

GCCBA is excited to announce the WorldatWork courses offered in Cincinnati during 2011 and 2012.

Each is a two-day course. Exams are no longer held on the third day, but are scheduled by the individual at a local testing center.

Receive a discount with your new or renewed membership. The timing is right to join GCCBA and benefit from the discount off of the WorldatWork price - \$110 for 2011 and \$115 for 2012.

October 10 and 11, 2011 T2: Accounting and Finance for the Human Resources Professional

This course presents an introduction to U.S. accounting regulations and practices. It will provide you with the understanding you need to interact effectively with accounting and finance departments in your company.

- Identify the key financial components of the annual report
- Describe the importance of cash flow to companies and shareholders
- Focus on the measures and processes used to assess companies' financial health
- Recognize the measures that are affected directly or indirectly by the HR function
- Explore methods of financing the business and financial planning issues
- Focus on the relationship between the HR department and the finance department

Coming in 2012....

April 30 and May 1, 2012 C17: Market Pricing — Conducting a Competitive Pay Analysis.

October 8 and 9, 2012 T1: Total Rewards Management

Registration: Through WorldatWork, please visit www.worldatwork.org

GCCBA Contact: laura.pearson@cchmc.org

Course Pricing:

GCCBA Member Price for 2011 \$1015; Price for 2012* \$1060

World at Work Member Price \$1175

Non-Member Price \$1810

**Join GCCBA now to take advantage of the Certification Course discount plus relevant compensation and benefit programs at www.gccba.com.*

Course and Hotel Location:

Marriott Kingsgate Conference Hotel

University of Cincinnati Campus

151 Goodman Dr, Cincinnati, OH 45219

Phone: (513) 487-3800

Mention WorldatWork for the discounted rate

***There is a price increase for 2012. Please see below information from WorldatWork**

As part of its ongoing strategy to routinely review and align prices with marketplace value and due to increasing costs of business (gas, airfare, transportation, etc.), WorldatWork has announced a price increase on its education products effective January 1, 2012. The new pricing includes our certification preparation courses with exam and some skill-building seminars. The chart below refers to our new pricing structure. Those highlighted in yellow indicate a price increase.

The 2012 Certification Prep Course and Exam price for GCCBA members is \$1060 and the Course only is \$895.



2011 WORLDATWORK PRICING INCREASE- UNITED STATES

(Prices shown as U.S. Dollars. Prices subject to change without notice. All exams, retakes, and extensions are taken through computer-based testing.)

Product Type	Public Pricing	
	Member	Non-Member
CERTIFICATION PREPARATION COURSES		
Certification Prep Course With Exam	\$1,175	\$1,810
Certification Prep Course Without Exam	\$990	\$1,480
Exam Only	\$625	\$880
30 day extension (before original access expires)	\$150	\$150
Exam Retake	\$200	\$270
SKILL-BUILDING COURSES		
Advanced Concepts in Executive Compensation	\$990	\$1,480
Compensation Fundamentals	\$600	\$950
Determining Pay for Executives	\$990	\$1,480
Elements of Sales Compensation	\$990	\$1,480
Exemption Tests in Practice	\$880	\$1,210
Performance Management — Strategy, Design and Implementation	\$990	\$1,480
Pricing Critical Skills and Unique Positions	\$880	\$1,210
Pricing Sales Positions	\$990	\$1,480
Principles of Executive Rewards	\$990	\$1,480
Sales Compensation Design — Developing Incentive Plans That Work!	\$880	\$1,210
Writing Effective Job Descriptions	\$880	\$1,210