



**WorldatWork**  
Total Rewards Association

**Course Start Times: Day 1 & 2, 12-4 EST; Day 3, 12-2 EST**

### September Virtual Courses

Course Name	Course ID	Dates
Job Analysis, Documentation and Evaluation	C2	September 8-10
Accounting and Finance for the Human Resources Professional	T2	September 8-10
Variable Pay - Improving Performance with Variable Pay	C12	September 16-18
Market Pricing - Conducting a Competitive Pay Analysis	C17	September 21-23
Regulatory Environments for Compensation Programs	C1	September 23-25
Base Pay Administration and Pay for Performance	C4	September 28-30
Total Rewards Management	T1	September 28-30

### October Virtual Courses

Course Name	Course ID	Dates
Strategic Communication in Total Rewards	T4	October 5-7
Variable Pay - Improving Performance with Variable Pay	C12	October 12-14
Market Pricing - Conducting a Competitive Pay Analysis	C17	October 12-14
Business Acumen for Compensation Professionals	C8	October 19-21
Regulatory Environments for Compensation Programs	C1	October 21-23
Base Pay Administration and Pay for Performance	C4	October 26-28

### November Virtual Courses

Course Name	Course ID	Dates
Job Analysis, Documentation and Evaluation	C2	November 2-4
Strategic Communication in Total Rewards	T4	November 9-11
Total Rewards Management	T1	November 16-18
Quantitative Principle in Compensation Management	C3E	November 16-18

### December Virtual Courses

Course Name	Course ID	Dates
No Classes	No Classes	No Classes