



Biography

I have been a compensation Practitioner since 2008, developing and administering Compensation and Classification plans for the past ten years for both public and private sector organizations, ranging from towns of 10,000 to fortune 500 companies. My consultative approach to Compensation is a collaborative one that focuses on keeping things simple for all levels of employee, while driving business results. My technical approach places emphasis on developing tools that automate processes and reduce the opportunity for errors. Combining a consultative approach that values simplicity, and a technical approach, I have developed the Compensation Tool, a market pricing software that facilitates the market matching process, salary survey submissions, reporting and analysis through custom reporting and dynamic dashboards.

In addition, I have published white papers with World at Work including foundational topics such as developing a grade structure and advanced, specialized topics discussing the application of non-traditional software (such as Geographic Information Systems) to manage complex compensation program(s) for organizations with a significant geographic footprint.

I earned my B.S. in Emergency Administration and Disaster Planning and his Master's in Public Administration from the University of North Texas – one of the most prestigious Public Administration programs in the United States – in Denton, Texas.

Professional Experience

Matrix Consulting Group	Plano, TX
Greyhound Lines	Dallas, TX
Starbucks Coffee Company	Seattle, WA
Intellectual Ventures	Bellevue, WA
Big Fish Games	Seattle, WA
Compensation Tool	Seattle, WA

Education, Certifications, Publications

- Certified Compensation Professional World at Work (2013)
- Leveraging a GIS for Better Compensation Decisions World at Work (2014)
- Establishing a Grade Structure World at Work (2013)
- University of North Texas Master of Public Administration
- University of North Texas Bachelors of Science