



The Jersey Shore Association for Human Resources is a SHRM affiliated chapter



Candid and posed images/pictures may be taken during the session and shown at this and other JSAHR Chapter meetings. By entering the meeting, you are consenting to such use. If you object to the use of your image, do not enter the meeting; please contact Christine Higgins @ 732-701-7155.

# Compensation Panel Discussion

## Strategic Initiatives and Best Practices in a Tight Labor Economy

Finding and retaining top talent is a challenge for many organizations. Having a competitive compensation strategy is critical to keeping employees engaged. Our panel of compensation experts will share their knowledge and insights in addressing these concerns. During the course of this discussion, the focus will be on the following learning objectives:

- Strategic thinking to attract, retain, reward and engage employees.
- Identifying the impact variable pay can have in a compensation structure.
- Frequency of pay adjustments.
- Compliance issues with emerging pay and gender equity regulations.
- Addressing regional pay issues within the metropolitan area.
- Identifying and utilizing appropriate salary resources.

The session will end with the opportunity to pose questions to the panelists.

### About the Panelists:

**Don McDermott** founded his management consulting firm in 1985. He provides practical human resources and compensation consulting to companies throughout the world with \$5-\$500 million in revenues, ranging from two to 10,000 employees.

**Gary De Lucia** is currently the Principal Compensation Consultant at Compensation Design Solutions, LLC. He assists business leaders in executive compensation, talent acquisition, variable and sales incentive plan design, market analysis, performance management, salary planning, and HR technology.

**Charelle Hirsch** is the Director of Compensation & Benefits for Dr. Reddy's Laboratories. Her diverse knowledge lies in compensation, benefits, HRIS and payroll. She has held various compensation leadership positions in petrochemical, pharmaceutical, consumer goods and packaging industries.

**Date: February 8, 2018**

7:45 a.m. Networking and Breakfast

9:00 – 10:00 a.m. Program

**Jumping Brook Country Club**

**210 Jumping Brook Road, Neptune N.J.**

[www.jumpingbrookccc.com](http://www.jumpingbrookccc.com)

**R.S.V.P. by 4:00 p.m. on**

**Friday, February 2, 2018**

online at <http://jsahr.shrm.org/events>

or email at [admin@jsahr.org](mailto:admin@jsahr.org)

or call JSAHR at 732-701-7155

**Registration Fees (includes breakfast)**

\$30 for JSAHR members

\$40 for non-members

\$25 for those in-transition and guests

\$10 for students with valid ID

\$10 additional fee for walk-ins

**"No shows" will be billed**

### Special Notice

*This program is pending approval for*

*1 HRCI recertification credit &*

*1 SHRM recertification credit.*

*JSAHR is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.*

~~~~~  
**If you're interested in sponsoring this or another meeting, please contact [Bob Kane](#) or [Dave Kostka](#).**  
~~~~~