

## **GCCBA September Program Wednesday, September 27**

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The Greater Cincinnati Compensation & Benefits Association is pleased to announce the program for our September 2006 meeting. Please join us for this timely program providing information and resources for the newly released SEC Proxy Disclosure Regulations and 2007 compensation and benefits planning data.

#### **SEC Proxy Disclosure Regulations – Recent Developments**

**Max Smith**, a Senior Consultant associated with the Cincinnati office of Towers Perrin, has been with Towers Perrin for seven years. Max specializes in the design and implementation of executive and broad-based employee compensation programs. Much of Max's work involves the review and design of incentive compensation plans, both short- and long-term, and he also has experience with "tally sheets," change-in-control calculations, and helping clients understand and prepare for the SEC's new proxy disclosure rules. Max is also a past Board member of the GCCBA.

Max will address newly released SEC Proxy Disclosure implications such as Disclosure requirements regarding executive and director compensation and benefits, Disclosures will require more detailed and structured numeric and narrative information for various elements of compensation and benefits, Changes in preparation time for the newly implemented Compensation Discussion and Analysis (replacing the current Compensation Committee Report), and Do the newly implemented guidelines encourage some organizations to revisit current programs before the new rules take effect?

#### **Trend Data – Information for Compensation and Benefits Planning**

**Steve Ferguson**, Benefits Consultant with USI Midwest has 22 years of experience as a Director and Manager of Employee Benefits, Compensation and HRIS. He has extensive experience with innovative plan design and administration of benefits and compensation.

**Jessica Allen**, Compensation Analyst for Ohio Casualty has 4 years experience in compensation plan design and administration.

Steve and Jessica's presentations will feature General economic indicators, Projected 2007 base pay and pay structure adjustments, Variable pay trends and implications, and Benefit cost changes and projections.

**LOCATION:** Montgomery Inn Banquet Center  
601 E. Pete Rose Way  
Cincinnati, OH 45202  
(513) 784-9555

**TIME:** 7:45 a.m. – 8:30 a.m.  
*Registration and Full Breakfast*  
8:30 a.m. – 10:30 a.m.  
*Announcements and Program*

**COST:** GCCBA Members \$25.00  
Non-Members \$45.00

For reservations, please complete this form and mail with your check payable to GCCBA to Deb Ader, Western & Southern Financial Group, 400 Broadway, Cincinnati, OH 45202, (513) 629-1140, by Wednesday, September 20, 2006.

NAME: \_\_\_\_\_

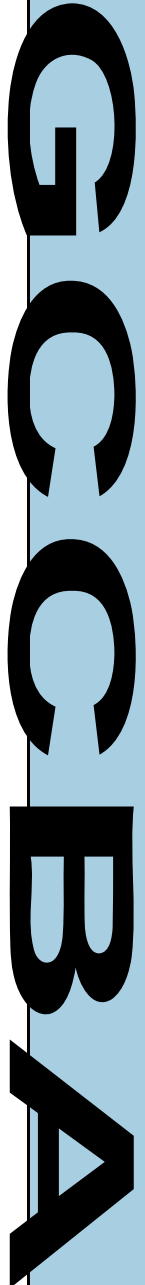
TITLE: \_\_\_\_\_

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**Barb Carr  
President**

**F**all – time for back-to-school shopping, swapping summer for fall/winter clothes, raking leaves instead of cutting grass and, for many of us, working on department budgets and getting ready for group insurance “open enrollment.”

If compensation and benefit planning is a part of your job, you won't want to miss the second half of our September 27<sup>th</sup> program. Steve Ferguson, Benefits Specialist at USI Midwest, and Jessica Allen, Compensation Analyst for Ohio Casualty, will present trend data on variable pay, base pay, and benefit costs, in addition to discussing other general economic indicators.

See the meeting notice included in this newsletter for time and place of the meeting and information on our other speaker, Max Smith, who will discuss the newly released SEC Proxy Disclosure requirements.

Your Board recently agreed to sign on to the WorldatWork Membership Management Program. This web-enabled tool offers local WaW organizations the opportunity to maintain its member data on a WaW hosted server. From this, we will be able to obtain real-time membership statistics, create mailing labels, renew or add members, print a membership directory and contact our members via e-mail. In addition, you will be able to access our on-line membership directory, update your personal member profile and network with other members. Information in the Membership Management Program will be kept confidential and will not be used by any organization other than WorldatWork and GCCBA.

Speaking of WorldatWork – WaW is making a name change to their Group Partnership Network of local associations (GCCBA is a GPN association). The new name will be “WorldatWork Local Network.” WaW is making this change to more clearly align local groups like GCCBA with WaW, and they anticipate the effort will boost marketing visibility for both organizations.

If you are thinking about attending the 2007 WorldatWork Total Rewards Conference & Exhibition, May 6-9, 2007, in Orlando, Florida, be sure to review the flyer that was e-mailed to you earlier this month. There are significant discounts if you register early and are a member of GCCBA. If you need another copy, please give me a call at 513-554-2920.

And last, but not least, I encourage you to renew your membership for the upcoming member year, September 2006 to August 2007. If you haven't done so yet, please return your application to Deb Ader, Director, Compensation, Western & Southern Life Insurance Company, 400 Broadway, Cincinnati, Ohio 45202. If you have misplaced your application, you can request another by e-mailing Deb at deb.ader@westernsouthernlife.com.

I look forward to seeing all of you at the September meeting.

Barbara C. Carr, SPHR, CCP  
President, GCCBA

## Member Recognition

GCCBA congratulates **Joe Rizzo**, CBP, PHR, Senior Manager, Benefits at Convergys, on his attainment of the CCP designation.

We learned of Joe's accomplishment through his Convergys colleague, Vicki Tettenhorst. If you'd like to brag about a friend or colleague's promotion, certification or other accomplishments, as Vicki did, please let us know at GCCBA by sending a email to [carol.kovach@neacelukens.com](mailto:carol.kovach@neacelukens.com). We'll be sure to publish your news.

## Visit GCCBA's Website!

GCCBA's website is a great resource for news and information about our organization. Please bookmark [www.gccba.com](http://www.gccba.com) for your own use, and invite a colleague to visit and learn more about us.



## Upcoming World at Work Certification Course: C4 – Base Pay Management September 18 – 20, 2006

**S**eptember 18 - 20, 2006, GCCBA will offer C4 – Base Pay Management. This intermediate-level, two-day course provides an in-depth discussion of the principles, design, administration, and evaluation of an employee base pay program. Exercises will show you how to resolve differences between a job's internal worth and market data, helping you to design a base pay program that is fair and competitive, while supporting your organization's compensation strategy. On the third morning, an optional certification exam covers the content of this course.

The Course will be held in Fairfield, Ohio, at the Ohio Casualty Training Facility.

Course schedules and registration information are available through [www.worldatwork.org](http://www.worldatwork.org) by clicking on the certification tab. You may also contact Lisa Wood, Certification Course Chair with questions at [lisa.wood@cchmc.org](mailto:lisa.wood@cchmc.org) or (513) 636-2627.

## Planning ahead?

GCCBA will be offering C5 "Elements of Sales Compensation" on April 18-20, 2007 and C2 "Job Analysis, Documentation and Evaluation" on October 10-12, 2007.

Don't forget that your GCCBA membership is worth \$125 discount off the locally-sponsored WorldatWork Certification Courses...a tremendous value of membership!

## It's Renewal Time Again!

**O**n behalf of the Officers and the Board of Directors of the Greater Cincinnati Compensation and Benefits Association, we would like to thank you for your continued support of our organization. The 2006-2007 Membership Drive is officially underway! We are pleased to announce that there will be no increase in our membership fees for 2006/2007. This is due in large part to the generosity of Ohio Casualty Insurance in allowing us to use their facilities for member meetings and Certification Courses, which has helped keep our expenses to a minimum. We have enclosed a Membership Renewal Application to cover the period from September 2006 through August 2007 (see page 8).

The membership price for 2006/2007 is \$75.00. This year we are once again offering members the option to prepay their meeting attendance for the year, along with their membership dues, for \$160.00. You may want to consider this option as a way to save money for you and your company. Member program fees are generally \$25 to \$50 per meeting. For the price of \$160.00, you will receive your membership (\$75.00), plus attendance to four programs for only \$85.00.

Reach out to co-workers and professional peers and let them know about the benefits of GCCBA membership! If you refer a new member by September 30, 2006, your name will be placed in a drawing for a \$50 gift certificate to a local restaurant.

We have great plans for the 2006-2007 GCCBA business year. We will be hosting Certification Course C4 - Base Pay Management, on September 18-20, 2006. In 2007, we will host Certification Course C5 - Elements of Sales Compensation, on April 18-20, 2007, and C2 - Job Analysis, Documentation and Education on October 10-12, 2007. GCCBA members receive significant discounts to these courses.

### THERE ARE LOTS OF REASONS TO BE A MEMBER:

- *Professional development*
- *A discount for our locally sponsored WorldatWork Certification Courses.*
- *“Hot Topic” programs at significant savings for members including a WorldatWork Building Blocks Session.*
- *Great current trends and issue information provided via our Website ([www.gccba.com](http://www.gccba.com)) and Newsletters.*
- *Networking and leadership development opportunities.*

Please complete the Membership Application (see page 8) and return it to me at the address shown on the application, with checks payable to GCCBA.

Again, we thank you for your interest and participation in the GCCBA and look forward to seeing you at upcoming events.

Sincerely,

Deb Ader, GCCBA Membership Chairperson

## Application of Interest in Board Trustees

**W**e are always interested in welcoming new board members to assist in the leadership of GCCBA. There is generally a need each year to identify new candidates as one or more current board members complete their terms and cycle off the board.

Board membership requires a volunteer commitment of approximately 3 hours per month and the willingness and ability to attend 6 board meetings (bimonthly) and 4 membership meetings (quarterly) throughout the year. If you are interested in GCCBA Board of Trustees membership for the upcoming program year, please complete and return this form along with your membership application (see page 8).

Name (please print) \_\_\_\_\_ Title/Position \_\_\_\_\_  
Organization \_\_\_\_\_ Telephone \_\_\_\_\_  
Address \_\_\_\_\_ E-mail Address \_\_\_\_\_

Why are you interested in becoming a member of this Board?

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What skills and experiences have you acquired that would be beneficial to the GCCBA Board?

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What skills and experiences do you hope to gain by being part of the GCCBA Board?

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What area of GCCBA Board service interests you? *(check all that apply)*

- Membership
- Certification Courses
- Website
- Programs
- Newsletter
- Officer

*I am able and prepared to invest approximately three hours every month with the GCCBA Board of Trustees to support the growth and stability of GCCBA.*

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date

# WorldatWork Conference

## Exclusive WorldatWork Conference Incentive for GCCBA Members

WorldatWork and the Greater Cincinnati Compensation & Benefits Association invite you to attend the **WorldatWork Total Rewards Conference & Exhibition 2007**, May 6—9, in Orlando, Florida.

Join more than 2,000 of your colleagues from around the world and learn innovative approaches to initiating compensation, benefits, work-life and total rewards programs that engage your workforce and contribute to business success. From distinguished keynote speakers and innovative workshops to an exhibit hall filled with the latest products and services—you'll be sure to acquire the knowledge and tools you need to attract, motivate and retain a talented workforce.

In partnership with GCCBA, WorldatWork is pleased to offer you exclusive conference registration fees. If you are not a WorldatWork member, you can join WorldatWork and attend the conference at a reduced rate (see Join Now offers below):

***The earlier you register the more you save!***

### Individual Platinum Passport:

Register before midnight, Feb. 16, 2007

- WorldatWork member registration fee: \$1,095 USD
- **WorldatWork member exclusive registration fee:** \$995 USD (*save \$100*) **Priority Code: WLNCNF07REG**
- Join Now Offer with conference fee: \$1,220 USD (*save \$195!*) **Priority Code: WLNCNF07RGJN**

Register Feb. 16 — midnight March 30, 2007

- WorldatWork member registration fee: \$1,295 USD
- **WorldatWork member exclusive registration fee:** \$1,195 USD (*save \$100*) **Priority Code: WLNCNF07REG**
- Join Now Offer with conference fee: \$1,420 USD (*save up to \$195!*) **Priority Code: WLNCNF07RGJN**

Register after March 30, 2007

- WorldatWork member exclusive registration fee: \$1,595 USD (*save \$100*)
- **WorldatWork member exclusive registration fee:** \$1,495 USD (*save \$100*) **Priority Code: WLNCNF07REG**
- Join Now Offer with conference fee: \$1,720 USD (*save up to \$195!*) **Priority Code: WLNCNF07RGJN**

To be eligible for the reduced conference registration fees, you must register by phone and use the appropriate priority code listed above when registering.

To learn more about the WorldatWork conference, visit [www.worldatwork.org/orlando2007](http://www.worldatwork.org/orlando2007). These exclusive incentives are valid through May 6, 2007, so take advantage of one of these exciting offers today by calling 877-951-9191.

# Conferences/Seminar Calendar

## Chicago, IL

- Sep 18-20 C1 Regulatory Environments for Compensation Programs
- Sep 18-20 C2 Job Analysis, Documentation and Evaluation
- Sep 18 SCD Sales Compensation Design
- Sep 18-20 T1 Total Rewards Management
- Sep 18-20 W1 Introduction to Work-Life Effectiveness
- Oct 11-13 B2 Retirement Plans - Design and Management
- Oct 11-13 C4 Base Pay Management
- Oct 11-13 T11 Fundamentals of Equity-Based Rewards
- Oct 11-13 T2 Accounting and Finance for the Human Resources Program
- Nov 6 ASC Sales Compensation for Complex Selling Models
- Nov 6-8 C1 Regulatory Environments for Compensation Programs
- Nov 6-8 C11 Performance Management - Strategy, Design and Imp
- Nov 6-8 C5 Elements of Sales Compensation

## Cincinnati, OH (Sponsored by The Greater Cincinnati Compensation and Benefits Association)

- Sep 18-20 C4 Base Pay Management
- Apr 18-20, 2007 C5 Elements of Sales Compensation
- Oct 10-12, 2007 C2 Job Analysis, Documentation and Evaluation

## Dublin, OH (Sponsored by The Columbus Compensation Association)

- Oct 10-12 C11 Performance Management - Strategy, Design and Imp
- Oct 10-12 T1 Total Rewards Management

## Lexington, KY (Sponsored by The Bluegrass Compensation Association)

- Oct 2-4 C2 Job Analysis Documentation and Evaluation

## Louisville, KY (Sponsored by The Louisville Compensation Association)

- Oct 11-13 C12 Variable Pay - Incentives Recognition and Bonuses

## Philadelphia, PA (Sponsored by Penjerdel Employee Benefits and Compensation Association)

- Sep 20-22 B2 Retirement Plans - Design and Management
- Sep 20-22 T1 Total Rewards Management
- Oct 23-25 T3 Quantative Methods

## Pittsburgh, PA (Sponsored by The Western Pennsylvania Total Compensation Association)

- Nov 13-15 C6 Principles of Executive Rewards

**2007 WorldatWork Conference** (see page 5 for more information)

**National SHRM Conference** (visit [www.shrm.org](http://www.shrm.org) for more information)

- Las Vegas, Nevada: June 24 - 27, 2007 - 59th Annual Conference & Exposition

**State SHRM Conferences** (visit [www.shrm.org](http://www.shrm.org) for more information)

- October 4-6, 2006 - 22nd Annual Kentucky SHRM Conference
- September 13-15, 2006 - 2006 Ohio Human Resource Conference

