



Columbus Compensation Association

May 2010

www.columbuscomp.org
info@columbuscomp.org

INSIDE THIS ISSUE

- 1 Seminar: Exemption Tests in Practice
- 1 About the Course
- 2 Meeting Announcement
- 3 Upcoming Meetings
- 3 Job Openings
- 3 Total Rewards Conference
- 3 Membership Benefits / Upcoming Survey
- 4 In the News
- 5 2010 CCA Board

Columbus Compensation Association is pleased to sponsor

Exemption Tests in Practice One Day Seminar June 10, 2010

Quest Business Center

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

Who Should Attend: HR and Compensation Analysts, managers, specialists, and generalists

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

Cost: \$650 for Columbus Compensation Association Members
\$680 for WorldatWork Members; \$1,020 for non-members

Special Offer: Attendees from companies with an active CCA Member pay the CCA Member rate!

Registration Deadline is June 4, 2010

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

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

Meeting Announcement

Breakfast Meeting - Thursday, June 24, 2010

The Fawcett Center, 2400 Olentangy River Road

Program Topic:

The 7 Key Trends in Compensation and Benefits

Presenter:

Ryan M. Johnson, CCP - Vice President, Publishing + Community, WorldatWork

Schedule:

Registration and Meal 7:45 a.m. – 8:30 a.m.
Keynote Presentation 8:30 a.m. – 10:00 a.m.

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

*The Columbus Compensation Association considers "Student Membership" as a discounted membership for a full-time college student who may not otherwise qualify for sponsorship by their own organization.

Registration Deadline: Friday, June 18, 2010

- No meeting cost for those who prepaid membership and meeting package for 2010.
- If you register but don't attend, you are still responsible to pay the meeting cost.
- Please register online at <http://www.columbuscomp.org>

Program Overview

In this provocative session, prolific blogger Ryan Johnson will look into his crystal ball and reveal seven important future trends in compensation, employee rewards, and the workplace. Rewards practitioners will come away with a more strategic view of their organization, their human capital strategy, and business. Ryan will also present practical findings from some of WorldatWork's recent research studies. Topics will include the changing political backdrop for total rewards, the multigenerational workforce, and the massive paradigm shift that will affect how people will work in the future.

About the Speaker:

Ryan M. Johnson, Vice President, Publishing + Community, is responsible for the WorldatWork member community, issues management, research and publishing for WorldatWork. Prior to joining WorldatWork, Johnson spent over 10 years in public policy, public affairs and consulting/strategy work, working for Gerbig, Snell/Weisheimer of Columbus, Ohio, and the Morrison Institute for Public Policy at Arizona State University. His career began in Washington, D.C. on the staff of the U.S. House of Representatives Committee on Small Business. He later worked as a research analyst for the Institute for Strategy Development, a private, financial institutions-oriented think tank.

Johnson has authored numerous articles on topics such as current legislative and regulatory developments, stock option expensing, executive compensation proxy disclosure, employee bonus programs, professional ethics, employee recognition, paid time off (PTO), outside director pay, consumerism in benefits, work-life, sales compensation, flexible work schedules, telework, and disaster recovery/continuity of operations, salary surveys, salary budget surveys, and total rewards.

Johnson has been quoted in the *Wall Street Journal*, *Forbes*, *Investor's Business Daily*, *Houston Chronicle*, *Miami Herald*, *The Arizona Republic*, as well as numerous trade publications such as *Government Computer News*. He has been interviewed on NPR's *Marketplace* program and several metro radio stations. He is a frequent keynote speaker on topics related to trends in compensation and benefits. He founded the [WorldatWork Blog](#).

Johnson holds a B.A. in Political Science from the University of California at Santa Barbara and an M.A. in Public Administration from Arizona State University.

Save the Date – Upcoming Meetings & Courses

Save the following dates for upcoming presentations & courses hosted by CCA:

- July 19-20th – Course: Variable Pay – Improving Performance with Variable Pay (C12)
- September 16th – Lunch Meeting: Jack Towarnicky of Nationwide will speak in a meeting co-sponsored by the local CEBS chapter.
- October 18-19th – Sponsored Courses: Regulatory Environments for Compensation Programs (C1) and Quantitative Methods (T3)
- November 16th – Breakfast Meeting – Cara Welch, Director of Public Policy for WorldatWork will return to discuss regulations and legislation affecting total rewards professionals.

For more information on these offerings, please visit the CCA website at: www.columbuscomp.org.

Job Openings:

The Columbus Compensation Association has been notified of the following openings:

- Benefits & Compliance Manager – COTA
- Incentive Compensation Manager – Huntington National Bank

For more information on these postings and more, please visit the CCA website at: www.columbuscomp.org and select “Job Postings” from the menu. Posting a job is free for members. If you have an opening you would like to post, please contact us at info@columbuscomp.org.

Total Rewards 2010 Conference & Exhibition

This year’s WorldatWork Conference was held in Dallas/Ft. Worth, Texas from May 16th through May 19th. Did you attend? If so, would you be willing to share with us what topics were of greatest interest? What speakers were most engaging? Would you like to write about your experiences at the conference in an upcoming newsletter? If interested in sharing any part of your annual conference experience, please email info@columbuscomp.org. We would love to hear from you!

Columbus Compensation Association Membership: What do you want out of your membership?

How can your association serve you better? In order to gauge our members’ changing needs, CCA will be launching a membership survey around mid-year. In addition to asking for some demographic information, questions will address programming, professional development, meeting fees/membership dues, and website usage. Please watch for details in upcoming emails, newsletters, and meetings. You will be able to participate online or via paper surveys. Your feedback is crucial in helping shape the future direction of the association.

Current Member Benefits include:

- 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

- According to a Buck Consultants survey conducted in January 2010, bonus payments for most companies will be similar to what they paid in 2009. According to the [Recovery, Restoration and Retention: 2010 Compensation Trends](#):
 - 58% of U.S. organizations expect to award bonuses that are within 5% of amounts paid in 2009.
 - 21% plan to make bonus payments that are 5% or greater than 2009 payments.
 - More than 95% of participants have no plans to expand or implement bonuses for attracting and retaining employees despite widespread reports about growing worker dissatisfaction. (source: www.SHRM.org)
- The Department of Labor has launched the Enforcement Database, an online database allowing the public to search for enforcements actions against employers, including records from the department's Employee Benefits Security Administration (EBSA), Occupational Safety and Health Administration (OSHA), Office of Federal Contract Compliance Programs (OFCCP), Mine Safety and Health Administration (MSHA), and the Wage and Hour Division (WHD). Database reporting for WHD includes concluded WHD compliance actions since fiscal year 2009. The database will display whether violations were found, the back wage amount, the number of employees due back wages, and the fines assessed. Data is updated quarterly. To search the database: <http://ogesdw.dol.gov/index.php>
- At the end of March, the Department of Labor announced it will no longer provide opinion letters responding to specific situations. Instead, requests for opinion letters will be responded to by providing references to statutes, regulations, interpretations and cases that are relevant to the specific request, but without an analysis of the specific facts presented. The division announced that opinion letters will be replaced with "administrator's interpretations." These interpretations will "set forth a general interpretation of law and regulations, applicable across-the-board to all those affected by the provision in issue." These interpretations will only be issued when the administrator feels that additional clarity is required. (source: www.SHRM.org)
- The Federal Government has added to its enforcement operations:
 - The Wage & Hour Division has a 28 percent increase in its 2010 budget for 1,558 full-time employees versus 1,283 in 2009.
 - OFCCP has increased its full-time staff almost 26% to 740 in 2010, an increase from 585 full-time employees in 2009.
 - The WHD concluded approximately 26% fewer cases in fiscal 2008 as compared to fiscal 2001, but the amount of back wages collected for the same periods increased approximately 40%.
 - Industries with the greatest number of cases were restaurants, agriculture, and health care. (source: www.blr.com)



2010 Columbus Compensation Association Board Members

| | | | |
|---|--|---|---|
| <p>PRESIDENT Michael Kalan, CCP Compensation Consultant Ohio State University Medical Center Department: HR Shared Services 660 Ackerman Rd. PO Box 183100 Columbus, OH 43218-3100 614-293-7996 office Michael.Kalan@osumc.edu</p> | <p>VICE PRESIDENT PROGRAMMING Maureen Koblentz Compensation Manager Ohio State University Medical Center Department: HR Shared Services 660 Ackerman Rd PO Box 183100 Columbus, OH 43218-3100 614-293-7412 office Maureen.Koblentz@osumc.edu</p> | | |
| <p>VICE PRESIDENT MEMBERSHIP Rupal Brich, CCP Sr. Compensation Consultant Sterling Commerce, Inc. 4600 Lakehurst Ct PO Box 8000 Dublin, OH 43016 614-791-5715 office 614-734-5751 fax Rupal_Brich@stercomm.com</p> | <p>SECRETARY Teri Martise, CCP, PHR Sr. HR Generalist Limited Brands 3 Limited Parkway Columbus, OH 43230 614-415-8167 office 614-577-3308 fax tmartise@limitedbrands.com</p> | | |
| <p>TREASURER Sally Weisman, CPA, CCP, GRP Manager, Compensation Express One Limited Parkway Columbus, OH 43230 614-415-4735 office 614-415-5805 fax SWeisman@express.com</p> | <p>COMMUNICATIONS Judith Juodvalkis, CCP, GRP Compensation Manager Exel Logistics 570 Polaris Parkway Dept 140 Westerville, OH 43082 614-865-8508 office 614-865-8871 fax Judith.L.Juodvalkis@exel.com</p> | | |
| <p>PROFESSIONAL DEVELOPMENT David Giesman, CBP, CCP, PHR Director of Compensation & Benefits The Limited 7775 Walton Parkway New Albany, OH 43054 614-289-2140 office dgiesman@thelimited.com</p> | <p>TECHNOLOGY Mark Briggs Senior Human Resources Consultant Nationwide One Nationwide Plaza Columbus, OH 614-249-7322 briggsm@nationwide.com</p> | | |
| <p>PAST PRESIDENT Julie Hurley, CCP Sr Human Resources Consultant Cardinal Health 7000 Cardinal Place Dublin, OH 43017 614-553-4407 office 614-652-8356 fax Julie.Hurley@cardinalhealth.com</p> | <p>FACILITIES (Co-Chairs)</p> <table border="0"> <tr> <td data-bbox="760 1528 1122 1774"> <p>Fran Wahrman, CCP, SPHR Compensation Consultant Huntington Bancshares Huntington National Bank 41 S. High Street Columbus, OH 614-480-3030 office Fran.Wahrman@huntington.com</p> </td> <td data-bbox="1143 1528 1490 1774"> <p>Holly Bush, CCP Sr Compensation Analyst Huntington Bancshares Huntington National Bank 41 S. High Street Columbus, OH 614-480-3011 office Holly.Bush@huntington.com</p> </td> </tr> </table> | <p>Fran Wahrman, CCP, SPHR Compensation Consultant Huntington Bancshares Huntington National Bank 41 S. High Street Columbus, OH 614-480-3030 office Fran.Wahrman@huntington.com</p> | <p>Holly Bush, CCP Sr Compensation Analyst Huntington Bancshares Huntington National Bank 41 S. High Street Columbus, OH 614-480-3011 office Holly.Bush@huntington.com</p> |
| <p>Fran Wahrman, CCP, SPHR Compensation Consultant Huntington Bancshares Huntington National Bank 41 S. High Street Columbus, OH 614-480-3030 office Fran.Wahrman@huntington.com</p> | <p>Holly Bush, CCP Sr Compensation Analyst Huntington Bancshares Huntington National Bank 41 S. High Street Columbus, OH 614-480-3011 office Holly.Bush@huntington.com</p> | | |

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.