



ATLANTA AREA COMPENSATION ASSOCIATION

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Subject: CCP, GRP Exam Requirements Increase January 1, 2015

Dear Association Member,

You have likely heard about WorldatWork's new certification courses, Business Acumen for Compensation Professionals (C8) and International Financial Reporting Standards for Compensation Professionals (T7). Starting Jan. 1, 2015:

- To earn a **Certified Compensation Professional (CCP)** designation, you must pass Business Acumen for Compensation Professionals.
- To earn a **Global Remuneration Professional (GRP)** or **Canadian CCP** designation, you must pass Business Acumen for Compensation Professionals and International Financial Reporting Standards for Compensation Professionals.

You may have questions about these new requirements. Below is an FAQ that will be helpful.

Q: What are the new requirements?

A: Beginning Jan. 1, 2015, you must pass the Business Acumen for Compensation Professionals (C8) exam to earn a CCP. To earn a GRP or Canadian CCP, you must pass the Business Acumen for Compensation Professionals and International Financial Reporting Standards for Compensation Professionals (T7) exams.

Q: Why are there new requirements?

A: It was clear from focus groups with HR professionals, the "[WorldatWork 2012 Total Rewards Professionals' Career Census](#)" and ongoing discussions with senior HR leaders and WorldatWork advisory councils that WorldatWork needed to address the needs of the evolving profession. Business leaders expect their compensation staff to go beyond the technical aspects of their jobs, ensuring the programs they design align with organizational goals and drive business results. To help you meet such expectations, the WorldatWork Society of Certified Professionals created the two new exams.

Q: What if I've already earned a CCP, GRP or Canadian CCP?

A: If you've earned a CCP, GRP or Canadian CCP by Dec. 31, 2014, you are not required to take the new exams — unless you want to proceed to Level 2 of the [Compensation Institute](#). In that case, if you're a CCP

holder you must have a passing score on the C8 exam to proceed, and if you're a GRP or Canadian CCP holder you must have a passing score on the C8 and T7 exams to proceed.

Q: Where can I find more information about the Compensation Institute and new exam requirements?

A: You can visit the [new exam requirements FAQ](#) or the [Compensation Institute FAQ](#), located in the Compensation & Global section of the WorldatWork Society of Certified Professionals website.

Q: What if I have questions?

A: You can contact the WorldatWork Customer Relationship Services department at customerrelations@worldatwork.org, 877-951-9191 (United States and Canada) or +1 480-922-2020 (other countries).

Thanks for your time, and best wishes as you continue your journey as a total rewards professional.

Regards,

Atlanta Area Compensation Association