

2011 Theme:

“Surviving in a Changing Economy”



Please make plans to attend our
1st Quarterly Meeting on
Wednesday, March 16, 2011



This program has been approved for 2 (GENERAL) Credits towards re-certification of a PHR, SPHR or GPHR certification. *The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*

Strategies for Compensating Key Employees in a Changing Environment

Presented by Kate Marriott, Williams Mullen Law Firm

During this presentation, various strategies will be discussed that can be used to compensate key employees in light of changing tax rules, disclosure obligations and tax uncertainty.

Catherine M. (Kate) Marriott is a Partner in Williams Mullen Law Firm and serves as chair of the Employee Benefits Section. With nearly 25 years of experience, her practice focuses on all areas of employee benefits, including stock-based compensation, executive and incentive compensation arrangements, pension and welfare plans for private and tax-exempt employers, ESOPs for public and privately-held companies, and ERISA issues arising in mergers and acquisitions. Ms. Marriott has received numerous awards and honors including the Richmond YWCA Outstanding Women Award – Law, 2010, *Virginia Lawyers Weekly* – “Influential Women of Virginia”, 2009; *Virginia Super Lawyers* magazine – “Top 50 Women Lawyers in Virginia”; *Virginia Business* magazine’s “Legal Elite”; and *The Best Lawyers in America* – Employee Benefits Law. She is a member of the American Bar Association – Employee Benefits Committee, Taxation Section; Central Virginia Employee Benefits Council (founding member), Richmond Bar Association and Virginia Bar Association. Ms. Marriott earned her J.D. from the College of William & Mary School of Law, her M.Ed. from the University of Virginia and her undergraduate degree from Dickinson College.



Willow Oaks Country Club

6228 Forest Hill Ave. | Richmond, Virginia | 23225

804.228.4137

<http://www.willowoaksc.org/>

**Beautiful
New Location!**

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

*Please note that membership is based on calendar year so please be sure to renew your membership before the meeting. Contact Karen Bobrovsky at dirofmembership@richcomp.org to renew.

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

You will receive an Evite to register for the meeting. If you do not receive the Evite, please contact Kim Guidt at dirofcommunication@richcomp.org or 757-566-7488