

## **PBA Brings Back Learning Lounge to Help Salon/Spa Owners *Combat Compensation*** *Held in Las Vegas at Mandalay Bay Convention Center on July 14, 2008*

**Phoenix, AZ (May 7, 2008)** – Labor is the largest expenditure of salons and spas, but many owners do not realize the importance of keeping this line item under control. To answer the need for salon/spa-specific compensation education, the Professional Beauty Association (**PBA**) introduces **Learning Lounge: *Combat Compensation***, an interactive, full-day workshop dedicated to helping salon/spa owners and managers build a successful business and a loyal staff. ***Combat Compensation*** will be held on July 14, 2008, from 10:00am-5:30pm in Las Vegas in conjunction with Cosmoprof North America July 13-15, 2008, at the Mandalay Bay Convention Center.

This program is designed to deliver information in a varied format, allowing participants time to exchange dialogue and ask questions. Attendees will delve into the different compensation plans available for their salon/spa and listen to panels of other owners and leading education companies. At ***Combat Compensation*** attendees will;

- Discover how to turn their largest expense line item into a profit;
- Hear how to customize compensation and/or develop a successful change-over strategy;
- Learn employer and employee payroll rights to protect their business;
- Understand what benefits will attract and retain staff.

Larry Kopsa, CPA in Kopsa Otte CPA's, will kick off the morning introducing innovative techniques for owners to remain profitable and protect their business from labor lawsuits. Then, attendees will listen to a panel of their peers as they explain their own compensation programs and discover which one works best for them. The panel will include owners from successful commission, salary and hourly salons.

Using a practical, common-sense approach, the afternoon session will examine some of the familiar mistakes, myths, and hazards facing salon/spa owners around the country and arm attendees with the tools necessary to be smarter, wiser and more proactive managers.

The afternoon panel consists of leading educational companies who will discuss salon/spa financials, compensation structures, benefit plans and more. Neil Ducoff, Founder and CEO of Strategies, hailed as the "guru of salon/spa compensation," will introduce a business model based on a successful pay program and ideas on how to strengthen leadership skills. Bert Carder, Founder and CEO of YBN, will explain the



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The Professional Beauty Association is made up of salons and spas, distributors and manufacturers dedicated to improving their individual businesses and the industry as a whole. Led by industry volunteers, the association offers: business tools • education • government advocacy • networking • and more. Visit [www.probeauty.org](http://www.probeauty.org) or call 800-468-2274 (480-281-0424) to learn more.



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different compensation programs and how to change from one to another. Finally, Peter Mahoney, Owner of Salon Resource Group of Companies & President of Salon Consultants International, will present the Summit Salon Business College program to wrap up the session.

"We are continually building new tools and forums to bring the industry together," says Bonnie Bonadeo, Director of Education & Program Development, **PBA**. "As our members highly value networking, these programs build a sense of community within the industry while offering a relaxed way to connect and learn from others."

Both **PBA** members and non-members are welcome, at a rate of \$149 for members and \$199 for non-members. Special packages are also available for attendance to CPNA, NAHA and **Combat Compensation**. To register or learn more, visit [www.probeauty.org/learninglounge](http://www.probeauty.org/learninglounge) or call 800.630.3603.

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