

WACABA is pleased to present:

Is Job Evaluation Dead?

Thursday, October 20, 2011

Summary

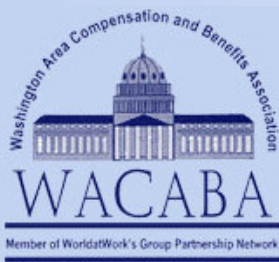
Which is more important: to ensure that your employees are paid fairly for their level of responsibility relative to other positions in your organization, or to ensure that they are paid competitively with their peers in the overall labor market? Get the first one wrong and you have disgruntled employees feeling that they are not appropriately valued by your organization. Get the second one wrong and your employees feel under-paid and they start "looking." Job evaluation can take care of the first issue if done properly, but many practitioners find it is outdated, too slow, and its tools unwieldy. Market pricing can take care of the second issue (presumably), but it can be time-consuming to participate in the surveys (job matching is notoriously difficult and imprecise) and purchasing all the surveys you need can be VERY expensive.

Come and hear two passionate practitioners of each methodology debate their pros and cons, and gain some valuable insight into this very contemporary compensation dilemma. And, we encourage you to bring your own, real-world issues that you can address to our presenters. Join the debate with them. Let's see if there is a clear "winner."

About Our Presenters

Mark Avery : Mark is President and Founder of MarketPay, a leading provider of Market Pricing services. Mark has over 27 years of compensation experience - seven in corporate compensation management at Nortel Networks and another seven as a Compensation Consultant with Mercer Human Resource Consulting. Mark manages the MarketPay design, development, marketing and support teams. He has a Bachelor of Science degree in Finance and Economics from Chapman University and an MBA from George Washington University.

Jesse Cantrill : Jesse is a principal at Cantrill & Moyer, L.L.C., a specialty consulting practice focusing on the analysis and design of fair and competitive pay programs. A strong believer in Job Evaluation as a critical element in designing such programs, Jesse Cantrill has over 30 years of experience as a compensation consultant at Peat Marwick Mitchell & Co (now KPMG) in New York, Hay Associates in Washington, DC, and in private practice. Jesse received the MBA degree in Management from the Wharton School of the University of Pennsylvania and the MSc degree in Organizational Behavior from Birkbeck College of the University of London.



Washington Area Compensation and Benefits Association

Your Compensation and Benefits Networking Resource

Agenda

October 20, 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
- This program may qualify for recertification credits from WorldatWork. Check www.worldatwork.org for details.

Location

SRA International, 4350 Fair Lakes Court (North Building) , Fairfax, VA 22033, 703-803-1500 (located between Fairfax County Parkway and West Ox Road, near Fair Lakes Parkway, close to Kohl's for the ladies or Dick's Sporting for the men)

From the Capital Beltway (I-495): Take Exit #49, Route I-66 West, to Exit #55B, Fairfax County Parkway. At the first traffic light on Fairfax County Parkway, turn right on to Fair Lakes Parkway. At the next light, turn left on to Fair Lakes Court. Follow Fair Lakes Court to the end. The SRA South building will be on your left; the SRA North building will be on your right.

Register !

Register online by October 18 at www.wacaba.org.