



Columbus Compensation Association

March 2008

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Contact Us

<http://www.columbuscomp.org>

info@columbuscomp.org

Meeting Announcement

Breakfast Presentation

Thursday, March 20, 2008

The Fawcett Center, 2400 Olentangy River Rd.

Topic:

The Evolving Relationship Between Compensation and Talent Management

Presenters:

Donald Hay and Alex Weisgerber, Towers Perrin

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, March 13, 2008

* No meeting cost for those who prepaid membership and meeting package for 2008. Reservations made and not paid for or cancelled by March 13 will be invoiced.

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

Program Overview

The Evolving Relationship Between Compensation and Talent Management

Many factors in today's competitive economic/business environment are causing organizations to place a renewed focus on talent management. As compensation professionals set policy and design programs, they are increasingly finding - and creating - important links with the organization's efforts to manage talent. During our presentation, we will provide an overview of how, over the course of several client engagements, we have increasingly used compensation-focused tools to support clients' talent management agendas. Our discussion will also explore several new, related topics, including how an integrated compensation and talent management framework might be leveraged as a retention mechanism for high potential employees and how organizations can measure the ROI of an integrated framework.

Participants will leave the session with a clear understanding of tools that are being used to support a broad array of compensation and talent management initiatives.

About the Speakers

Donald Hay and Alex Weisgerber, Towers Perrin

Donald W. Hay

Don Hay, a Principal in the Executive Compensation and Rewards business in Towers Perrin's Human Capital practice, specializes in the design and installation of innovative reward systems. Don has 24 years of experience in the compensation field and has consulted with a wide range of organizations on employee pay issues. Much of Don's work involves helping organizations align their compensation programs with their organizational strategies. Specific projects have included the development and installation of performance management and goal-setting processes, team incentives, and other forms of variable compensation.

Prior to joining Towers Perrin, Don managed a consulting unit for another major consulting firm. In addition, he also worked in the compensation and personnel research functions of the Harris Bank. Don has a B.A. from the University of Pennsylvania and a M.S. in industrial psychology from the Illinois Institute of Technology. He is also a frequent speaker at various regional and national conferences including those sponsored by professional associations, such as World at Work.

Alex R. Weisgerber

Alex Weisgerber is a Consultant with the Executive Compensation and Rewards business in Towers Perrin's Human Capital practice. His work focuses on helping organizations to leverage human capital in driving business performance. Alex's recent work with a variety of leading organizations includes: corporate value driver and business linkage analysis, business literacy development, and designing rewards and performance management programs to support corporate strategy.

Prior to joining Towers Perrin, Alex completed a B.A. in Economics at the University of Chicago where he was involved in research in mergers and acquisitions, contract theory, and behavioral economics. Alex is currently pursuing an M.B.A. at the University of Chicago.

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.)

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.

February 5th Meeting Book Winners!

Congratulations to our February 5th Breakfast Presentation Book Winners!

Jessica McHugh – Mount Carmel
Paul D. Cantwell – HealthCorp Solutions
Lynn Bauman – Wendy's

Winners received a copy of award winning books on wellness: Weight Watchers Make It, Living Well: 21 Days to Transform Your Life, You: The Owners Manual.

March 20th Meeting Prizes:

Don't forget to drop off your business cards at the registration desk on March 20th to be entered in a drawing to receive a popular compensation or benefits book.

Save the Date

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

May 8 - David Cichelli on Management Compass - Selecting the Right Incentive Plan For Your Culture.

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.*



In the News

- Chief executive officers whose companies financially outperformed their peers over a three-year period received long-term incentive award payouts that were more than 50 percent above their target, according to an analysis by consultancy Watson Wyatt Worldwide. The analysis shows that: 1) CEOs at high-performing companies—those with total returns to shareholders (TRS) above the median from 2004 to 2006—were rewarded with long-term incentive payouts that were 156 percent of their targets. 2) Conversely, CEOs at low-performing companies—those with a TRS below the median—received median payouts of just 71 percent of target. 3) Overall, CEOs earned median payouts slightly above target at 114 percent. The analysis was based on CEOs at 177 companies who remained in their jobs for the three-year period and who received long-term performance share or cash awards. It did not include stock options or restricted stock awards that the CEOs may have also received. (www.shrm.org)
- Corporate directors and institutional investors disagree over whether the U.S. executive pay model is changing for the better, but both groups feel the current model has hurt Corporate America's image. These are the findings from a new study by Watson Wyatt Worldwide, a leading global consulting firm. 63% of directors think the executive pay system is improving compared with just 36% of institutional investors, according to Watson Wyatt research. The two groups also diverge on whether the executive pay model has helped to improve company performance. While two of three directors (65%) believe it has, only 39% of institutional investors feel that way. However, most directors and institutional investors (75%) believe the executive pay model has hurt Corporate America's image. A majority of both groups also believe the system has led to resentment among the rank and file and has resulted in excessive executive pay levels. The Watson Wyatt 2008 Report on Directors' and Investors' Views on Executive Pay and Corporate Governance is based on a survey of two groups—163 directors who serve on corporate boards of companies that collectively earn \$1.5 trillion in annual revenue and 72 investment and pension fund managers who manage more than \$5 trillion in assets. (www.worldatwork.org)
- The American Payroll Association is reminding employers that the "leap" day added to February could mean some workers will get one more paycheck than usual in 2008. "In an average year, most days are repeated 52 times. In 2008, however, two days will repeat 53 times--Tuesday and Wednesday," says Dan Maddux, executive director of the American Payroll Association. "Employees that are paid on either a Tuesday or Wednesday may get an extra paycheck in 2008." To compensate for the extra payday, companies will likely reduce salaried individual paychecks throughout the year to "pay" for the extra paycheck. Most salaried individuals are promised an annual salary, not a specific amount each paycheck. Maddux recommends that employees talk with their payroll departments to see if their pay will be affected by the leap year. (www.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



**Executive Compensation
An Introduction to Practice &
Theory**
Steve Balsam, Ph.D.

List \$95.95 USD (Members: \$74.95 USD)



**Telework
A Critical Component of Your Total
Rewards Strategy**
WorldatWork Press

List \$34.95 USD (Members: \$27.95 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 2008 Board Members

<p>PRESIDENT Julie Hurley, CCP Sr. Compensation Consultant Cardinal Health 7000 Cardinal Pl Dublin, OH 43017 614-757-4487 Julie.hurley@cardinalhealth.com</p>	<p>VICE PRESIDENT PROGRAMMING David Giesman, CCP, PHR Director of People Services Donatos Pizza 935 Taylor Station Rd Columbus, OH 43230 614-416-7829 dgiesman@Donatos.com</p>
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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.