

Course	Location	Length	January	February	March
Incentive Compensation Management	Toronto Hong Kong	4 days 4 days	Jan 10-13 Jan 09-13	Feb 7-10	March 6-9 March 20-23
Tools and Automation	Toronto Hong Kong	1 day 1 day	Jan 16	Feb 13	March 12 March 26
Tools and Automation via Live Web-Cast	Live Web-Cast	10 hrs	Jan 30-31 11 am – 4 pm ET		March 5-6 11 am – 4 pm ET
Business Administration via Live Web-Cast	Live Web-Cast	6 hrs		Feb 17 11 am – 5 pm ET	March 16 11 am – 5 pm ET
Varient Reporting Using Presenter via Live Web-Cast	Live Web-Cast	15 hrs		Feb 1-3 11 am – 4 pm ET	March 7-9 11 am – 4 pm ET
Varient Reporting Using Presenter	Toronto Hong Kong	2 days 2 days	Jan 17-18	Feb 14-15	March 13-14 March 27-28
Release 6 to 7 Delta	Live Web-Cast	6 hrs		Feb 29 11 am – 5 pm ET	
Professional Services Boot Camp	Toronto Hong Kong	4 or 5 days	Jan 23-27 Jan 09-13	Feb 17-24	March 19-23

To learn more about any of our offerings, determine which courses best meet your needs, or register for any programs, please e-mail us at: education@varient.com