

**BIOGRAPHY**  
**MAE LON DING, MBA, CCP**  
**PRESIDENT, PERSONNEL SYSTEMS ASSOCIATES INC.**

Mae Lon Ding consults in the areas of employee compensation, employee productivity improvement, performance appraisal, personnel management policy and practice, and personnel information systems. She also provides expert witness testimony in legal cases involving employment discrimination, employee wage and benefit loss, pay discrimination, employment opportunity/labor market analysis, and reasonable compensation. Ms. Ding has been a consultant since 1978 and has worked for several major personnel management and training consulting firms including the Wyatt Company, the Forum Corporation, Peat Marwick Mitchell & Co., R. A. Smith & Associates, and Baker Thomsen Associates.

She has consulted with organizations in retail, wholesale, government, banking, financial services, health care, high technology, insurance, manufacturing, and service industries. Her clients have included the following:

U.S. Federal Reserve Bank	Shearson Lehman Mortgage Company	Easter Seal Society
Wells Fargo Bank	Smith International	Alexander & Alexander
Memorial Medical Center Long Beach	National Education Corporation	ARCO
KPMG Main Hurdman	AST Research	National Bank of Long Beach
Arkwright Boston Insurance	Digital Equipment Corporation	PacifiCare Health Systems
Memorial Health Technology	Mattel Inc.	Parker Berteau Aerospace
Prime Computer	TransAmerica Corporation	Newhall Land and Farm
Barclay Bank International	Wells Fargo Mortgage Company	Freedom Newspapers
California Hardware	Wang Laboratories	Rural Metro Corporation
Calif. Assoc. of Realtors	MJB	ARC International
Phelps Dodge Corporation	ARCS Mortgage Co./Bank of New York	Farmers Insurance Group
The Sibson Company	Bay Clubs International/Balboa Bay Club	Ingram Micro
Pillsbury, Madison, & Sutro	J. C. Penney	Strouds Linen Warehouse
The Sevrin Group/Gucci Watches	Sanders, Barnet, Jacobson, Goldman & Mosk	Contos & Bunch

Ms. Ding teaches seminars nationwide in the areas of salary administration, incentive compensation, performance appraisal, supervisory skills, EEO law, and personnel computer systems. She is an instructor for the professional certification program of World at Work (formerly American Compensation Assoc.) She has taught classes for the personnel management certification programs at the University of California at Irvine and at the California State Universities in Long Beach and Pomona. She has also been an instructor for the Masters of Human Resources program at Chapman University. Groups she has been asked to speak before include:

Women Inc. Conference  
Group Health Association of America Conference  
Professionals in Human Resources Annual Convention  
Society of Human Resource Managers National Convention  
Chain Restaurant Compensation Association National Convention  
American Compensation Association National Convention  
Mortgage Banker's Association National Convention

Ms. Ding has had articles published in the Journal of Compensation and Benefits, Personnel, The Personnel News, Workforce Magazine, the Chapman University Economic Review, and the Forensic Consultants Association News. She has been quoted in the Los Angeles Times, Business Week, Workforce Magazine, HR Executive, and the Chicago Tribune. She is author of *Survey Sources, For U.S. and International Employee Pay and Benefits* a bibliography of over 1500 surveys. She received her MBA from the University of Southern California and has a BA from UCLA in Industrial Psychology. Ms. Ding is designated as a Certified Compensation Professional. She is a past president of the Association of Professional Consultants and is a past officer of the Expert Witness Association (formerly Forensic Consultants Association of Orange County). Ms. Ding is listed in the *Southern California Experts & Consultants Directory* and the *Northern California Register of Experts and Consultants*.