

Student Catalog

Global Remuneration Professional (GRP®) & Certified Compensation Professional (CCP®)



Program Objectives & Overview

CCP & GRP Exam Review:

Morgan has partnered with WorldAtWork to serve those who are responsible for cultivating inspired, engaged, productive and committed employees in effective and rewarding workplaces. WorldatWork serves rewards and HR professionals working throughout the world, in organizations of all sizes and in every industry.

Morgan offers the CPP & GRP exam review courses in the following study formats for both business to business and business to consumer channels:

- **Workshop/In House Trainings** – The Workshop/ In House Trainings format offers a structured schedule and live personal interaction with instructors and peers. Students can ask questions, get study tips and instructor support, along with accessing all the study tools available.
- **Live Online** – Morgan's Live Online course lectures provide the same structured schedule and real-time access to instructors, but in a virtual classroom format available anywhere in the world with reliable internet access.

While students may opt to complete all available course modules, this program is designed to help students identify and focus on areas where supplemental study will increase likelihood of passing the GRP exam. Therefore, Morgan does not issue course grades, track academic progress nor award a degree or diploma at course completion.

GRP Review Course Descriptions

This course prepares students to pass the GRP exam. Topics include:

1. Creating Impact Through Total Rewards.
2. Understanding the Total Rewards Regulatory Landscape.
3. Designing and Managing Base Pay Systems.
4. Improving Performance with Variable Pay.
5. Market Pricing and Competitive Pay Analysis.
6. Compensation Analytics and Insights.
7. Finance and Accounting Applications for Total Rewards.
8. Business Acumen and Communication Strategies in Total Rewards.
CCP Is earned upon passing the above 8 courses.
9. Managing Global Total Rewards.

Earning the GRP exam allows you to be double Certified. (GRP & CCP)

Eligibility to Sit for the GRP & CCP Exam:

This certification is perfect for entry to mid-level HR and compensation professionals interested in understanding multi-national compensation programs.

Learn more about the GRP & CCP Exam eligibility requirements by visiting:

<https://worldatwork.org/learn/certifications/global-remuneration-professional-grp>

<https://worldatwork.org/certifications/certified-compensation-professional-ccp>

Policies

Access to the online learning center is valid for 120 days from the date of purchase. Access is granted to the original purchaser only as a Limited License and grants that user a limited, non-exclusive, non-transferable personal license to access and use the online learning center in the GRP Learning System.

Cancellations and Refunds:

Termination Right

You may terminate the license, enrolment, service, or subscription at any time, however, whether You receive a refund is based on Morgan's Refund Policy set forth below.

Refund Policy

Requests for a refund must be made in writing within thirty (30) days from Your date of purchase explaining the reasons for cancellation and before activation of the access. No refunds will be accepted after attending the first lecture or activation of the access. Morgan will issue the refund, minus any non-refundable fees within thirty days from request (or from date of printed materials return, if applicable). Refund will be issued, after deducting any non-refundable fees or CPE completed course fees outlined below, within thirty days from request. Refunds are only issued for the full bundle purchased and are not subject to partial refunds based on lack of utilization of bundle features, such as Live or Live Online instruction or tutoring. For CPE Subscription/Certificates refunds will be pro-rated based upon the number of completed courses or webcasts. Each completed course or webcast will be assessed at the existing "per course" rate and deducted from the refund amount. All terminations and requests for refunds must be made in writing to the local office. Business hours and contact information are available on our Contact Us page.

Program Specific Refund Information

No refund requests will be accepted within 4 days or less remaining before the start of the Course.

Refunds for Programs Which Include Printed Materials

Upon notice of cancelation, if the program included printed materials (i.e., textbooks and/or flashcards, etc.), You must return all printed materials within ten (10) business days from the date of cancellation to receive the refund. Upon receipt of such printed materials, refund for tuition will be issued, after deducting any non-refundable fees outlined below, within thirty (30) days. The shipping costs to return printed materials is Your sole responsibility. All textbooks

should be returned to the local office. For the avoidance of doubt, any content the You printed or materials the You downloaded related to any of Morgan's program may not be transferred or sold to another person.

Non-Refundable Items

All stand-alone products such as printed flashcards, content and materials, textbook, supplemental multiple choice questions, and California State University Courses (credits) are non-refundable ancillary products. Flex Pay installment fees and shipping fees including fees for tuition waiver "Becker Promise" are non-refundable. The refund will deduct these fees at original standard standalone price "Self-study Price" excluding any discounts price or bundled price with courses. Self-study products and stand-alone ancillary products purchased are nonrefundable.

Student Feedback

Candidates may send comments or complaints regarding the course, instructors or any other feedback on.

Academic Policies

GRP & CCP Exam Review: **Entrance Requirements**

Any student may purchase the GRP & CCP Exam Review course at any time and there are no prerequisites or entrance requirements. There are no deadlines for purchasing the course.

Previous Credit

Morgan is not a degree or diploma granting institution and does not grant credit for previous education, training, or experience.

Academic Progress and Certificates of Attendance

The purpose of Morgan is to prepare students for the corresponding licensure exam. Therefore, while Morgan does provide visibility to individual course progression through the course software, Morgan does not issue grades, track formal academic progress, nor award degrees or diplomas at course completion. Completion of the program is not required to be eligible to sit for the corresponding licensure exam. Certificates of attendance for exam review programs may be requested for individual purposes (such as employer verification).

Attendance

Viewing pre-recorded lectures in the Learning Management System or attending Live or Live Online lectures is encouraged as an essential component of preparing for the Exam, but is not required, as Morgan does not track standards of academic progress.

Publicity Waiver & Release Disclosure

By enrolling in this course, the student:

(1) grants to Morgan its parent, subsidiary and affiliated companies, agents, licensees, and designees, including their successors and assigns, the absolute, royalty free, irrevocable, worldwide, right and permission, with respect to any testimonial(written or oral), photographs, film, video or other images, or sound recordings taken by Morgan:

- (a) To use, re-use, publish, re-publish, copy, modify, display, and create derivative works in whole or in section, individually or in conjunction with other photographs, images, recordings, or testimonials in any medium (including without limitation, in print and on the Internet) and for any purpose whatsoever, including, without limitation in advertising, marketing, publications, electronic distribution, and the Internet and for any other commercial purpose; and
- (b) To use the student's name in connection therewith if Morgan so chooses; and
- (c) To copyright the same in the name of Morgan, or any other name that Morgan may choose.

(2) waives all rights to such photographs, film, video or other images, sound recordings, or testimonial and assigns all such rights to Morgan.

If the student is under the age of 18, the parent or legal guardian's signature indicates that he/she and the student have read, understand, and agree to be bound by the terms of this disclosure.

The student understands that there will be no compensation for the permitted use of any testimonial (written or oral), photographs, film, video or other images, or sound recordings taken by Morgan or of the student's name.

The student releases and discharges Morgan, its successors, assigns and any designee (including any agency, client, broadcaster, periodical, or other publication) from all claims and demands arising out of or in connection with the use of such photographs, film, video or other images, sound recordings, or testimonial, including but not limited to any claims for defamation, invasion of privacy, right of publicity, emotional distress, or any similar right. Furthermore, the student represents and warrants that any testimonial given is original and does not infringe upon copyright or proprietary rights of another person or entity.



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