



Columbus Compensation Association

June 2009

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Meeting Announcement

Breakfast Presentation

Wednesday, June 24, 2009

The Fawcett Center, 2400 Olentangy River Rd.

Program Overview:

Employee Benefits Perspectives - Bob McCollins

"Trends and a Trinket"

- What are employers planning for 2010
- What are employees wanting for 2010
- Trinket that will improve employee perception of your benefits and reduce your costs

Retirement Plan Perspectives - Grey Kennedy

"Trends and a Trinket"

- Fiduciary duty to benchmark costs especially in lieu of upcoming fee disclosure requirements.
- Target date funds and how they differ significantly - a new thought process in selecting these options.
- Trinket that will improve your employee perception of your retirement plan

Taking care of YOU - Amy Marzluff

- Who takes care of YOU
- Eating better for YOU
- Stress less for YOU

Schedule

Registration	7:45 – 8:00 a.m.		
Breakfast	8:00 – 8:30 a.m.		
Keynote Presentation	8:30 – 10:00 a.m.		
Cost	Member	Non-Member	Student
Meeting Keynote	\$30*	\$40	\$10

Registration Due Date: Friday, June 19, 2009

* No meeting cost for those who prepaid membership and meeting package for 2009.

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

Presenters

Bob McCollins is a client executive, for the health & benefits practice in the Columbus office of the Hylant Group. Bob has more than 25 years industry experience. He is a member of the Human Resource Association of Central Ohio, Ohio Plan Healthcare Consortium for Public Sector Employers, Ohio Chamber of Commerce Healthcare Committee, and Columbus Chamber of Commerce Ambassador Program Representative. Bob is a Certified Healthcare Consultant (CHC), and is a featured speaker for Financial Executives International, Employers Healthcare Coalition of Central Ohio, Manufacturers Educational Council, Columbus Compensation Association and The Central Ohio Chapter of Certified Employee Benefit Specialists.

Grey Kennedy primarily focuses on partnering with companies in the design, implementation and management of defined contribution programs, defined benefit retirement plans and non-qualified deferred compensation programs for executives. Before joining Hylant in 2001, he worked with a third party administrator in Northeastern Ohio, where he coupled his investment expertise with the administrative side of managing retirement benefit plans. With more than 13 years experience in the investment and financial advisory business, he also spent several years with both Janus and Prudential, where he participated in extensive training programs.

Grey received his bachelor's degree in business administration and marketing from the University of Colorado—Boulder. He successfully passed the series 7,24,63 and 65 securities exams and is PA-1 and PA-2 licensed through the American Society of Pension Professionals & Actuaries (ASPPA). He has State of Ohio life, accident and health, as well as variable product insurance licenses and is an Accredited Investment Fiduciary (AIF) designee. Grey was recognized by Institutional Investor News as one of the 20Rising Stars of Retirement Plan Advisors in 2008.

Amy Marzluff is a Certified Holistic Health Counselor with a private health counseling practice. She counsels her clients through a variety of programs on holistic attributes that include nutrition, physical activity, relationships, career, and spirituality. She offers individualized programs (in person or on the phone), Cooking Classes, Health Food Store Tours, Corporate Wellness, Wellness Parties, Group Programs for Women and more. Amy has an ardent passion for health and wellness and takes great pleasure in assisting others in their journey to vibrancy and empowerment.

Save the Date

Please mark your calendar with these dates for future meetings of the Columbus Compensation Association. Topics and speakers to be announced at a later date.

- September 15 (breakfast meeting)
- November 15 (breakfast meeting)

The Benefits of Columbus Compensation Association 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

2009 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 2009.)

Professional Development 2009 WorldatWork Courses

Below is a listing of the remaining 2009 WorldatWork courses offered in Columbus, OH.

July 13 – 15, 2009

T4: Strategic Communications in Total Rewards
C2: Job Analysis, Documentation and Evaluation

October 14 –16, 2009

T2: Accounting and Finance for the HR Professional
C17: Market Pricing – Conducting a Competitive Pay Analysis

Suggestions for upcoming professional development classes? Simply email David Giesman, CCA Professional Development Chair at dgiesman@thelimited.com

In the News



Frozen, Slashed Wages Continue to Increase

The percentage of employers cutting or freezing wages and salaries has almost doubled since January, according to a new survey.

A May survey by Challenger, Gray & Christmas found that 52% of HR executives have implemented salary cuts or freezes in an effort to cut costs, which is up from 27% in January. The survey found that while companies continue to cut salaries, the cuts and freezes appear to have lessened the need for layoffs: the percentage of employers making permanent cuts fell from 56% in January to 43% in May. Survey results show that 86% of respondents said their companies have been driven by the souring economy to initiate cost-cutting measures, which is down from 92% in January.

“There are some signs that the economy has hit the bottom, but we are still a long way from seeing the light at the end of the tunnel. Increased consumer and business confidence notwithstanding, until there is significant improvement in spending by these two camps, companies will remain in cost-cutting mode,” said John A. Challenger, CEO of Challenger, Gray & Christmas.

According to survey results, there has also been an increase in the percentages of companies limiting workers' hours, reducing or eliminating tuition reimbursement, instituting furlough programs or forced vacations, and making temporary layoffs. Employers have also reduced travel expenses (67% in January and May), initiated a hiring freeze or reduction (62% in May versus 58% in January), reduced or eliminated other perks (38% in May, up from 29% in January), and cut workers' hours (29% in May and 24% in January), among other measures. (WorldatWork)

Washington's Paid Family Leave Law Delayed 3 Years

The state of Washington's paid family leave law will go into effect in 3 years instead of this year. Washington Governor Chris Gregoire signed legislation (SB 6158) pushing back the implementation date of the program from October 1, 2009 to October 1, 2012. Under the program, employees will receive up to 5 weeks of family leave insurance benefits. The maximum weekly benefit will be \$250 per week.

The program was officially suspended because of a budget shortfall in state government, and SB 6158 delays implementation of the program until October 1, 2012.

Only two other states have paid family leave programs: California and New Jersey. In New Jersey, workers will be able to start collecting family leave benefits on July 1, 2009. (compensation.blr.com)

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



Developing a Strategic Benefits Program

Julianne M. Adamik, CCP, CBP, CEBS

List \$26.95 USD (WorldatWork Members: \$22.95 USD)



Sales Compensation Math

Jerry Colletti, Mary Fiss, and Mark Davis

List \$44.95 USD (WorldatWork Members: \$34.95 USD)

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!

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 if you are interested in volunteering.

Columbus Compensation Association 2009 Board Members

<p>PRESIDENT Julie Hurley, CCP Sr. Human Resources Consultant Cardinal Health 7000 Cardinal Pl Dublin, OH 43017 614-553-4407 Julie.hurley@cardinalhealth.com</p>	<p>VICE PRESIDENT PROGRAMMING Maureen Koblentz Compensation Manager Ohio State University Medical Center 660 Ackerman Rd. Columbus, OH 43218 614-293-7412 Maureen.koblentz@osumc.edu</p>
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<p>PAST PRESIDENT Mary Ellis Population Health Manager Ohio Department of Administration Services 30 E Broad St, 27th Floor Columbus, OH 43215 614-644-1802 mary.ellis@das.state.oh.us</p>	<p>FACILITIES Vivian A Young, CCP, PHR 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 along with other meetings on varying compensation and benefit topics.

Is there anything you would like to see in upcoming issues of our newsletter? Please send feedback to info@columbuscomp.org