



Please make plans to attend our
1st Quarterly Meeting of the New Year on
Wednesday, March 17, 2010

How to use Market Data Effectively

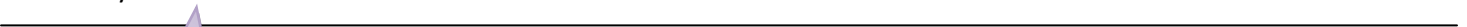
Presented by Mark Avery, MarketPay

This presentation is designed to walk attendees through how market pricing was done from a historical perspective, how it has evolved over time, helpful tips for choosing surveys, matching jobs, interpreting data, using technology to streamline the work.

This is a very practical presentation with takeaways that can immediately impact the way in which an HR professional can more effectively make use of market data to enhance their pay decisions in their organization.

- Understand all the considerations involved when using different sources of market data.
- Use best practices in making pay decisions for a particular organization.
- Consider whether utilizing technology would be an attractive alternative for organizing and automating manual processes.

Mark has over twenty-five years of compensation experience – including seven years in corporate compensation management at Nortel Networks and seven years as a Compensation Consultant with Mercer Human Resource Consulting. Since 2000, Mark has managed the MarketPay design, development, marketing and support teams. He has a Bachelors of Science degree in Finance and Economics from Chapman University and an MBA from George Washington University.



4050 Cox Road | Glen Allen, Virginia | 23060 | 804.521.2900

8:00 – 8:30am
8:30 – 9:00am
9:00 – 11:00am
11:00 – 11:15am

Registration & Breakfast
RCA Business Update & Networking
Presentation
Questions & Answers

RCA Members: No Cost

Non RCA Members: \$50

* If you are a guest you may now pay your guest fee online using PayPal! Please visit www.richcomp.org to register and pay! *

Remember if you haven't already renewed your RCA membership, please do so before the meeting! To renew, you may pay through PayPal <http://www.richcomp.org/members/Default.aspx> or contact the Director of Membership at 804-739-4019 or kk158@comcast.net

You will receive an Evite to register for the meeting
If you do not receive the Evite, please contact the Director of Communications:
diofcommunication@richcomp.org or 757-566-7488