policy Resources from WorldatWork

For more information, Katie recommended the use of several resources available from WorldatWork. The Public Policy Website ([click here](#)) includes issue summaries, comment letters, blogs, and methods of reaching out to a WorldatWork staffer if you have questions on a particular governmental issue.

2012 CCA Board Members

<p>PRESIDENT (NEW!) Maureen Koblentz Compensation Manager Ohio State University Medical Center Department: HR Shared Services 660 Ackerman Rd PO Box 183100 Columbus, OH 43218-3100 614-293-7412 office Maureen.Koblentz@osumc.edu</p>	<p>PAST PRESIDENT (NEW!) Michael Kalan, CCP Compensation Consultant Ohio State University Medical Center Department: HR Shared Services 660 Ackerman Rd. PO Box 183100 Columbus, OH 43218-3100 614-293-7996 office Michael.Kalan@osumc.edu</p>
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<p>TREASURER (NEW!) John Groves, CCP Compensation Consultant Cardinal Health 7000 Cardinal Place Dublin, OH 43017 614-757-7320 office john.groves@cardinalhealth.com</p>	<p>SECRETARY Meredith Salata, CCP Compensation Consultant Battelle 505 King Avenue Columbus, OH 43201 614-424-3460 office salatam@battelle.org</p>
<p>COMMUNICATIONS (NEW!) Tom Bond, CCP Compensation Manager The Ohio State University 1590 N. High St. Columbus, OH 43201 (614) 292-4383 office bond.5@osu.edu</p>	<p>FACILITIES Rupal Brich, CCP, GRP Consultant, Compensation Cardinal Health 7000 Cardinal Place Dublin, OH 43017 rsbrich@yahoo.com</p>
<p>PROFESSIONAL DEVELOPMENT (NEW!) Teri Martise, CCP, PHR Sr. HR Generalist Limited Brands 3 Limited Parkway Columbus, OH 43230 614-415-8167 office 614-577-3308 fax tmartise@limitedbrands.com</p>	<p>TECHNOLOGY (NEW!) Judith Juodvalkis, CCP, GRP, SPHR Compensation Manager Exel Logistics 570 Polaris Parkway Dept 140 Westerville, OH 43082 614-865-8508 office 614-865-8871 fax Judith.L.Juodvalkis@exel.com</p>

Watch for Your Next CCA Newsletter in mid-March

A major purpose of the Columbus Compensation Association (CCA) is to enhance and promote the total compensation profession. If you are interested in providing content for the newsletter or feedback, please contact info@columbuscomp.org. Deadline for content for submission is **March 1, 2012**.