



HR
HOTLINE
ASSOCIATES



COMPENSATION ESSENTIALS I WORKSHOP

Join us for a highly interactive and dynamic learning experience on the essentials elements of compensation specific to base pay. You will apply concepts, practices and techniques helping you create effective, equitable and organizationally aligned compensation programs.

Topics include compensation program structures, compensation philosophies, base v. variable pay, salary market analyses and job benchmarking, plus salary ranges. The presentations, activities and discussions will guide you in applying best & acceptable practices in a variety of situations including but not limited to salary determinations, legal and ethical compliance issues, FLSA classifications and **MORE ...**

Who should attend? Beginner to intermediate **Compensation Professionals; Human Resources Professionals** who would like to learn more about compensation fundamentals; and **Managers** responsible for compensation administration and salary determinations.

As a participant, you will receive a participant guide, a full set of the workshop slides, along with additional handouts and tools for you to use on the job.

WHEN: Wednesday June 4, 2025

WHERE: FFA Enrichment Center, 1055 SW Prairie Trail Parkway, Ankeny, IA

TIME: 8:30 a.m. to 4:00 p.m. (Registration begins at 8:15 a.m.)

COST: \$430.00; **Early Bird Discount UNTIL May 4th** is \$405.00.

MFS HR Solutions is an approved SHRM recertification provider.

7 SHRM-CP and SHRM-SCP Recertification Credits will be awarded for this workshop.

Go to <https://www.hrhotlineassociates.com/workshops/compensation-essentials-i-workshop> to register.

Due to the cost of set-up and materials, **cancellations must be received no later than 72 hours prior to the workshop or full price will be charged.**

FACILITATORS

Julie Caspar is founder and President of HR Hotline Associates. She has over 35 years working as a human resource professional and executive in the U.S. and internationally, while today providing HR and compensation consulting services to organizations around the country. Julie, in addition to managing her company, is a current faculty member at Iowa State University in the Ivy College of Business and former faculty member at Drake University, teaching compensation and benefits among other HR topics to undergraduate and graduate students.

Mollie Frideres Smith began her professional journey with a solid academic foundation from Iowa State University earning a Bachelor of Science degree in psychology and a Master of Business Administration. She is also a graduate of Ankeny Leadership Institute. Mollie is the founder and owner of MFS HR Solutions, which focuses on human capital management. With 25 years of experience in leadership and human resources, Mollie founded MFS HR Solutions to make a meaningful impact and help businesses recruit, retain, and develop top talent. Mollie has taught at Des Moines Area Community College and is currently providing training to businesses through DMACC Business Resources and Employee and Family Resources, as well as her own company. Beyond her professional accomplishments, she is active in several local organizations including The Ames Chamber of Commerce, Urbandale Chamber of Commerce, Central Iowa Society for Human Resource Management (SHRM), Cyclone SHRM, Heart of Des Moines, and is currently serving on the board of the Iowa Chapter of the National Association of Women Business Owners. Mollie's website is <https://mfshrsolutions.com/>

WORKSHOP LEARNING OBJECTIVES

At the end of this session, participants will be able to:

- Define compensation at its fundamental level providing a historical perspective
- Describe the transactional vs. strategic elements of compensation
- Distinguish base pay from variable pay
- Discuss compensation's role in total rewards and relationship to employee engagement
- Draft a compensation philosophy applying four key elements as defined by WorldatWork
- Conduct a salary market analysis by market pricing jobs using company information, job descriptions and survey data applying acceptable benchmarking approaches
- Develop market aligned salary ranges for benchmarked jobs
- Determine application and effective use of salary ranges
- Identify key practices and guidelines for base pay compensation administration
- Discuss legislative acts, legal considerations and compliance requirements regarding compensation programs and salary decisions
- Make salary determinations in a variety of situations applying rationale that reflect sound compensation and legally compliant practices
- Develop an on-the-job Action Plan