



Washington Area Compensation and Benefits Association

Your Compensation and Benefits Networking Resource

WACABA is pleased to present:

Delivering a Total Rewards Program When There is Little or No Money

Thursday, May 19, 2011

Hosted at Discovery Communications, Silver Spring, MD

Presented by J. Stephen Larkin, CAE

President

The Aluminum Association

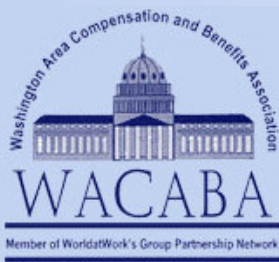
Summary

The last several years have been very challenging in general, but particularly for those trying to operate a merit pay program within a Total Rewards Strategy. Come to our program on May 19th to hear how one organization has survived – even thrived – when downsizing from its offices in New York City to Washington, DC, then to Rosslyn, VA while still keeping highly capable, motivated professionals serving its constituencies. Steve Larkin is President of The Aluminum Association, a position in which he has served for the last 14 years. The Association represents 85% of the primary and secondary aluminum producers operating 200 plants in 35 states across the country. Steve will tell us about his travails in hiring, rewarding, and retaining a highly qualified professional staff while the budget was shrinking.

After Mr. Larkin's presentation, we will have a facilitated discussion with the audience to learn, first hand, how our member companies have dealt (and continue to deal) with tight budgets while still needing to hire, reward, and retain employees to serve the mission of the organization and serve its customers.

About Our Presenter

Steve Larkin is President of The Aluminum Association based in Arlington, VA. He previously served as President of another large US/Canadian association. Before his association roles, he was Deputy Assistant Secretary for Congressional Relations at the U.S. Department of Housing & Urban Development. Before joining the government, he worked at International Paper Company and Whirlpool Corporation. He is a past Chairman of the Board of the National Association of Manufacturers Council of Manufacturing Associations and a past Chairman of the American Society of Association Executives Key Industry Association Committee. Steve and his wife Kathy live in Alexandria.



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Agenda

May 19, 2011	8:30–9:00 am	Registration & Breakfast
	9:00–11:00 am	Program

Cost

- Included in annual dues for members and non-members who join prior to the program or at the door – annual WACABA membership is \$100.
- \$45 for non-joining non-members

Location

Discovery Communications
One Discovery Place
Silver Spring, MD 20910
240-662-2000

Driving Directions: See below.

Register!

Register online at www.wacaba.org.

Directions!

Directions to Discovery Communications
One Discovery Place
Silver Spring, MD 20910

Driving from Downtown Washington

Proceed North on 16th street towards Maryland.

Merge right onto Alaska Avenue immediately after Walter Reed Army Medical Center.

Turn left onto Georgia Avenue (MD-97 N).

Proceed North on Georgia Avenue for approximately 1 mile. Our Corporate Headquarters is on the left, at the corner of Georgia Avenue and Wayne Avenue.

Turn left onto Wayne Avenue, and our main entrance is immediately to the right, at One Discovery Place.



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Directly across from our main entrance on Wayne Avenue is **Dixon Avenue**; visitor parking is available on the street, or in the public parking garage on Dixon.

All parking is metered in this garage.

Alternative garage: From Georgia Avenue, drive south past the Discovery building and turn left on Wayne Avenue and follow the signs to the parking garage. This is not metered... you can pay for your time as you leave.

Driving from Points North

Head south on I-95 and merge onto the Capitol Beltway (I-495) heading West towards Silver Spring.

Take the Georgia Avenue (MD-97 S) exit (Exit 31B) toward Wheaton/Silver Spring. Keep left at the fork in the ramp as you approach the traffic light.

Turn left (South) onto Georgia Avenue.

Proceed on Georgia Avenue for approximately 1.5 miles. Our Headquarters is on the right just beyond Colesville Rd (MD-29).

From Georgia Avenue, drive south past the Discovery building and turn left on Wayne Avenue and follow the signs to the parking garage. This is not metered... you can pay for your time as you leave.

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Driving from Points South

Head north on I-95 and merge onto I-395 North via exit number 170A, on the left, toward Washington.

Merge onto the Capitol Beltway (I-495) toward Tysons Corner.

Take the Georgia Avenue (MD-97 S) exit (Exit 31B) toward Silver Spring.

Merge right onto Georgia Avenue.

Proceed on Georgia Avenue for roughly 1.5 miles. Our Headquarters are on the right just past Colesville Rd (MD-29).

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Metro

Metro stop: Red line to Silver Spring.

As you depart the metro, the Building is towards the right, it is a modern building with our logo on it.

Please bring government-issued identification (e.g., driver's license), to enter the building.