



Columbus Compensation Association

Breakfast Meeting June 13, 2019

MELISSA BUREK,

Compensation Advisory Partners

Presents: Strategies to Attract and Compensate New Economy Talent

WHERE: The Fawcett Center, OSU Campus
2400 Olentangy River Road
Columbus, OH 43210

REGISTER ON OUR WEBSITE: www.columbuscomp.org

TIME: 7:45 AM - Registration and Breakfast
8:30 AM - Speaker Presentation

COST: Event is FREE to members;
Non-member cost is \$40

PRESENTATION OVERVIEW

The skills and talents needed for companies to succeed in today's business environment are evolving, resulting in new HR challenges for traditional companies. New economy talent may pose issues around new or specific skill sets, as well as a workforce with differing priorities and needs. To compete for new economy talent, HR strategies need to be different than those used in the past. We will explore the new employment proposition, and alternative pay schemes that traditional businesses are using – most often needing to go beyond the basics. We will explore internal equity implications. As an added topic, this discussion will also touch on the gender pay gap and the role of diversity and inclusion in pay programs.

MELISSA BUREK, PARTNER AT COMPENSATION ADVISORY PARTNERS LLC



Melissa Burek is a founding Partner of Compensation Advisory Partners LLC (CAP) in New York. She has 25 years of experience consulting with Boards and management in all areas of executive and director compensation, including compensation strategy, annual and long-term incentive plan design, performance measurement/reward linkages and regulatory and governance issues.

Melissa has assisted numerous Fortune 250 companies with developing compensation strategy and designing and implementing pay programs that support business objectives and shareholder interests. She has advised companies involved in initial public offerings, restructurings and executive leadership changes.

Melissa has significant experience in the insurance, manufacturing, consumer products, and pharmaceutical industries, as well as having worked with public and private companies.

Prior to joining CAP, Melissa was a Principal at Mercer's Human Capital business for eleven years. While at Mercer, she led the insurance industry segment and numerous Best Practices research efforts. Prior to that, she was a Director in KPMG's Performance and Compensation Consulting practice. She also worked in Human Resources with the Ford Motor Company.

Melissa received a BBA and MBA from the University of Michigan's Graduate School of Business Administration.