



# Columbus Compensation Association

September 2008

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## Contact Us

<http://www.columbuscomp.org>  
[info@columbuscomp.org](mailto:info@columbuscomp.org)

## Meeting Announcement

### Lunch Presentation

**Thursday, September 18, 2008**

The Fawcett Center, 2400 Olentangy River Rd.

### *Topic:*

**Staying the Course: Human Capital Management for Slow-Growth Times**

***Presenter:* Jim Sillery, Mercer**

### Schedule

Registration	11:15 - 11:30 a.m.
Lunch	11:30 a.m. - Noon
Keynote Presentation*	Noon - 1:30 p.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: Friday, September 12, 2008**

\* No meeting cost for those who prepaid membership and meeting package for 2008. Reservations made and not paid for or cancelled by September 12th will be invoiced.

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

# Program Overview

## Staying the Course: Human Capital Management for Slow-Growth Times

Economies and businesses have a cyclical nature. One way or another, companies across industry lines have confronted a turndown in business and the human capital challenges associated with it. While each downturn is unique, most companies have developed business and human capital response philosophies that are as individual as the companies themselves.

Mercer has recently completed research that looks at how leading companies are preparing to respond to the latest economic downturn. In many cases, the result has been a commitment to “stay the course” a focus on creative solutions and decisions designed to provide a competitive advantage both during and after the downturn.

The research focused on how companies:

1. Re-calibrate pay-for-performance and policies to enhance differentiation and improve mission-critical employees.
2. Develop new, or enhance existing variable pay programs to tie compensation more closely to improve marginal productivity and measurable financial goals.
3. Rationalize training and development programs to ensure optimal returns on existing levels of investment.
4. Develop opportunistic initiatives to maintain, or even build, the pipeline of high-value candidates, while retaining and motivating high-performers.
5. Counter the distracting and de-motivation external forces typically associated with downturns by taking steps to maintain historic levels of employee engagement. Improve sales force effectiveness.

In this presentation, Mercer will discuss the preliminary findings from this research project. We will also engage in an interactive discussion about the implications of these findings on your competitive markets, business strategies and human capital initiatives.

## About the Speaker

### Jim Sillery, Mercer

Jim Sillery is a principal in Mercer's Chicago office, specializing in working with companies on compensation strategies. His clients include publicly traded, privately held, high-growth, venture-backed, pre- and post-IPO companies, joint ventures, ESOPs, and tax-exempt companies. For nearly 30 years, Jim has advised companies in a broad range of industries, addressing both domestic and global compensation issues.

Over this period, Jim has successfully helped clients respond to a broad range of business issues. His primary focus has been helping companies and their Boards of Directors to develop total compensation solutions that provide a competitive advantage in today's intensely competitive global markets.

Jim holds an MBA from Keller Graduate School of Management and an undergraduate degree in Psychology from the University of Scranton. He currently serves as President of the Board of Directors of the Chicago Compensation Association.

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# 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.)

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## Professional Development 2008 WorldatWork Courses

Below is a listing of the remaining 2008 WorldatWork courses offered in Columbus, OH.

**October 6 – 8, 2008**

- T3: Quantitative Methods
- C5: Elements of Sales Compensation

**Just Announced!! 2009 WorldatWork courses to be offered in Columbus, OH.**

**April 6 – 8, 2009**

- T1: Total Rewards Management
- B3: Health Care & Insurance Plans

**July 13 – 15, 2009**

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

**October 14 – 16, 2009**

- C6: Principles of Executive Compensation
- C11: Performance Management

Suggestions for upcoming professional development classes? Simply email Amanda Linard, CCA Professional Development Chair at [amanda.linard@cardinalhealth.com](mailto:amanda.linard@cardinalhealth.com).

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## Save the Date

Save the following date for an upcoming presentation hosted by your Columbus Compensation Association.

**November 6** - Fred Crandall with Watson Wyatt on trends and latest research in total rewards.

*\*date and topic are subject to change.*

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## 2008 New Members

**Please welcome the following new CCA members.....**

**Timothy D. M. Allen** – Vorys, Sater, Seymour and Pease LLP

**Yerusalem Amhazion** – Nationwide

**Kelly Bratton** – Emerson/ Liebert

**Dionna Burkins** – The Limited

**Cassie Capretta** – State Teachers Retirement System of Ohio

**Vicki Conley** – Limited Brands

**Patricia Conrad** – Sterling Commerce, Inc.

**Teresa A. Cramer** – City of Circleville

**Jill Davis** – DSW, Inc.

**Anette Gibson** – Tim Hortons

**Alison Goldstein** – Exel Logistics

**Andrew Hill** – First Energy Corp.

**Jim Kousaie** – Westfield Group

**Rebekah Marette** – Tweenbrands

**Miguel Merzeau** – Bekaert Corp.

**Kelly Miller** – Molina Healthcare of Ohio

**Randi Moldovan** – Franklin University

**Staci Morrow** – Crane Plastics Company LLC

**Becky Roe** – School Employees Retirement System

**Dennis Talbott** – The Limited

**Brandy Turner** – Bob Evans Farms

**Brandee Wolfe** – Exel Logistics



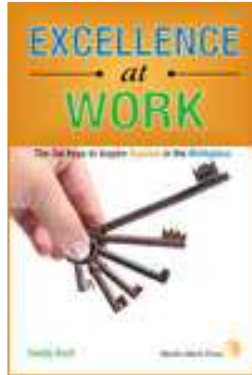
## In the News

- Workers are more likely to say they are underpaid for the work they do than say they are paid appropriately for the work they do, according to a Gallup Poll. The poll found that 51 percent of workers claimed they are underpaid for the work they do, compared with 46 percent of workers who say they are paid about the right amount for the work they do. Three percent of workers admitted that they think they are overpaid for the work they do. Lower-paid workers were more likely to say that they are underpaid. Among those who earn less than \$75,000, 62 percent of respondents said they are underpaid, compared with 38 percent of workers who earn \$75,000 or more. Women (55 percent) were more likely than men (47 percent) to say they are underpaid for the work they do. Gallup conducted the poll via telephone with 557 full-time and part-time workers. ([www.compensation.blr.com](http://www.compensation.blr.com))
  
- During the 12 months proceeding August 2008, the average total compensation received by the highest paid executives at U.S. publicly traded companies fell by 7 percent, according to a study by ERI Economic Research Institute. The study shows the first decrease in total compensation for the highest-paid U.S. executives since 2004. But while overall total compensation fell, two components of pay experienced sharp increases: non-equity based incentives (up 33 percent) and pensions (up 84 percent). Meanwhile, decreases were reported in the components of base salary, equity-based compensation, long-term incentive plans (LTIPs) and "all other." Since ERI Economic Research Institute created its executive compensation index in 1997, revenues generated by U.S. publicly traded companies have increased over seven times faster than the dollar amounts awarded to the companies' highest paid executives, with total revenues increasing by 113.5 percent compared to a 15.9 percent increase for executive compensation. From August 2007 to August 2008, overall total compensation for the highest paid executives decreased by 7 percent while revenues at their companies increased 6 percent. As of August 2008, top U.S. executives received overall total compensation averaging \$17,485,106. ([www.shrm.org](http://www.shrm.org))
  
- Workers are making retirement a priority, despite a weak and volatile economy. The average contribution amount to corporate defined contribution plans increased in the first half of 2008 by 1.4% to \$3,187 compared with \$3,142 in the first half of 2007. A study released by Fidelity Investment found that, when looking at continuous participants or employees who contributed to the same workplace savings plan in both the first half of 2008 and 2007, the average pre-tax contribution increased by 7.0% to \$3,512 in the first half of 2008 compared to \$3,283 in the first half of 2007. "There is no doubt that American workers are feeling the pressure from escalating energy and food prices as well as a slumping real estate market, but the majority are making retirement a priority and staying the course," said Scott B. David, president of retirement services at Fidelity Investments. "What we're seeing in the first half of this year is similar to what we saw during the last period of market volatility that began in 2001. During that turbulent market period, workers also continued to fund their workplace accounts, recognizing the importance of saving for retirement even during a down market." While workers continued to fund their workplace savings accounts, the average account balance was down 7.5% to \$64,000 at the end of June 2008 from \$69,200 at the end of June 2007, due to market impacts. However, the average account balance for those employees who stayed in their plans for both years was down less than 1% to \$71,500 at the end of June 2008 from \$72,000. During this same time period, the S&P 500 declined nearly 15%. Defined contribution plan loans outstanding also have been slowly trending down and currently remain historically low. At the end of June 2008, 19.2% of workers with a balance in their workplace savings plan had a loan outstanding. That was down slightly from 19.4% at the end of June 2007 and 19.9% at the end of 2006. ([www.worldatwork.org](http://www.worldatwork.org))

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

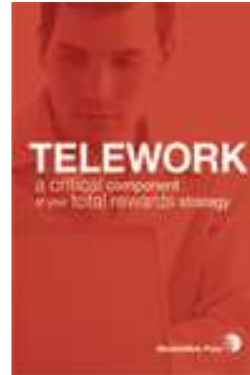
## WorldatWork Bookstore

The following books are recommended by WorldatWork and are available for purchase at their website - [www.worldatwork.org](http://www.worldatwork.org). **Attend the November meeting for the chance to win these books!**



**Excellence at Work**  
*The Six Keys to Inspire Passion in the Workplace*  
Sandy Asch

List \$29.95 USD (Members: \$24.95 USD)



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

List \$34.95 USD (Members: \$27.95 USD)

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### 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!

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### 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](mailto:info@columbuscomp.org) if you are interested in volunteering.

## *Columbus Compensation Association 2008 Board Members*

<p><b>PRESIDENT</b>  <b>Julie Hurley, CCP</b>                  Sr. Human Resources Consultant                  Cardinal Health                  7000 Cardinal Pl                  Dublin, OH 43017                  614-553-4407                  Julie.hurley@cardinalhealth.com</p>	<p><b>VICE PRESIDENT PROGRAMMING</b>  <b>David Giesman, CCP, PHR</b>                  Director of People Services                  Donatos Pizza                  935 Taylor Station Rd                  Columbus, OH 43230                  614-416-7829                  dgiesman@Donatos.com</p>
<p><b>VICE PRESIDENT MEMBERSHIP</b>  <b>Sarah K. Skala, CCP, PHR</b>                  Sr. Compensation Specialist                  Convergys                  201 E. Fourth St., Atrium One                  Cincinnati, OH 45202                  513.476.4675 mobile                  513.723.2689 office                  sarah.skala@convergys.com</p>	<p><b>SECRETARY</b>  <b>Rupal Brich, CCP</b>                  Sr. Compensation Consultant                  Sterling Commerce, Inc.                  4600 Lakehurst Ct                  Dublin, OH 43016                  614-791-5715                  rupal_brich@stercomm.com</p>
<p><b>TREASURER</b>  <b>Michael Kalan, CCP</b>                  Compensation Consultant                  Ohio State University Medical Center                  Dept: Human Resources Shared Services                  660 Ackerman Rd PO BOX 183100                  Columbus, OH 43218-3100                  614-293-7996                  michael.kalan@osumc.edu</p>	<p><b>COMMUNICATIONS</b>  <b>Teri Martise, PHR</b>                  Sr. Compensation Analyst                  Limited Brands                  3 Limited Pkwy                  Columbus, OH 43230                  614-415-8167                  tmartise@limitedbrands.com</p>
<p><b>PROFESSIONAL DEVELOPMENT</b>  <b>Amanda Linard, CCP, PHR</b>                  Compensation Director                  Cardinal Health                  7000 Cardinal Place                  Dublin, OH 43017                  614-757-7735                  amanda.linard@cardinalhealth.com</p>	<p><b>TECHNOLOGY</b>  <b>Sally Weisman, CPA, CCP, GRP</b>                  Director Global Compensation                  Hexion Specialty Chemicals                  180 East Broad Street                  Columbus, OH 43215                  614.225.2067 office                  614.225.4238 fax                  sally.weisman@hexion.com</p>
<p><b>PAST PRESIDENT</b>  <b>Mary Ellis</b>                  Population Health Manager                  Ohio Department of Administration Services                  30 E Broad St, 27<sup>th</sup> Floor                  Columbus, OH 43215                  614-644-1802                  mary.ellis@das.state.oh.us</p>	<p><b>FACILITIES</b>  <b>Vivian A Young, CCP, PHR</b>                  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.

Is there anything you would like to see in upcoming issues of our newsletter? Please send feedback to [info@columbuscomp.org](mailto:info@columbuscomp.org).