

# Columbus Compensation Association



P.O. Box 164022 – Columbus, OH 43216 - 4022

[www.columbuscomp.org](http://www.columbuscomp.org)

April 2006 Newsletter

## ***Upcoming Breakfast Presentation***

Wednesday, April 26, 2006

**Join us for [Strategic Recognition to Increase Retention and Engagement](#)**

### ***Presenter:***

Max Brown, Facilitator, Carrot Philosophy

### ***Location:***

The Fawcett Center, 2400 Olentangy River Rd.

### ***To Register:***

Go to [www.columbuscomp.org](http://www.columbuscomp.org) and fill out the online application. You may also use the registration form included with this newsletter and mail it in with your payment. You may also pay at the door but please register so we can save you a seat. Please note that CCA accepts checks and cash only at this time.

### **Schedule**

Registration	7:45 - 8:00 a.m.
Breakfast	8:00 - 8:30 a.m.
Presentation	8:30 – 9:30 a.m.

<u>Costs</u>	<u>Member</u>	<u>Non-Member</u>
Meeting	\$30*	\$40

*\*No meeting cost for those who prepaid membership and meeting package for 2006.*

**Registration Due Date:  
Wednesday, April 19, 2006**

## ***About the Speaker***

### **Max Brown, Facilitator, Carrot Philosophy**

He's rappelled off the Great Wall of China, facilitated at the World Religions Conference in Spain, spoken to a cheering crowd in the Netherlands, and even run from a Grizzly in Yellowstone Park. Wherever he is, Max Brown loves working with people! Bears? Not so much. With his experience in leadership training, speaking, and facilitating around the world, Max brings a global perspective to the challenge of motivating people. Max laces his presentations with stories and examples that inspire people to act. Audiences at companies such as Coca-Cola, e-Bay China, MARS, and Hewlett-Packard have raved about his interactive, engaging style.

Max is currently Manager of Recognition Training at the O.C. Tanner Recognition Company, the world's foremost provider of employee recognition services. He has a Master's Degree in Social & Organizational Learning from George Mason University and a certificate in Leadership Coaching from Georgetown University. Max is the oldest of 13 children (both homemade & adopted), and nearly 100 foster brothers and sisters. In his spare time he enjoys photography, reading, scuba diving, and spending time with his family and friends.

Please note that we are sending the newsletter out via email only. If you or someone you know isn't receiving it please let us know by emailing [info@columbuscomp.org](mailto:info@columbuscomp.org). We have found that some companies have IT departments that do not allow mass emails. If this is happening, please let us know an alternate email address or we can mail you a copy by request. Also, you may download it from our website. We apologize for any inconvenience.

## In the News

- Senior executives in the United States earn the highest salaries and annual total cash globally, according to a survey by Mercer Human Resource Consulting. The research, which covers pay for finance, marketing and HR directors in 14 countries worldwide, found finance and marketing directors earn more than five times their counterparts in India, while HR directors earn more than three times as much. (worldatwork.org)
- Many HR professionals cite a disconnect between tracking employee performance and compensation, and visibility into employee data. A new Aberdeen research report 'The Pay-for-Performance Benchmark Report', finds that technology-enabled Pay for Performance programs integrate both performance tracking and compensation management, providing overall visibility in employee value and contributing to corporate success. (worldatwork.org)
- Coca-Cola Co. says it would pay its directors only if earnings growth goals are met, leaving board members at the world's largest soft drink maker with no compensation if targets are missed. Under the new plan, which takes effect in 2006, directors would receive share units each year equal to a flat fee of \$175,000. If the company meets a goal of 8 percent compounded annual earnings growth over the next three years, the units would be payable in cash, Coca-Cola (Research) said in a statement. (money.cnn.com)

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

## Don't Miss the Four Upcoming WorldatWork certification courses in 2006.

See page 3 for details.

**For information or to register, contact WorldatWork at (877) 951-9191 or fax (866) 816-2962 or by e-mail [customerrelations@worldatwork.org](mailto:customerrelations@worldatwork.org).** Be sure to include the certification course number and the course location (Columbus, Ohio) in your e-mail. CCA members receive a discount on all WorldatWork courses held in Columbus, Ohio. The 2006 course fee for CCA members is \$900. Non-CCA members pay the current WorldatWork fee at the time of registration.

### About WorldatWork

WorldatWork is the world's leading not-for-profit professional association dedicated to knowledge leadership in compensation, benefits and total rewards. Founded in 1955, WorldatWork focuses on disciplines associated with attracting and motivating employees. In addition to providing professional affiliation, WorldatWork offers highly acclaimed certification (CCP<sup>®</sup>, CBP<sup>™</sup>, and GRP<sup>®</sup>) and education programs, the monthly *workspan*<sup>®</sup> magazine, online information resources, surveys, publications, conferences, research and networking opportunities.

[www.worldatwork.org](http://www.worldatwork.org)

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### January Meeting Door Prize Book Winners

- Doug Beeler, Nationwide - Responsible Executive Compensation
- Barbara Robinson, Good Will, Columbus - Pay to Prosper
- Matilda Wood, MWA Consultants - Executive Compensation in Competitive Markets

We hope you enjoyed reading these interesting books. Congratulations!



# **WORLdatWORK**

**Coming to Columbus in 2006**

**July 10-12, 2006 at Columbus Marriott Northwest,  
Dublin, OH**  
**C2: Job Analysis, Documentation and Evaluation**

This basic-level, two-day course presents the fundamentals of job analysis and documentation with a focus on job descriptions. You'll cover various methods of job evaluation including quantitative and market-based approaches. Exercises help you see how the methods outlined in the course can be put into practice in your organization. On the third morning, an optional certification exam covers the content of this seminar.

**July 10-12, 2006 at Columbus Marriott Northwest,  
Dublin, OH**  
**B3: Health Care and Insurance Plans -- Design  
and Management**

This intermediate-level, two-day course gives you a detailed overview of the design and management of health and insurance benefits. You'll cover legal requirements, including recent legislative changes, as well as new trends and emerging issues. On the third morning, an optional certification exam covers the content of this course.

**October 10-12, 2006 at Columbus Marriott  
Northwest, Dublin, OH**  
**T1: Total Rewards Management**

Learn what is required to develop a rewards program that has the power to attract, retain and motivate employees - total rewards. This basic-level, two-day course is designed as an introduction to the total rewards model and its three components: compensation, benefits and the work experience. Emphasis is given to the concept of the total rewards design process. Finally, participants are introduced to the general skills needed by the HR professional to become an effective strategic business partner. On the third morning, an optional certification exam covers the content of this seminar.

**October 10-12, 2006 at Columbus Marriott  
Northwest, Dublin, OH**  
**C11: Performance Management -- Strategy,  
Design and Implementation**

This intermediate-level course presents the key concepts associated with measuring and rewarding performance at the organization-wide, group and individual levels. Issues addressed include: organizational performance planning, business strategy, the performance management system and process, measurement, individual motivation and the link between rewards and performance. On the third morning, an optional certification exam is administered covering the course content.



## Columbus Compensation Association 2006 Board Members

<b>President:</b> <b>Mary Ellis</b> President Mary Ellis Associates, LLC 4744 Brittonhurst Drive Hilliard, Ohio 43026 614-529-8803 mellis@columbus.rr.com	<b>Immediate Past President:</b> <b>Amanda Linard</b> Compensation Analyst Too Brands 8323 Walton Parkway New Albany, OH 43054 614-775-3518 alinard@toobrand.com
<b>Vice President:</b> <b>Sally Warshaw</b> Compensation Manager The Scotts Company 14111 Scottslawn Road Marysville, OH 43041 937-644-7186 sally.warshaw@scotts.com	<b>Secretary:</b> <b>Julie Hurley</b> HR Representative Wendy's International, Inc. 4288 W. Dublin-Granville Rd Dublin, OH 43017 614-764-3231 julie_hurley@wendys.com
<b>Treasurer:</b> <b>Rupal Brich</b> Compensation Analyst Sterling Commerce, Inc 4600 Lakehurst Ct. PO Box 8000 Dublin, OH 43016 614-791-5715 rupal_brich@stercomm.com	<b>Communications:</b> <b>Sarah K. Skala</b> Sr. HRMS Analyst Limited Brands 4 Limited Pkwy Reynoldsburg, OH 43068 614-577-2678 sskala@limitedbrands.com
<b>Membership:</b> <b>Karen Hudson</b> Compensation Manager City of Columbus HR Suite 311 90 W. Broad St. Columbus, OH 43215 614-645-0293 kjhudson@columbus.gov	<b>Programs (Speakers):</b> <b>David Giesman</b> Consultant  1909 Lost Valley Road Powell, Ohio 43065 614-792-3611 dgiesman@columbus.rr.com
<b>Professional Development:</b> <b>Don Adams</b> , President Compensation Consultants of Dublin 2881 Charing Road Columbus, OH 43221 614-395-2395 donadams@rroho.com	<b>Programs (Facilities):</b> <b>Holly Bush</b> Sr. Compensation Analyst Huntington Bank 41 S. High Street (HC0318) Columbus, Ohio 43287 614-480-3011 holly.bush@huntington.com

## Have you paid your 2006 membership dues yet?

### The Benefits of Columbus Compensation Association Membership:

- Discounted WorldatWork Certification Courses
- Discounted Meeting & Seminar Fees
- Membership Directory
- Discounted Meeting & Seminar Fees at GPN Partner Associations in our region
- Excellent Networking Opportunities
- Member Newsletters
- Enhancement of Professional Knowledge & Skills
- Complimentary Job Postings on CCA Website
- Website (Enhanced *Members-Only Area* Coming in 2006)
- Individual Membership that Transfers with the Member

Columbus Compensation Association has not increased membership dues or meeting fees for some time. However, in order to maintain the sound financial health of the organization, the Board has approved a modest increase in the 2006 dues and meeting fees. These fees are comparable to similar compensation and/or benefits associations around the country and will allow us to continue to bring quality speakers and services to our members.

#### **New this year - 2 Options for Membership Dues and Meeting Fee Payments:**

- 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 2006.)

### **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 WorldatWork seminars.

**[www.columbuscomp.org](http://www.columbuscomp.org)**

Is there anything you'd like to see in our next newsletter?  
Please send feedback and ideas to [info@columbuscomp.org](mailto:info@columbuscomp.org).

# Columbus Compensation Association

## 2006 Membership Application\*

MEMBERSHIPS ARE INDIVIDUAL-BASED AND ARE FOR THE CALENDAR YEAR. **Please feel free to attach a business card with the required information if that is more convenient.**

Member Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company Name: \_\_\_\_\_

Business Mailing Address: \_\_\_\_\_

Business Phone: \_\_\_\_\_ Business E-mail: \_\_\_\_\_

- If you prefer to receive CCA communications at an alternate email address please list it here:  
\_\_\_\_\_
- Beginning this year, newsletters will be **emailed** to you. If you would prefer the printed copy via US mail, check here:

Industry Type (i.e., manufacturing, banking/financial services, insurance, retail, etc.): \_\_\_\_\_

Are you a new CCA member?  Yes If so, who referred you to the CCA? \_\_\_\_\_

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

**Option One:** Individual Membership Annual Dues:  \$50.00

**Option Two:** Membership & Meetings Package:  \$170.00  
*Includes membership dues and all 2006 meetings*

***\*If you are joining the CCA for the first time between October 1 and December 31, 2005, the dues received will go toward your 2006 membership. You will not need to pay dues again in 2006.***

Note: Our Tax ID number is 31-1117241

Please send the completed application and check payable to Columbus Compensation Association to:

Columbus Compensation Association  
CCA Membership Coordinator  
PO Box 164022  
Columbus, Ohio 43216-4022

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### CCA USE ONLY:

Date Application Received: \_\_\_\_\_ Membership Directory Updated: \_\_\_\_\_

Paid membership dues in Q4 2005  Amount: \_\_\_\_\_

# Columbus Compensation Association Meeting Registration Form

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Wednesday, April 26, 2006

Join us for Strategic Recognition to Increase Retention and Engagement

Presenter: Max Brown, Facilitator, Carrot Philosophy

Location: The Fawcett Center, 2400 Olentangy River Rd.

(Attach business card or complete information below)

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

<u>Cost</u>	<u>Member</u>	<u>Non-Member</u>
Breakfast Meeting	\$30*	\$40

*\*No meeting cost for those who prepaid membership and meeting package for 2006*

Make check payable to CCA and return with registration form by mail to:  
Columbus Compensation Association  
P. O. Box 164022  
Columbus, OH 43216-4022

To ensure your reservation, mail the completed form and payment so it is received no later than **April 19, 2006**.