



# Columbus Compensation Association

April 2008

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## Contact Us

<http://www.columbuscomp.org>

[info@columbuscomp.org](mailto:info@columbuscomp.org)

## Meeting Announcement

### Breakfast Presentation

**Thursday, May 8, 2008**

The Fawcett Center, 2400 Olentangy River Rd.

### *Topic:*

**Management Compass - Selecting the Right Incentive Plan For Your Company**

### *Presenter:*

**David Cichelli, The Alexander Group**

### Schedule

Registration	7:45 - 8:00 a.m.
Breakfast	8:00 - 8:30 a.m.
Keynote Presentation*	8:30 - 10:00 a.m.



\*Please note that we have extended the length of our keynote presentations by ½ an hour.

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

### **Registration Due Date: Thursday, May 1, 2008**

\* No meeting cost for those who prepaid membership and meeting package for 2008. Reservations made and not paid for or cancelled by May 1st will be invoiced.

To register for this meeting please go to <http://www.columbuscomp.org>

# Program Overview

## Management Compass - Selecting the Right Incentive Plan For Your Company

With more pressure than ever on companies to perform, organizations and compensation professionals need to take a fresh look at their variable compensation plans that provide cash to employees.

Incentive compensation is a powerful management device. There are many such programs: management bonus plans, employee gainsharing, scorecards, sales incentives and others. Leading companies select and deploy the right variable compensation plans to improve employee performance.

However, not all incentive plans are appropriate for all companies. Some will succeed at your company but others will fail. Learn how your company's management model determines which incentive plans work and which will not. Discover how to select the right plans, measures and practices to improve employee performance

## About the Speaker

### David Cichelli, The Alexander Group

David J. Cichelli is Senior Vice President of The Alexander Group, Inc.®, the nationally recognized leader in sales effectiveness consulting. As the National Practice Manager in Sales Compensation, David provides thought-leadership and best-practice solutions for application of winning sales compensation solutions. He is a frequent speaker at national conferences, industry groups, and corporate meetings. He is the author of WorldatWork's (association of compensation professionals) sales compensation design seminar. He is author of McGraw Hill's book *Compensating The Sales Force*. He has presented sales programs throughout the world including Asia, Europe, and South America. He is a contributing editor to "Sales & Marketing Management" magazine. He is the author of many articles on sales effectiveness and sales compensation. With over 20 years of consulting experience, David's clients include leading companies from among most major industries including financial services, hi-tech, software, telecom, wholesale, consumer goods, healthcare, and many others



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# The Benefits of Columbus Compensation Association Membership

The benefits of CCA Membership:

- Discounted WorldatWork Certification Courses
- Discounted Meeting & Seminar Fees
- Membership Directory
- Discounted Meeting & Seminar Fees at WorldatWork Local Network Groups in our region
- Excellent Networking Opportunities
- Member Newsletters
- Enhancement of Professional Knowledge & Skills
- Complimentary Job Postings on CCA Website
- Individual Membership that Transfers with the Member

## 2008 Membership Dues & Meeting Fees

Option 1: Pay for dues and meeting fees separately: \$50 for membership dues, \$30 per meeting

Option 2: Pre-pay an all-inclusive package to include membership dues and all regular CCA meetings for a total cost of \$170. (Note: This does not include fees for any seminars or workshops that might be scheduled in 2008.)

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## Professional Development 2008 WorldatWork Courses

\*\*\*Plenty of seats still available\*\*\*

Below is a listing of the 2008 WorldatWork courses offered in Columbus, OH.

April 21 – 23, 2008

B1: Fundamentals of Employee Benefits

C1: Regulatory Environment

July 9 – 11, 2008

C4: Base Pay Management

T11: Fundamentals of Equity Rewards

October 6 – 8, 2008

T3: Quantitative Methods

C5: Elements of Sales Compensation

Suggestions for upcoming professional development classes? Simply email Amanda Linard, CCA Professional Development Chair at [amanda.linard@cardinalhealth.com](mailto:amanda.linard@cardinalhealth.com).

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## March 20th Meeting Book Winners!

Congratulations to our March 20th Breakfast Presentation Book Winners!

**Matthew Bernosky** – Donatos  
**Emily Kovac** – Grange Insurance

Matthew received a copy of Excellence at Work and Emily received a copy of Culture at Work. Both of our winners also received gift cards for gasoline!!

### **May 8th Meeting Prizes:**

Don't forget to drop off your business cards at the registration desk on May 8<sup>th</sup> to be entered in a drawing to receive a popular compensation or benefits book.

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## Save the Date

Save the following dates for upcoming presentations hosted by your Columbus Compensation Association.

**September 18** - Steve Brink from Mercer on the future of the compensation profession.

**November 6** - Fred Crandall with Watson Wyatt on trends and latest research in total rewards.

*\*dates and topics are subject to change.*

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## 2008 World at Work Total Rewards Conference

May 20-23 Philadelphia, PA

Are you going? If so, let us know. We have two board members attending who would like to meet fellow CCA members during the meet and greet event. We are very interested in hearing about your experience at the conference to publish in the next CCA newsletter. Please email us at [info@columbuscomp.org](mailto:info@columbuscomp.org).



## In the News

- Time-off policies in the United States continue to evolve as some states and cities are exploring mandatory paid sick leave. While current policies vary from state to state, the Benefits USA 2007/2008 survey of more than 5,400 benefit plans found employers offer exempt workers 8.4 sick days on average and nonexempt 7.6. In the last month, Washington, D.C., joined San Francisco by becoming the second U.S. municipality to mandate paid sick leave. The D.C. law has a number of exemptions including workers who have been at their jobs for less than a year and those who have worked less than 1,000 hours total for their current employer. Businesses are also not required to provide paid leave to waiters and bartenders. States across the United States are also exploring mandatory paid sick leave. Some of these include Massachusetts, Rhode Island, Connecticut, Pennsylvania, West Virginia, North Carolina, Minnesota, Colorado, Wyoming, California and Alaska. In California, a bill was recently introduced which would guarantee paid sick days for all employees. It would allow workers to accrue at least one hour of sick leave for every 30 hours worked and is modeled after the San Francisco law. ([www.worldatwork.org](http://www.worldatwork.org))
  
- A new survey conducted among HR compensation executives and CEOs produced some chilly findings, as nearly 1 in 3 of respondents reported that they are freezing or considering freezing salaries in response to the economic downturn. According to Hay Group's "Slowing Economic Spot Survey," more than 30 percent of respondents say their company is freezing or considering freezing base salaries. Meanwhile, 15 percent are freezing salaries for all employees. Whose salaries are most likely to feel the chill? According to the survey, most respondents reported that executive, management and professional groups are most at risk for salary freezes. Skilled trade and support/clerical groups are less at risk. ([www.compensation.blr.com](http://www.compensation.blr.com))
  
- A recent Mercer Global Business Challenges Survey cited globalization of operations as a key business priority, along with continuously improving processes, controlling costs and managing risk. But while global companies may share some common ground, no two have identical needs when it comes to global compensation administration and management. From formatting compensation templates to generating management reports, HR must be able to extract data in a format that will provide critical business intelligence. Customizable, web-based software solutions for managing global compensation are not new to the market. However, HR is often under the misconception that customizing applications, especially in the area of compensation, benefits and payroll, is costly. Bad experiences with overly complex installations -- i.e., large-scale enterprise resource planning (ERP) implementations that can drag on for months -- coupled with the high costs associated with add-on services (for everything from customized business rules to customized reports), has left many HR professionals reluctant, even averse, to the idea of tailored software or hosted applications. The truth is that many modifications can be made cost-effectively during the implementation process and throughout the client/vendor relationship. HR should elevate its knowledge of applications in general, and of its needs in particular, to work more effectively with a technology partner to discuss and request modifications up front. ([www.shrm.org](http://www.shrm.org))

**Please Note:** This material is provided as general information and is not a substitute for legal or other professional advice.

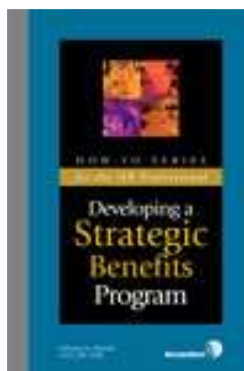
## WorldatWork Bookstore

The following books are recommended by WorldatWork and are available for purchase at their website - [www.worldatwork.org](http://www.worldatwork.org)



**Battling to Be the Best**  
*Why Companies Compete for Best-Place-to-Work Lists*  
Richard Fedrico

List \$29.95 USD (Members: \$24.95 USD)



**Developing a Strategic Benefits Program**  
*How-to Series for the HR Professional*  
Julianne M. Adamik, CCP, CBP, CEBS

List \$21.95 USD (Members: \$17.95 USD)

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### Did You Know...

Many of our presenters provide presentation materials and are available on our website for our members. Check out the "Presentation Materials" link on the website!

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### Are you interested in volunteering?

The CCA has many opportunities for you to get involved.

- Working at the registration desk for meetings & events
- Working at the sign-in desk for WorldatWork Seminars
- Writing original material on compensation & benefits topics for the Newsletter and Website
- Participating on special sub-committees for new initiatives
- Writing a review of a CCA meeting to be published in the Newsletter or Website
- Submitting a compensation or benefits book review to be published in the Newsletter or Website
- Sharing your ideas with the Board for improvements to anything related to the CCA
- Other special projects

Volunteering with a non-profit organization in your Profession is rewarding and fun! Please email us at [info@columbuscomp.org](mailto:info@columbuscomp.org) if you are interested in volunteering.

## *Columbus Compensation Association 2008 Board Members*

<p><b>PRESIDENT</b>  <b>Julie Hurley, CCP</b>                  Sr. Compensation Consultant                  Cardinal Health                  7000 Cardinal Pl                  Dublin, OH 43017                  614-757-4487                  Julie.hurley@cardinalhealth.com</p>	<p><b>VICE PRESIDENT PROGRAMMING</b>  <b>David Giesman, CCP, PHR</b>                  Director of People Services                  Donatos Pizza                  935 Taylor Station Rd                  Columbus, OH 43230                  614-416-7829                  dgiesman@Donatos.com</p>
<p><b>VICE PRESIDENT MEMBERSHIP</b>  <b>Sarah K. Skala, CCP, PHR</b>                  Sr. Compensation Specialist                  Convergys                  201 E. Fourth St., Atrium One                  Cincinnati, OH 45202                  513.476.4675 mobile                  513.723.2689 office                  sarah.skala@convergys.com</p>	<p><b>SECRETARY</b>  <b>Rupal Brich, CCP</b>                  Compensation Consultant                  Sterling Commerce, Inc.                  4600 Lakehurst Ct                  Dublin, OH 43016                  614-791-5715                  Rupal_brich@stercomm.com</p>
<p><b>TREASURER</b>  <b>Michael Kalan, CCP</b>                  Compensation Consultant                  Ohio State University Medical Center                  Dept: Human Resources Shared Services                  660 Ackerman Rd PO BOX 183100                  Columbus, OH 43218-3100                  614-293-7996                  Michael.kalan@osumc.edu</p>	<p><b>COMMUNICATIONS</b>  <b>Teri Martise, PHR</b>                  Sr. Compensation Analyst                  Limited Brands                  3 Limited Pkwy                  Columbus, OH 43230                  614-415-8167                  tmartise@limitedbrands.com</p>
<p><b>PROFESSIONAL DEVELOPMENT</b>  <b>Amanda Linard, CCP, PHR</b>                  Compensation Director                  Cardinal Health                  7000 Cardinal Place                  Dublin, OH 43017                  614-757-7735                  amanda.linard@cardinalhealth.com</p>	<p><b>TECHNOLOGY</b>  <b>Sally Weisman, CPA, CCP, GRP</b>                  Director Global Compensation                  Hexion Specialty Chemicals                  180 East Broad Street                  Columbus, OH 43215                  614.225.2067 office                  614.225.4238 fax                  Sally.Weisman@hexion.com</p>
<p><b>PAST PRESIDENT</b>  <b>Mary Ellis</b>                  Population Health Manager                  Ohio Department of Administration Services                  30 E Broad St, 28<sup>th</sup> Floor                  Columbus, OH 43215                  614-644-1802                  mary.ellis@das.state.oh.us</p>	<p><b>FACILITIES</b>  <b>Vivian A Young, CCP, PHR</b>                  Compensation Specialist                  Nationwide Insurance                  One Nationwide Plaza, 1-04-101                  Columbus, OH 43215                  614.249.9403 office                  youngv1@nationwide.com</p>

### *About Columbus Compensation Association*

A major purpose of the Columbus Compensation Association (CCA) is to enhance and promote the total compensation profession through the participation of members in seminars for their career growth and personal benefit. To serve this purpose, CCA is pleased to sponsor WordatWork seminars.

Is there anything you would like to see in upcoming issues of our newsletter? Please send feedback to [info@columbuscomp.org](mailto:info@columbuscomp.org).