



Columbus Compensation Association

March 2010

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Columbus Compensation Association
is pleased to sponsor

**WorldatWork Certification Course C4:
Base Pay Administration &
Pay for Performance**

April 26 & 27, 2010

Quest Business Center

8405 Pulsar Place (corner of Rt. 71 & Polaris Parkway)

Don't Miss Out!

Register Today: www.worldatwork.org/register/cca

*For additional details on the course, please refer to the attached flyer.

We Want Your Feedback: Participate in our Course Interest Survey

WorldatWork offers several skill-building, one-day seminars to help strengthen your skills. The Columbus Compensation Association will host a one-day seminar, "Exemption Tests in Practice" locally in June (see attached flyer).

Please complete our online survey to help us gauge potential participation. If you haven't yet participated, please take 5-10 minutes to complete the survey by clicking on the link below:

<http://www.surveymonkey.com/s/3T6FNKS>

Survey closes on May 1st! Thank you to those who have already submitted feedback!



Letter from the CCA President:

It's a new year and, as the new President of the Columbus Compensation Association, 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. With our first two meetings of the year completed, 2010 is off to a great start!

I would like to sincerely thank the 2009 Board for their service and our immediate Past President, Julie Hurley, for her leadership, guidance, and wisdom. Julie will continue to be a key advisor and resource to our members and Board in 2010. In addition, we are excited to have four new members join the CCA Board of Directors:

- Judith Juodvalkis: Committee Chair, Communications
- Mark Briggs: Committee Chair, Technology
- Fran Wahrman & Holly Bush: Committee Chairs, Facilities

The Columbus Compensation Association (CCA) 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 than now. As compensation and/or benefits professionals, I hope you find this association as fulfilling and helpful in performing your role as I do.

In the total rewards field, we know these truths about our work:

1. Our decisions have a direct impact on the businesses we serve.
2. The key to problem solving is creativity.

Based on the economic outlook, 2010 looks to be another challenging year. As a human resources, compensation, or benefits professional, you will be required to use your knowledge, experience, and creativity to build programs that attract and retain the best talent for your organization. Changing business conditions may require you to modify policies and practices so that your company remains competitive while doing more with fewer financial resources. It will be more important than ever to build relationships and work collaboratively with your peers both within and outside of your company.

While the time ahead may be difficult for many companies and individuals, as with every period of market upheaval, opportunities still exist. During these times, it is important that we continue to learn, grow, and stretch ourselves both personally and professionally to stay on the front edge of our profession. CCA will help you do this by providing current information on best practices, leading issues, hot topics, and legislative changes impacting our Total Rewards environment. CCA will also offer educational courses and networking opportunities that will enhance and drive professional growth.

As I think back over the ten years that I have been a CCA member, it amazes me how much our organization has grown and changed. Change will continue, both in our profession and in our individual organizations. However, one priority that will never change is the Columbus Compensation Association's focus on providing quality presentations that are educational and relevant. Our goal is to present a mixture of national-caliber and local speakers, whose expertise ranges from one end of the total rewards spectrum to the other.

In addition to quality programming, our WorldatWork certification courses continue to be well received. We have planned four 2-day courses and one 1-day seminar this year. You can find all the details on our website and/or in our newsletters.

One area of change this year is the Columbus Compensation Association website (www.columbuscomp.org). We plan on making significant improvements to the website in an effort to make it more professional, easier to navigate, and more informative. In addition, we are very optimistic about having online payment capabilities by the end of the year. This is something members have been asking about for some time now.

Lastly, our annual membership campaign is underway. If you have not done so already, please renew your membership and invite colleagues who are not currently members to consider joining CCA.

Your continued involvement in CCA will offer learning and networking with professionals who share the same challenges and can generate dynamic ideas and creative action that will only make us stronger in our field. 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 rest of the 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,
Michael Kalan

March Meeting Recap:

On Tuesday, March 2nd, Columbus Compensation hosted a breakfast meeting with speaker Bill Bowbin, Senior Consultant of the Hay Group in Chicago. Bill presented research findings on “Aligning reward and business strategy.” Bill’s talk was an extension of data obtained from a study sponsored by WorldatWork, the Hay Group, and Professor Dow Scott of Loyola University. Bill provided details of how the study was conducted, key demographics of participants, actual research findings, and how to operationalize some of the research findings. Some key findings Bill discussed included:

- The study confirmed the correlation between business strategy and organization effectiveness.
- Of the elements reviewed, performance measure accuracy had the strongest correlation to self-reported organizational effectiveness.
- The type of strategy selected (e.g., cost defender, prospector, quality defender) is an important differentiator in determining those companies that appear on the most admired companies list.
- The way you implement incentives is more correlated with organizational effectiveness than the quality of communications. Execution is more important than communication.

For more information, Bill recommended the article in the WorldatWork Journal from the 4th Qtr 2009.

Save the Date – Upcoming Meetings

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

- June 24th – Breakfast Meeting (watch for details in the April newsletter)
- September 16th – Lunch Meeting
- November 16th – Breakfast Meeting



"Are Sales People Coin-Operated?"

David Cichelli (our February 2010 speaker) has written this new article entitled, "Are Sales People Coin-Operated." The article debunks some myths about sales people and their pay programs. David offers more informed insight into sales motivation and pay programs. As a service to our members, a copy of the article has been made available on the CCA website (www.columbuscomp.org) under "Presentation Materials."

Certified Sales Compensation Professional designation ***New***

WorldatWork now offers a Certified Sales Compensation Professional Designation. Developed under a competency-based model, the CSCP will be acquired by passing one comprehensive exam. The content in the exam is not taught within a single preparation course. WorldatWork will provide suggestions to direct you to products and/or courses that will help prepare you for the exam, which can be taken through approved WorldatWork Society testing centers worldwide. The CSCP designation demonstrates proficiency in each of the key knowledge domains of sales compensation, including strategic management of sales compensation, design of a sales compensation plan, administration of sales compensation plans and techniques for evaluating sales compensation effectiveness. For more information: www.worldatwork.org.

*83% of employers
look for certification
when recruiting HR
professionals.
--WorldatWork*

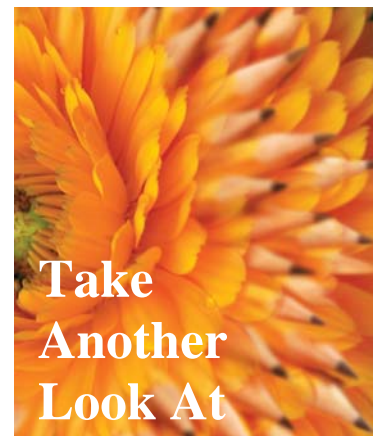
Professional Development

2010 WorldatWork Courses

2010 WorldatWork Courses to be offered in Columbus, OH are listed below. All of the courses will be held at the Quest Business Center, 8405 Pulsar Place (corner of Rt. 71 & Polaris Parkway).

<u>Date</u>	<u>Course</u>
Apr. 26-27	Base Pay Administration and Pay for Performance (C4)
June 10	One-Day Seminar: Exemption Tests in Practice
Jul. 19-20	Variable Pay – Improving Performance with Variable Pay (C12)
Oct. 18-19	Regulatory Environments for Compensation Programs (C1) Quantitative Methods (T3)

Register Today: www.worldatwork.org/register/cca



Take
Another
Look At

EDUCATION

Columbus Compensation Association Membership

Membership is an important and worthwhile investment in your career. Membership with CCA provides the following benefits:

- 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 the CCA Website
- Individual Membership that Transfers with the Member

In the News



- A study done for Capital One Banking in February 2010 looked at Americans' relationship with money. Of the more than 1,000 employees surveyed,
 - 35% would agree to work holidays
 - 25% would work every day of the year if doing so doubled their income
 - 19% would give up all of their vacation days to receive twice their salary.(source: www.SHRM.org)

 - Business & Legal Reports provided a list of the five most frequently asked questions they have received regarding exempt employees :
 1. Can we require each exempt employee take a one-week unpaid furlough before the end of the year?
 2. Can a full-time exempt employee be suspended without pay?
 3. Can we require exempt employees to clock in and out?
 4. If an exempt employee comes into work for half an hour and needs to leave due to personal reasons, are we required to pay the employee for the entire day or can we use available PTO time?
 5. Do you have a policy for giving exempt employees compensatory time? Specifically, when employees travel for the company on weekends, the company would like to show their appreciation by giving them an additional day of PTO.(source: <http://compensation.blr.com/news.aspx?id=159415>)
- If you would like more information on exemption, consider enrolling in the WorldatWork One-Day Seminar: Exemption Tests in Practice offered on June 10th at the Quest Center (see attached flyer).*
- Ohio employers soon could be required to give employees at least 90 days' notice of a reduction in force. Ohio House Bill No. 434, introduced in the state House of Representatives on February 2, 2010, would mandate that an employer give such notice for mass layoffs, worksite closings, or transfers that would result in the loss of 25 employees or more. For employers intending to reduce their workforce by 250 employees or more, the bill would require at least a 120-day notice be given to affected employees and other necessary parties. (source: www.SHRM.org)

Three Skills You Can Improve Right Now (source: Fortune Magazine)

Improving these business skills can have a big impact on your career.

1. Public Speaking. Conquer fear with a game plan:
 - Podiums disconnect you from the audience. Grab the mike and wander the stage.
 - Eye contact is your friend. Looking at people one by one shrinks the room.
 - Questions. If you're stumped, talk about your team: "We're lucky to have an expert on that. I'll get you in touch with him later."
2. Negotiating Skills. Using the right phrase matters.
 - How did you come up with that number? Opens a window into the other side's thoughts.
 - Let me check with my boss. Stops you from saying yes prematurely.
 - If things change, give me a call. Put the burden on them.
3. Memory Skills. Never confuse Don with John again.
 - Introduce yourself first so you can focus on the other person.
 - Connect the name to your brain. When you meet a guy named Bill, think of other Bills you know.
 - Use the name three times. Once to confirm you have the name right, then in mid-conversation, and again when you say good-bye.

2010 Columbus Compensation Association Board Members

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A major purpose of the Columbus Compensation Association (CCA) is to enhance and promote the total compensation profession. Is there anything you would like to see in upcoming issues of our newsletter? Please send feedback to info@columbuscomp.org.



Columbus Compensation Association

is pleased to sponsor the following:

Base Pay Administration & Pay for Performance

Certification Course: C4

April 26 & 27, 2010

About the Course: Design a Fair and Competitive Plan

This intermediate-level course provides an in-depth discussion of the principles, design, implementation, and evaluation of an employee base pay program. Exercises will show how to design a pay program that is fair, competitive, and supportive of an organization's compensation strategy:

- Identify the relationship between an employee total rewards program and an organization's business strategy.
- Discuss the design of base pay programs and necessary considerations.
- Discover what it takes to implement and deliver base pay.
- Study the key elements in costing base pay and other compensation programs.
- Gain an overview of merit pay systems, including development and utilization.
- Address the effectiveness and efficiency of pay programs with monitoring and evaluation.

Who Should Attend:

This course is intended for emerging compensation practitioners with limited experience in developing pay structures. Knowledge of basic mathematical concepts such as mean, median, weighted average, compa-ratio, percentiles, and calculating percents is recommended, as well as an understanding of the concept of regression analysis.

Credits: CCP = Required; Recertification = 2 credits for course, .5 for Exam; CEUs = 1.5 credits course, .3 for exam; PHR/SPHR/GPHR recertification hours = 16 (classroom); GRP Equivalency = GR4

Exemption Tests in Practice

One Day Seminar

June 10, 2010

About the Course: Bring Your Company into Compliance with 541 Regulations

This highly interactive learning experience allows you to apply imposed U.S. federal overtime regulations to the real world. After reviewing the U.S. Fair Labor Standards Act (FLSA) 541 regulations and exemption tests, participants will analyze current job descriptions and categorize positions at a hypothetical organization. Teams will discuss subtleties of the regulations and of various complex, yet common, business scenarios in order to determine whether positions are exempt or nonexempt. Teams will then present their solutions and address questions and concerns of the rest of the class.

- Gain an understanding of exemption test terminology
- Learn about the six exemption tests
- Find out how tests are used
- Explore the application of exemption tests in a variety of case study scenarios

Who Should Attend:

Analysts, managers, specialists, and generalists

Credits: Recertification = 1 credit; CEUs = .75 credits; PHR/SPHR/GPHR recertification hours = 7 (classroom)

Location:

Both course & seminar will be held at the Quest Business Center, 8405 Pulsar Place (corner of Rt. 71 & Polaris Parkway).

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