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*Innovative, Time-saving, Cost-effective Software Products and
Services for Human Resource and Compensation Professionals.*

Prompt Incorporated President, Gillian Oechslin, Moderates Presentation

2008 WorldatWork Total Rewards Conference & Exhibition May 20-23, 2008, in Philadelphia.

Workshop: Understanding What Engages Employees Across the Globe.
May 21, 2008 1:30 PM - 2:45 PM

A lively panel discussion focused on what engages employees in China, India, Germany and the United States. Panelists will frame key components of effective total rewards strategies by comparing and contrasting effective approaches to Total Rewards in their regions. The focus on specific “hot” issues will illustrate how critical it is to understand the global labor market.

- 1) Workplace & Cultural Norms
 - Employment expectations and loyalty
 - Workforce demographic impact globally and locally
 - Prejudices and preconceived notions
 - Unity in diversity
 - Status & Hierarchy
 - Global or local company culture
 - Role of government
- 2) Rewards & Recognition
 - Total rewards components and effectiveness
 - Local pay practices
 - Team and individual recognition
 - Public vs. private recognition
- 3) Benefits
 - Health and Welfare
 - Perquisites
 - Time Off
- 4) Talent Development & Training
 - Labor and skill availability
 - Career Advancement
 - Negotiating & Decision Making

Three Key Points Attendees Will Learn From This Presentation

1. As our economy merges into one global economy, the audience will gain a better understanding of differences, similarities and key engagement issues when working with these four countries.

2. This information will help participants recognize their opportunities and challenges when designing a more powerful total rewards strategy to position their company ahead of the competition.
3. Participants will receive a resource list to conduct further research on the web. This will include a Compare and Contrast Grid listing each key topic and the information for each country represented in our panel. (See example provided in addendum.)

About the Presenters

Betsy Larson, CCP, SPHR (Panel Role - United States)

Compensation Director, MassMutual Financial Group

Larson's 20+ years of HR and Compensation experience includes leadership positions in pay design, incentive compensation design, equity management, executive compensation, and benefits. She has worked in multiple industries including finance, healthcare, insurance, and high-tech - Fortune 500 and 100 global companies. Larson has presented workshops at previous WorldatWork annual conferences. She currently serves as a Compensation Advisory Board member and SHRM's Total Rewards Expertise panel member. Other leadership roles - GPN Advisory Board member, Director of Kentucky State SHRM, Connecticut State Council Membership Director, and founder of the Bluegrass Compensation Association. Larson holds a BS in Business and a Masters in Labor Relations from Indiana University.

Gillian Oechslin (Panel Role - Moderator)

President, Prompt> Inc.

Growing up in Europe and Asia fueled Oechslin's fascination with cultural diversity, providing valuable insight when working with global clients. After a 12 year career in HR/Comp she co-founded Prompt> Inc. - Creative Computing Resources in 1987, providing custom HRIS/Compensation software solutions. She's consulted with 100+ clients from small privately held firms to large public, global corporations. Prior Speaking Engagements - WorldatWork Conference 2007, Milwaukee Area Compensation Association, Vermont SHRM Chapter, client workshops in NY, DC, Chicago, Boston and HRIS SHRM classes - St. Joseph College, CT. Past and present board memberships - HRACC/SHRM, ICCA/CT, Chambers of Commerce. Oechslin holds a B.Sc. in Business Management from University of Maryland.

Daniel Purushotham, PhD, CCP, CBP (Panel Role - India)

Assistant Professor, University of Connecticut

Faculty member at the University of Connecticut. Consults with for-profit and not-for-profit organizations. Former VP - Corporate Compensation at Hartford Financial Services Group. Leadership: Former member - WorldatWork BOD; Faculty - WorldatWork; Chair - Conference Board's Executive Compensation Management Council; President - WorldatWork Eastern Region; Chair - Compensation Committee of LOMA; President - HRACC. Co-author of "Building Pay Structures", WorldatWork Journal article and book reviewer. Recent speaking engagements: Employers Association of the Northeast, Connecticut Business & Industry Association, 25th anniversary of HRACC, International Conference on Business (Hawaii), Richmond Compensation Association Affiliations: WorldatWork, SHRM, Academy of Management

Lissa Robinovitz, SPHR (Panel Role - Germany)

Regional Director of Human Resources - Open Solutions, Inc.

Robinovitz has over 20 years of results-oriented Human Resource Generalist expertise including strategic planning, compensation, benefits, employee relations, union avoidance and union management. Industry experience includes high tech manufacturing, non-profit service, insurance, pharmaceuticals, and financial services. Global experience includes supporting German business leaders in the pharmaceutical business and technology service in Poland. Robinovitz received a Bachelor's Degree in Human Resource Management - Western New England College, Springfield, MA. Other leadership positions: Immediate Past-President, Past Diversity Committee Chair and Past Community Relations Committee Chair for the Human Resource Association of Central CT (400-member chapter of SHRM). Prior Speaking Engagements: 2007 WorldatWork Conference, 2007 VT SHRM Chapter.

Susan Shan (Panel Role - China)

Director of Compensation, Hexion Specialty Chemical

Going through the dramatic transitioning in China during the late 1980's, Susan Shan has more than 10 years of HR Generalist expertise gained through working for the Foreign Direct Investment Companies in China. Prior to transferring as a Compensation Specialist to the Corporate head office in Columbus, Ohio, she held regional HR responsibilities for Hexion in Asia, covering 6 countries in South East Asia. Susan Shan received a Master of Management Degree from the Norwegian School of Management.

About WorldatWork®

WorldatWork is the world's leading not-for-profit professional association dedicated to knowledge leadership in total rewards, compensation, benefits, and work-life. Founded in 1955, WorldatWork focuses on human resources disciplines associated with attracting, motivating and retaining employees. www.worldatwork.org

About Prompt> Incorporated

Creative Computing Resources®

Prompt> Incorporated provides innovative, time-saving, cost-effective software products and services for Human Resource and Compensation professionals. Specialists in the development of custom HRIS solutions, their flagship product is PromptPayPlanner® - the intelligent software to manage salary planning and budgeting.

More than 150 organizations have engaged the company since 1988. www.promptinc.com

