

The GTA Rewards Association is pleased to present

TOTAL REWARDS CONFERENCE

In Partnership with the
Ottawa Region Rewards Association and WorldatWork

Canada's Premier Event

Attract, Motivate and Retain
with Effective Employee
Total Rewards Programs



November 17-19, 2008

Fairmont Royal York
Toronto, ON

Save Today With Early Bird Registration
www.worldatwork.org/toronto2008





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About Greater Toronto Area Rewards Association

The Greater Toronto Area Rewards Association (www.gtarewards.org) is a not-for-profit organization working in partnership with WorldatWork to create a vibrant community for Total Rewards and related professionals in the GTA. Our emphasis is on organizing education and networking events and services that: create a vibrant community for total rewards and related professional in the GTA; provide meaningful networking, education and best practice sharing opportunities; advance the professional practice of compensation, benefits and total rewards; and help members succeed in their current roles and future careers.

The GTA Rewards Association is a member of the WorldatWork Local Network. The WorldatWork Local Network is an alliance of independent compensation, benefits and human resources organizations.



About Ottawa Region Rewards Association

Ottawa Region Rewards Association (ORRA) (www.ottawarewards.org) is a not-for-profit Professional Association for Human Resources Practitioners, founded to advance the professional practice of compensation, benefits and total rewards. ORRA fulfills this purpose by providing opportunities for professional networking, compensation and benefits education, and access to information resources.

ORRA is a member of the WorldatWork Local Network, facilitating local access to WorldatWork Certification.



About WorldatWork®

The Total Rewards Association

WorldatWork (www.worldatwork.org) is a global human resources association focused on compensation, benefits, work-life and integrated total rewards to attract, motivate and retain a talented workforce. Founded in 1955, WorldatWork provides a network of more than 30,000 members and professionals in 75 countries with training, certification, research, conferences and community. It has offices in Scottsdale, Arizona, and Washington, D.C.



The GTA Rewards Association is pleased to present



In Partnership with the
Ottawa Region Rewards Association and WorldatWork

Creating and managing a total rewards package that satisfies a diverse workforce and aligns with your business strategy can be your most difficult task. But it can hold the biggest rewards.

The Greater Toronto Area Rewards Association, along with the Ottawa Region Rewards Association and WorldatWork, is bringing together today's top HR professionals, business strategies and leading practices at the 2008 Canadian Total Rewards Conference.

Where are you with your total rewards strategy?

Network with peers and share best practices at this premier Canadian event in 2008. Join compensation, benefits, work-life, human resources and total rewards professionals to discuss Canada's hot topics in total rewards. Learn how to create, manage and implement effective employee total rewards programs to attract, motivate and retain talented employees.

- Hear from leaders from companies such as Purolator Courier, TD Bank, Bell Aliant Regional Communications, Fairmont Hotels, Sun Life Financial, City of Montreal and more!
- Gain knowledge and get inspired at the conference's informative workshops
- Make contacts and exchange ideas with peers and industry leaders



SCHEDULE AT A GLANCE

MONDAY | NOVEMBER 17

1:00 p.m. – 7:00 p.m.	Registration Desk Open
5:00 p.m. – 7:00 p.m.	Welcome Reception

TUESDAY | NOVEMBER 18

7:00 a.m. – 5:00 p.m.	Registration & Information Desks Open
7:30 a.m. – 8:30 a.m.	Networking Breakfast
8:30 a.m. – 10:00 a.m.	Opening General Session & Keynote Address
10:00 a.m. – 10:20 a.m.	Networking Break
10:20 a.m. – 11:30 a.m.	Concurrent Sessions #1
11:30 a.m. – 12:45 p.m.	Lunch
12:45 p.m. – 2:00 p.m.	Concurrent Sessions #2
2:00 p.m. – 2:20 p.m.	Networking Break
2:20 p.m. – 3:30 p.m.	Concurrent Sessions #3
3:30 p.m. – 3:50 p.m.	Networking Break
3:50 p.m. – 5:00 p.m.	Concurrent Sessions #4
6:00 p.m. – 8:00 p.m.	Networking Dinner

WEDNESDAY | NOVEMBER 19

7:30 a.m. – 12:00 p.m.	Registration Desk Open
8:00 a.m. – 9:30 a.m.	Breakfast with Speaker
9:45 a.m. – 11:00 a.m.	Concurrent Sessions #5
11:00 a.m. – 11:20 a.m.	Networking Break
11:20 a.m. – 12:30 p.m.	Concurrent Sessions #6
12:30 p.m.	Adjourn

CONFERENCE SPONSORS AND SUPPORTERS (as of June 1, 2008)

We wish to thank the following companies for their sponsorship support.

Sponsors



Supporters



Media Sponsors



For sponsorship opportunities contact:

Audrey Johnson, Visibility Manager
480-348-7246
Audrey.Johnson@worldatwork.org



NETWORKING EVENTS

Take advantage of the conference networking opportunities. The perfect time and place to catch up with friends and network with new contacts as you share total rewards strategies, experiences and stories with conference attendees and workshop presenters.

Welcome Reception

November 17 | 5:00 p.m. – 7:00 p.m. | Fairmont Royal York

This unique networking opportunity brings conference delegates together on Monday night for a relaxed evening before the conference begins.

Networking Dinner

November 18 | 6:00 p.m. – 8:00 p.m. | Fairmont Royal York

Enjoy Tuesday evening with your colleagues while sharing knowledge and experiences at this sit-down networking dinner.

Register by October 2 and save!

www.worldatwork.org/toronto2008





Career Intelligence for Yourself & Others

Barbara Moses, Ph.D.

TUESDAY | 8:30 a.m. – 10:00 a.m.

Begin the conference with an electrifying and dynamic discovery of the most important trends that will shape your future and the future of your organization. International organizational career management expert and best-selling author Barbara Moses, Ph.D., will share her latest research into the career landscape, the complexities of today's workforce, and implications for individuals and organizations. During this informative session, she will help you uncover your motivational preferences and share the implications for roles and rewards for all eight motivational types. You will find out how "focus" is truly the center for work-life balance and learn the 12 rules for career success. Plus, Moses will share strategies to motivate and retain new workers and will unveil the secret for creating a life-friendly organization.

A sought-after presenter and keynote speaker, Moses is consistently praised for her practical insights into new work and personal realities, her stimulating and compelling delivery, and her tell-it-like-it-is style. Called "career guru" by *Fast Company* magazine, Barbara's innovative approach to managing work and life has made her the leader in career self-management and has been reported on extensively across North America. Moses is president of BBM Human Resource Consultants Inc., a firm specializing in career management which has conducted thousands of workshops for people at every organizational level in every sector of the economy. Best-selling author of *What Next?* and *Dish: Midlife Women Tell The Truth About Work, Relationships & the Rest of Life*, she is also a work issues columnist for the *Globe and Mail* and has appeared frequently on TV and radio, including the *Today Show*, NPR, MSNBC and Canada AM.



Register by October 2 and save!

www.worldatwork.org/toronto2008



TUESDAY | 10:20 a.m. – 11:30 a.m.

The Role of Sales Compensation in Business Growth & Organizational Change

Workshop Code: C02T1

Explore advanced sales compensation principles and how they can be used effectively in changing sales organizations. Bell Aliant Regional Communications will be used in a case study approach to demonstrate how its sales compensation plans have supported its changing business model over the years. Learn best practices regarding sales compensation design related to different selling models/positions, key elements of a Sales Compensation Framework, how to strategically manage sales compensation and how sales compensation principles are applied.

Audience Level: Advanced

Focus Level (Strategic/Tactical): (80/20)

Cyndy K. Allen, CCP, Senior Compensation Consultant, Bell Aliant
David Johnston, President, Sales Resource Group

The Future of Workforce Planning

Workshop Code: O01T1

Find out why effective workforce planning, the process of forecasting the supply and demand of labor required for future business, is critical to long-term talent management. Infohrm will outline its strategic business case for workforce planning, illustrate critical success factors for managing an effective planning process, and highlight future developments in the field of workforce planning. Participants will share best practices and lessons learned in workforce planning.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (80/20)

Jeff Higgins, Executive Vice President, Client Services, Infohrm

Make a Difference with Millennials

Workshop Code: W04T1

Uncover who the Millennials are and what they are looking for in the workplace. Step into the shoes of this new generation and walk away with a better sense of how the workplace will change (albeit forever) in light of this new group's entry into professional life. Practical strategies will be provided for organizations to develop more effective

policies and practices to net lower attrition rates among this group. Techniques for harnessing those skills and connecting Millennials to the organization will be shared.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (40/60)

Judith Finer-Freedman, Founder, The Balanced Worker Project

TUESDAY | 12:45 p.m. – 2:00 p.m.

Incentive Design: Canadian Style

Workshop Code: C03T2

Discover what some companies are doing to retain and motivate key talent in the unique Canadian market, which is often dependent on the price of commodities or the value of the Canadian dollar. Hear highlights from Mercer 2008 research that examined the innovative incentive practices of Canadian companies. Find out how these organizations managed the impact of change, commodity and FX risk. Best practice compensation designs will be presented and the key learnings from leading organizations will be summarized.

Audience Level: Advanced

Focus Level (Strategic/Tactical): (30/70)

Michael A. Thompson, National Partner, Mercer

Turn Moments into Memories with Strategic Employee Recognition

Workshop Code: O02T2

Learn how Fairmont Hotels & Resorts worked with employee recognition program provider Globoforce on the development and implementation of its "Service Plus Colleague Recognition Program" to encourage, recognize and reward outstanding Fairmont employees who deliver on its company mission and brand promise. See how you can successfully develop and implement a truly global and strategic employee recognition program. Learn the secrets to creating enthusiastic and engaged employees, creating customer loyalty and delivering shareholder value.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (70/30)

Derek Irvine, Vice President of Global Strategy, Globoforce
Matthew Smith, Executive Director, Learning & Development, Fairmont Hotels & Resorts



How to Combat a Critical Skill Shortage

Workshop Code: T01T2

Combat a critical skill shortage by learning the innovative ways of one British Columbia company. Armed with a strategic plan focused on new immigrants, the majority of whom are women, this company ensured it could keep up with its growth despite the BC economy. The return on investment? A well-educated, highly-motivated and dedicated workforce. Figure out how to be a true strategic partner to ensure your company is well prepared beyond today's needs and discover how to partner with government agencies for assistance.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (80/20)

Judith L. Thompson, CCP, Senior Manager, Human Resources, Sorin Group Canada Mitroflow Division

TUESDAY | 2:20 p.m. – 3:30 p.m.

Use High-Impact Compensation to Drive a High-Performance Workforce

Workshop Code: C05T3

Does your organization struggle with connecting performance ratings with merit increases and variable pay? If so, then you won't want to miss this workshop that will examine research that quantifies the issues as well as specific next steps, including setting goals, avoiding the "rating penalty" and increasing pay variability within rating categories. Learn how to create high-impact compensation that drives high performance. Find out what causes misalignment between performance ratings and compensation and how to avoid performance-pay pitfalls.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (80/20)

Emanuele D. Campione, Consultant, Hewitt Associates

Jeff Vathje, Senior Compensation Consultant, Hewitt Associates

Canadian Executive Compensation: 6 Hot Topics

Workshop Code: E01T3

Get an overview of the six hot topics in Canadian executive compensation:

1. Changes in long-term incentive practices
2. Proxy disclosure
3. Paying for performance
4. Supplementary pension issues
5. Say on pay
6. Director compensation.

The session will also provide insight to the challenges associated with compliance to changing disclosure. Learn about new ways to measure and report pay-for-performance in proxy disclosures and about the lessons organizations have gained from the United States after two years of increased disclosure.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (80/20)

Domenico D'Alesandro, Consultant, Watson Wyatt Worldwide
Robert Levasseur, Senior Consultant, Executive Compensation, Watson Wyatt Worldwide

Execute a Major Turnaround: The Forensic Technology Story

Workshop Code: T02T3

Faced with unsatisfactory business results, low employee morale and serious turnover, Forensic Technology adopted a five-pronged business strategy, of which two parts were rooted in HR interventions to build employee engagement. Within two years, the high-tech company saw its strategy yield excellent results and contribute to a major business turnaround. Come and hear first-hand accounts of how to align HR to business strategy for a successful company turnaround. Plus, learn about the results of a well-integrated and executed sustainable engagement strategy.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (80/20)

Elisabeth Lecavalier, Vice President Human Resources, Forensic Technology

Nancy Pombert, Senior Human Resource Advisor, Forensic Technology

Register by October 2 and save!

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TUESDAY | 3:50 p.m. – 5:00 p.m.

How to Satisfy Employee Needs & Employer Objectives with a Strategic Benefits Plan

Workshop Code: B01T4

Get past the “if it ain’t broke, don’t fix it” mindset to gain leadership support for creating and following a benefit plan redesign strategy. KPMG employees were not complaining about their benefits and leaders were not concerned about the plan, yet KPMG’s HR team proactively opted to redesign its program so that it was competitive, more in keeping with its total rewards philosophy, and increased employee engagement. Find out how they designed, implemented and communicated a plan that increased understanding of and appreciation for employee benefits.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (50/50)

Tim Clarke, Canadian Benefits Practice Leader, Hewitt Associates
Steve Spencer, CCP, Head, Pay & Benefits, KPMG

Manage Talent for Better Retention: Career Pathing and Planning

Workshop Code: O03T4

Talent is arguably one of the most valuable resources in our economy today. The ability to manage key people on a career path is now perceived as one very tangible measure of how effectively HR supports an organization’s business objectives. A well-articulated career management program can help attract and retain top performers. Find out how Sun Life Financial implemented a successful new talent management program with career pathing. Learn the key elements of a career management program and what employees think about it.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (50/50)

Tamara K. Kinsman-Berry, CCP, Consultant, Sun Life Financial
Lucille Raikes, Consultant, Towers Perrin

The Employee Value Proposition in the Public Sector: Reengineering an Approach Affected by Time

Workshop Code: T03T4

The total rewards approach in place over the past 30 years in the public sector was indeed a business success. It was effective for its time. The public sector has undergone and continues to foresee an important transformation of its employee value proposition making sure to preserve reward principles and features that are well suited to the new generation of employees. Find out what the obstacles are preventing a major reform in the employee value proposition. Learn the significance of the changes implemented (e.g., pay-for-performance programs, flexible benefits plan, end of job security) and what key principles should be maintained (e.g., career opportunities, democratic culture, work-life balance initiatives).

Audience Level: Advanced

Focus Level (Strategic/Tactical): (90/10)

Frederic Bessette, CCP, CBP, Senior Compensation Advisor, City of Montreal

WEDNESDAY | 8:00 a.m. – 9:30 a.m.

Global Rewards Practices: A Panel Discussion (Breakfast Session)

Workshop Code: O04W0

Get an up-to-date look at issues in real life, where balancing global consistency and leveraging local customization is crucial and complex. Hear a panel of regional experts discuss their experiences across borders and offer perspectives on:

- Developing an integrated total rewards strategy that balances the need for global consistency with the need to address local competitive requirements.
- Obtaining market intelligence, including common and innovative practices, as well as emerging trends.
- Developing an integrated, global total rewards strategy that supports the movement of resources across countries.

Audience Level: Emerging

Focus Level (Strategic/Tactical): (50/50)

Adam Sorensen, GRP, Practice Leader, WorldatWork



WEDNESDAY | 9:45 a.m. – 11:00 a.m.

**Driving for Performance:
A Honda Finance Experience**

Workshop Code: C01W1

In today's world, many organizations are juggling the realities of balancing fiscal responsibilities and effective talent management. Honda Finance proactively addressed this issue head on and developed short- and long-term strategies that support their growth in Canada. Get an overview of how Honda Finance was able to take a number of seemingly unrelated concerns and articulate them in the framework of a total rewards strategy, breaking them down into identifiable and manageable components. Learn how to identify and articulate your total rewards challenges using various tools and processes.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (60/40)

Marilyn McAllister, Manager HR, Honda Finance Services

Anne Peiris, Consultant, Watson Wyatt Worldwide

Liz Wright, Toronto Practice Leader Compensation, Watson Wyatt Worldwide

Purolator's Healthy Workplace Initiative

Workshop Code: W03W1

Engaging employees to participate in workplace health programs can be challenging. Learn how Canada's largest courier company achieved a high level of participation in its employee survey, cross-country fitness challenge, "biggest loser" contest, "sweatless" workouts and leadership development programs. This session will show how Purolator approached the challenge, linked it to its employee engagement strategy and succeeded in developing and delivering programs to address the needs and preferences of 12,500 employees.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (70/30)

Douglass Kube, Director, Environment, Health and Safety, Purolator Courier Ltd.

WEDNESDAY | 11:20 a.m. – 12:30 p.m.

**Leverage Technology to Manage Global
Compensation Investments**

Workshop Code: C04W2

Learn how to manage multiple compensation programs for different employee constituents with different performance measurements. TD Bank did it by leveraging technology and you can too. Find out how this impacted TD Bank's People Managers by making them more efficient, enabling them to make more fulsome pay decisions, and providing them access to rich data about their people. Understand the steps, technology, tools and processes that this best-practice organization performed to automate and strategically align employee incentive pay with business performance.

Audience Level: Intermediate

Focus Level (Strategic/Tactical): (50/50)

John Halloran, Founder & CEO, Worldwide Compensation Inc.

Evelyn J. Johnston, CCP, Vice President, Compensation, TD Bank

Eleana Rodriguez, Senior Consultant, Mercer

**Moving Forward by Giving Back —
How Corporate Philanthropy Can Drive Employee
Engagement and Business Performance**

Workshop Code: T04W2

Today's employees are looking for more from their working environment than simply a safe, fun and positive place to go to work; they are looking to make a difference — and often the workplace is the first place they would like to start! In Aon Consulting's model of employee engagement, the *environment* that an organization provides an employee is one aspect of total rewards that drives employee engagement. By strategically connecting company and cause, Orenda Connections has helped organizations discover the *emotional profit center* of their business so that employees can feel they are making a difference. Aon Consulting and Orenda will present case studies of companies that have successfully enhanced their organization through the integration of strategic philanthropy programs, resulting in increased employee engagement.

Audience Level: Advanced

Focus Level (Strategic/Tactical): (80/20)

Scott Bunker, Senior Vice President, Aon Consulting Inc.

Peggie Pelosi, Owner, Orenda Connections

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So Much to See and Do!

CN Tower – At 1,815 feet, 5 inches or 553.33 meters tall, the CN Tower is the world’s tallest building! It provides three levels of breathtaking observations for the public including the world’s highest public deck of Sky Pod (447 m) and the world-famous Glass Floor, superb shopping areas and the best award-winning restaurants and cafes.

Nathan Phillips Square – A popular spot year round where fountains spray in the summer and skaters glide in the winter. This location has attracted photographers and filmmakers since 1965. It has served as backgrounds for Hollywood blockbusters such as “Star Trek: The Next Generation” and “The Sentinel.”

Casa Loma – Experience the elegance and splendor of the Edwardian era with this majestic castle. The former home of Sir Henry Pellatt includes five acres of magnificent estate gardens and features unique architecture, beautifully furnished rooms, secret passages, towers and an 800-foot tunnel to luxurious stables.

Historic Old City Hall – One of the city’s most prominent structures with its tall and majestic clock tower. Built in 1899, it is an example of the Romanesque Revival style of architecture with numerous carvings, arches and intricate shapes.

Hockey Hall of Fame – Hockey fans, this is the biggest and most impressive museum of hockey in North America. It features the past and present of hockey in Canada and internationally including NHL trophies and interactive games.

Royal Ontario Museum – Adding 67,000 items each year, this is Canada’s largest museum of world cultures and natural history.

Toronto City Hall – A futuristic icon with two curved towers “cupping” a lower, saucer-like council chamber in their center.

St. Lawrence Market – This famous market is held within three buildings, this is the hub of delicious fresh fruits, vegetables, meats and cheeses.

Toronto Zoo – One of the largest zoos in the world – holding more than 5,000 animals representing 460 species from six different regions of the world: Indo-Malaya, Africa, the Americas, Australia, Europe-Asia and Canada.

Lake Ontario – The smallest of the Great Lakes (Ontario, Erie, Huron, Michigan and Superior), Lake Ontario occupies 7,340 square miles and is one of the deepest in the Great Lakes.

Niagara Falls - Famous all over the world and a true beauty of North America, Niagara Falls are the most powerful on the continent and exceptionally wide with the rim of Horseshoe Falls measuring 2,200 feet across. Every minute the falls carry an average of approximately four million cubic feet of water over the crest.

Approximately 1 hour 30 minutes from the conference hotel.



CN Tower



Nathan Phillips Square and City Hall



Royal Ontario Museum



Niagara Falls



REGISTRATION INFORMATION

Ways to Register

1. Register online www.worldatwork.org/toronto2008

2. Fax to WorldatWork
866-816-2962 (toll free) or 480-483-8352

3. Mail form to WorldatWork

WorldatWork
P.O. Box 4520
Postal Station A
Toronto, Ontario M5W 4M4

4. Customer Relationship Services
877-951-9191 (toll free) or 480-951-9191

Check In/Registration

Pre-registering before conference online or by phone or fax can save you time and money! If you've registered and paid in advance, simply bring your confirmation to the conference registration area for a quick print-out of your credentials. The personal admission barcode printed on your confirmation will expedite your check-in process.

Monday, November 17	1:00 p.m. – 7:00 p.m.
Tuesday, November 18	7:30 a.m. – 5:00 p.m.
Wednesday, November 19	7:30 a.m. – 12:00 p.m.

Confirmation

You will receive electronic confirmation from WorldatWork for conference registration within 14 days of receipt. If you do not receive confirmation, please call WorldatWork Customer Relationship Services at 877-951-9191 (toll free in U.S. and Canada), or 480-922-2020.

Nonmember Registration

The registration fees on the enclosed registration form list all prices for Greater Toronto Area Rewards Association, Ottawa Region Rewards Association and WorldatWork members and nonmembers. If you are not a member of one of these associations, the nonmember rate will apply. You may sign up for a one-year WorldatWork registration and pay the discounted member conference fees.

Group/Team Discounts

Teams receive special pricing! To receive a registration fee discount for your team, all group members must register and submit payment at the same time. Call 877-851-9191 for more details.

Educational Workshop Selections – IMPORTANT!

Workshop session room assignments are determined by attendees' pre-registered counts. Please help us avoid overcrowded sessions by pre-registering for your workshop sessions early and attending your pre-registration selections. To select your workshop and print out your personal itinerary, go to www.worldatwork.org/toronto2008 and click on My Workshops.

Payment

Full payment is required in order to receive your credentials/badge. You will receive your conference bag, badge and Program Guide on site at the Registration Desk at the Fairmont Royal York.

Cancellation Policy

Cancellations must be in writing. Confirmed registrants who fail to notify WorldatWork of cancellation in advance forfeit all fees paid. A \$100 CAD administration fee will be charged for cancellations received on or before October 1, 2008. Fifty percent (50%) of the registration will be forfeited for cancellations received after October 1, 2008 and through November 2, 2008. All conference fees will be forfeited after November 3, 2008. Credits issued for cancellations may be applied to other WorldatWork events or products. Prices and programs are subject to change without notice.

Register by October 2 and save!

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In Partnership with the
Ottawa Region Rewards Association and WorldatWork

CONFERENCE REGISTRATION

Certification: CCP CBP GRP WLCP Other _____ WorldatWork Member: Member ID # _____

First Name _____ MI _____ Last Name _____ Nickname for Badge _____

Company _____ Title _____

Company Street Address _____ City _____

State/Province _____ ZIP/Postal Code _____ Country _____

Phone _____ Fax _____ E-mail _____

Check here if you need accessibility or accommodations that meet the regulations of the Americans with Disabilities Act.

Join Now & Save! WorldatWork members enjoy full access to a content-rich Web site with online information, tools and resources; relevant articles and in-depth HR information in the WorldatWork monthly and quarterly magazines; plus special pricing on all WorldatWork products and services. Sign-up today for a one-year WorldatWork membership and receive the discounted member fees for conference plus all the advantages of membership.

Yes, I would like to join WorldatWork for only \$390 CAD (plus GST/HST), please accept my application.
(When registering for conference, please choose member rates.)

No, I do not wish to join WorldatWork at this time and will pay the nonmember conference registration fees.

CONFERENCE FEES

Full Conference Registration	Member (GTARA, ORRA or WorldatWork)	Non-Member	Join Now and Save! Start enjoying the benefits of membership — become a WorldatWork member now and pay conference member price.
Early Bird Register and pay before midnight, October 2, 2008	<input type="checkbox"/> \$650 CAD	<input type="checkbox"/> \$750 CAD	<input type="checkbox"/> \$1,040 CAD (\$650 + \$390)
Full Register and pay after October 3, 2008	<input type="checkbox"/> \$750 CAD	<input type="checkbox"/> \$850 CAD	<input type="checkbox"/> \$1,140 CAD (\$750 + \$390)

Group/Team Discounts

Teams receive special pricing! Call 877-851-9191 for more details.

Note: Fees above are in CAD and do not include applicable taxes.
GST/HST will be added at time of check out.

Subtotal
\$ _____

5% GST/8% HST
\$ _____

Conference Fees Total
\$ _____



CONFERENCE PLANNER

Please check all events you plan to attend.

Monday, November 17

Welcome Reception 5:00 p.m. – 7:00 p.m.

Tuesday, November 18

Networking Breakfast 7:30 a.m. – 8:30 a.m.

Opening General Session & Keynote Address 8:30 a.m. – 10:00 a.m.

Concurrent Sessions #1 10:20 a.m. – 11:30 a.m.

C02T1 The Role of Sales Compensation in Business Growth & Organizational Change

O01T1 The Future of Workforce Planning

W01T1 Purolator’s Healthy Workplace Initiative

Lunch 11:30 a.m. – 12:45 p.m.

Concurrent Sessions #2 12:45 p.m. – 2:00 p.m.

C03T2 Incentive Design: Canadian Style

O02T2 Turn Moments into Memories with Strategic Employee Recognition

T01T2 How to Combat a Critical Skill Shortage

Concurrent Sessions #3 2:20 p.m. – 3:30 p.m.

C05T3 Use High-Impact Compensation to Drive a High-Performance Workforce

E01T3 Canadian Executive Compensation: 6 Hot Topics

T02T3 Execute a Major Turnaround: The Forensic Technology Story

Concurrent Sessions #4 3:50 p.m. – 5:00 p.m.

B01T4 How to Satisfy Employee Needs & Employer Objectives with a Strategic Benefits Plan

O03T4 Manage Talent for Better Retention: Career Pathing and Planning

T03T4 The Employee Value Proposition in the Public Sector: Reengineering an Approach Affected by Time

Networking Dinner 6:00 p.m. – 8:00 p.m.

Wednesday, November 19

Breakfast with Speaker 8:00 a.m. – 9:30 a.m.

O04W0 Global Rewards Practices: A Panel Discussion

Concurrent Sessions #5 9:45 a.m. – 11:00 a.m.

C01W1 Driving for Performance: A Honda Finance Experience

W02W1 Make a Difference with Millennials

Concurrent Sessions #6 11:20 a.m. – 12:30 p.m.

C04W2 Leverage Technology to Manage Global Compensation Investments

T04W2 Moving Forward by Giving Back: How Corporate Philanthropy Can Drive Employee Engagement and Business Performance

PAYMENT INFORMATION

Registrations without full payment and/or post-dated cheques will not be processed.

Your credit card or company check in Canadian funds, 5% GST/8% HST as applicable must accompany your registration.

Mail

WorldatWork
P.O. Box 4520
Postal Station A
Toronto, ON M5W 4M4

Fax

866-816-2962 (toll-free)
480-483-8352

Check or Money Order

(Make payable to: **WorldatWork**. Please attach this form with payment.) Amount enclosed \$ _____ CAD

Invoice Me (Prepayment is required to reserve space)

Credit Card | Select One: Corporate card Personal card

Select One: VISA Mastercard American Express Discover (U.S. residents only)

By signing below, I authorize WorldatWork to charge my credit card: \$ _____ CAD

Credit Card Number _____ Expiration Date _____ Billing Postal Code /Zip* _____

Name as it appears on Card (print clearly)* _____

Company Name (if corporate card)* _____

Cardholder’s Signature _____

* Necessary to process credit card



Hotel Reservations

Event participants are responsible for making individual room reservations. The group rates will be honored until the contracted rooms sell out or until the cut-off date expires, whichever occurs first. Hotel rooms are not guaranteed after that time. To make reservations, please call the hotel and mention you are a WorldatWork Total Rewards Conference - Canada attendee.

The Fairmont Royal York

100 Front Street
 Toronto, ON M5J 1E3
 Phone: 416-368-2511
www.fairmont.com/royalyork

Group Rates*

\$229.00 CAD Single
 \$229.00 CAD Double

Special Rate Ends: October 27, 2008

*The above rates do not include and are subject to applicable tax.

Air Travel & Ground Transportation Information:

Toronto Lester B Pearson International Airport

3111 Conair Drive
 Toronto, ON L5P 1B2
 Phone: 416-776-3000
 Approximately 25-30 minutes (25.75 km/16 mi)

Ground Transportation to/from Airport and Hotel

- Approximate cab fare is \$50-60 CAD
- Shuttle Service – Pacific Western Bus Company
 1-800-387-6787
 \$16.95 CAD one way
 \$29.25 CAD round trip

Prices subject to change.

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