

Smart Ways to Pay in 2009: Overcoming Compensation Challenges in a Down Economy

December 16, 2008, 7:30 – 10:30 a.m.
Max's Café, Oakland City Center (500 12th Street) (BART accessible)

Hosted by Alison Hightower, Esq., Littler Mendelson, P.C.
& Shari Dunn, CompAnalysis, Inc.

What can you expect next year relative to compensation management? Join with your fellow HR, legal and finance professionals for a complimentary breakfast conversation focused on controlling compensation costs, maximizing retention and motivation of employees while minimizing your risks of expensive legal problems..

- **LEGAL COMPLIANCE:** Learn what you need to know to assure your company's compliance with wage & hour and compensation-related non-discrimination laws in 2009. Update your knowledge of recent case law, changes in regulations and enforcement emphasis relative to:
 - Time & attendance (when are employees actually working?)
 - Exemption status (recent interpretations)
 - Overtime computation for non-exempts who are paid bonuses
 - Statute of limitations on unlawful discrimination (Ledbetter update)

- **COMPENSATION MANAGEMENT:** Find out what other S.F. Bay Area employers are projecting for 2009 salary structure adjustments and salary increases. In addition, learn how you can control salary costs while keeping employees engaged *and* staying legal by:
 - Classifying jobs right, both in terms of pay & exemption status
 - Focusing on actual salaries, not just on increases
 - Creating variable pay opportunities in lieu of increasing fixed pay
 - Avoiding appearances of (and actual) illegal pay discrimination

Continuing SPHR/PHR Credit Available

Register by December 12, 2008 by e-mail to sdunn@companalysis.com, or call 510-763-3774 X102. No charge to attend, but attendance is limited, so register early!

There will be a drawing for a complimentary copy of the *CompAnalysis 2008 Greater S.F. Bay Area Compensation Survey*, an \$895 value. (See www.salarysurveys.com for more information on the survey)