



Human Resource Association of the Twin Tiers (HRATT)

Effective Compensation

Mike Lenzner

Michael Lenzner is the owner and managing partner of a Human Resources consulting firm that he formed in 2009 called *The Lenzner Solution*. Since its formation, Michael has provided consulting services across a variety of industries including manufacturing, construction, public sector, non-profit, retail and healthcare.

Save the date...
Jan. 13th 2011

Location:
DC2 at the
Elmira/Corning Airport

Sponsored By



Agenda:

11:45 am - Lunch

12:00 pm - Welcome

12:15 pm - Mike Lenzner

- **Internal Equity**
- **External Competitiveness**
- **Pay for Performance**
- **Effective Communication**

1:30 pm– Wrap Up

Please RSVP to Teresa Haight at teresa.haight@oclaro.com by Tuesday, January 11th, 2011 by 3pm. Also visit us at our website www.hratt.org or our Facebook group at group name Human Resource Association of the Twin Tiers.