



Please make plans to attend our  
2nd Quarterly Meeting on  
Wednesday, June 16, 2010



This program has been approved for 2 (GENERAL) Credits towards re-certification of a PHR, SHPR 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.*

**Current Sales Compensation Practices – Where are Companies Heading?**

**Presented by Dennis Spahr, Sibson Consulting**

This is a discussion around Trends and Patterns in Compensation Planning and Award and Recognition. Attendees will gain answers to the following questions, as well as learn about compensation issues from the world's top companies.



- What measures are companies using in their compensation plans?
- What is more common - quota-based compensation plans or commission-based compensation plans?
- Which compensation plan works best and in what situations?
- What are some of the monetary and non-monetary award and recognition programs organizations are using?

Mr. Spahr is a Vice President in Sibson's Sales Force Effectiveness Practice. He works with leading companies to develop and implement sales strategies and processes to improve the performance and profitability of sales and marketing work forces and related functions. Mr. Spahr received an MBA from the University of Michigan and a BA in Chemistry from Indiana University. Mr. Spahr has written articles for *Sales & Marketing Management*, *Velocity*, and *WorldatWork*. He is a frequent speaker at academic institutions and conferences including the Synygy Sales Performance Conference, Loyola University Chicago's Institute of Human Resources and Industrial Relations, the Ralph and Luci Schey Sales Centre at Ohio University, the Chicago Compensation Association, Callidus Blues Users Group, the Healthcare Compensation Professionals Organization, and various WorldatWork chapters.



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**

You will receive an Evite to register for the meeting. If you do not receive the Evite, please email the [Director of Communications](#) or call at 757-566-7488.

If you are a guest you may now pay your guest fee online using PayPal! Please visit [RCA's website](#) to pay!

Remember if you haven't already renewed your RCA membership; please do so before the meeting! To renew, you may pay through PayPal by visiting the [RCA's Membership page](#) or email the [Director of Membership](#) or call at 804-739-4019