



Lorraine Bell

Compensation and Benefits Consultant
LBell HR Consulting
North America

Personal Fun Facts:

- Live on a cattle ranch in Texas with my family
- Have visited all 50 states
- Avid yogi

Professional Fun Facts:

- Passed all four parts of CPA exam on first attempt; Same for Florida Bar
- When I started my career at EY, there were 48 men and 2 women in my office

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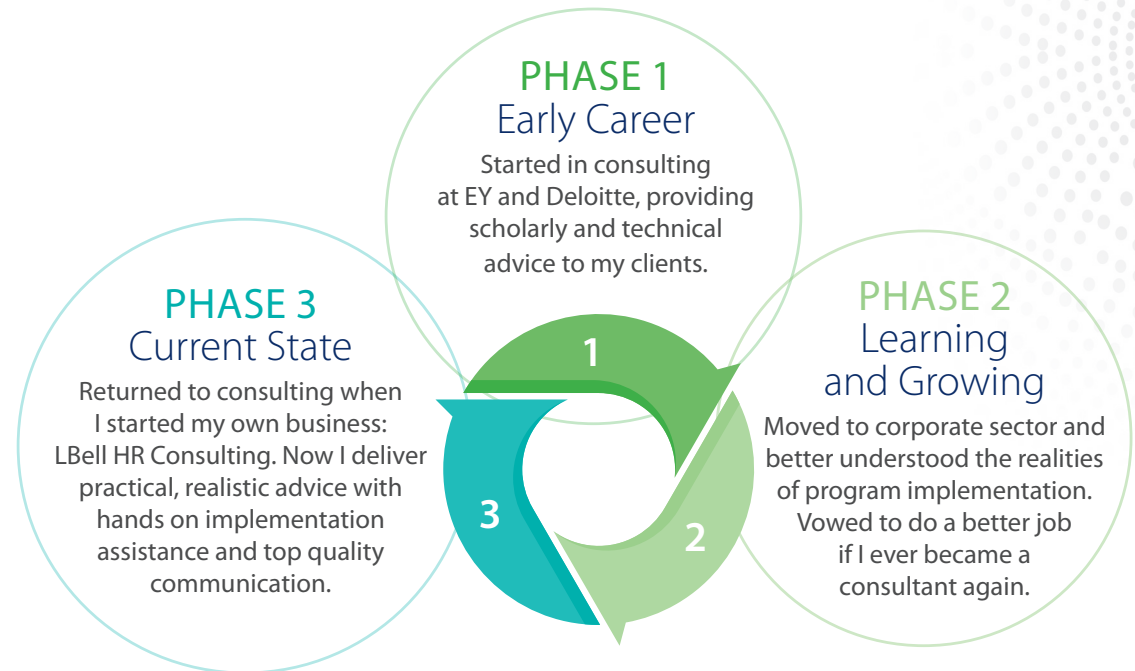
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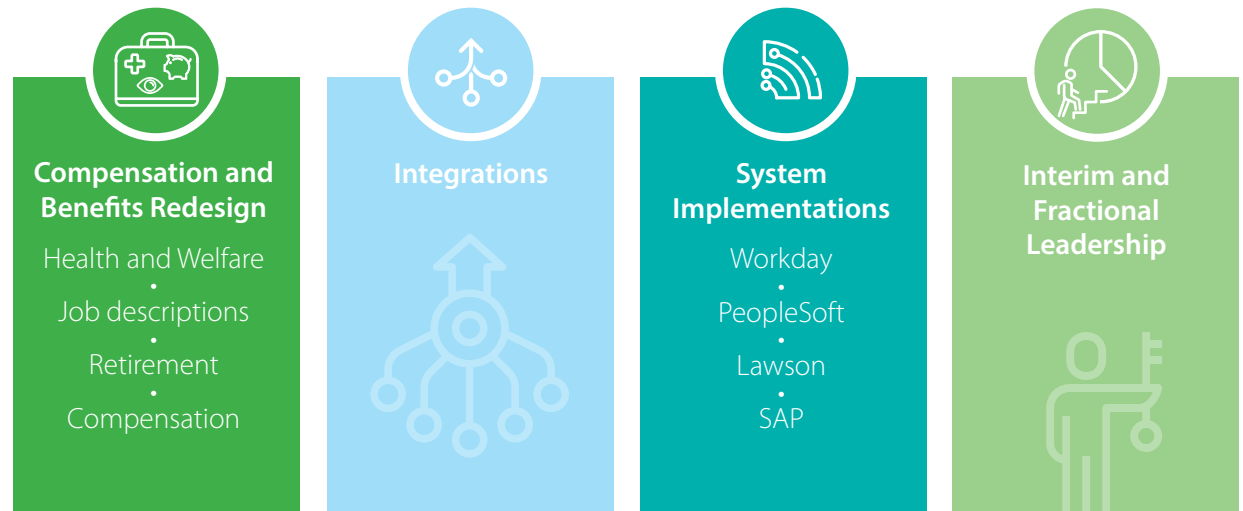
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Career Experience



Four most common engagements



Project Examples

SITUATION
Compensation not competitive

DELIVERABLES

- Salary structures
- Pay guide for new hires, promotions, etc.
- Steering committee management
- Communication

SUCCESS

Leaders felt included in process; competitive pay

SITUATION
Need to map employees to correct jobs in short timeframe

DELIVERABLES

- Meeting with managers to discuss employee mapping
- Recommendations for jobs and job titles for all employees

SUCCESS

Managers felt included in the process and contributed to the accuracy of the mapping

SITUATION
Functional compensation and Kronos support for PeopleSoft implementation

DELIVERABLES

- Various quick reference guides for each pay practice that was changing such as charge, preceptor, shift diffs, etc.
- Pay guide for new hires
- Time keeper training materials

SUCCESS

Enormous communication effort was well received by leaders and employees.

SITUATION
Need to integrate benefit programs following merger

DELIVERABLES

- Project plan with task list and action log
- Decision support for benefits design changes
- Change management and communication

SUCCESS

Decisions made in time to implement without rushing, high quality communication

SITUATION
Need for decision support to integrate benefit programs for consistency and economies of scale

DELIVERABLES

- Benefits side-by-sides
- Design recommendations
- Project management
- Implemented standard procedures

SUCCESS

Good decisions made in a timely way

SITUATION
Interim Executive Director of Compensation

DELIVERABLES

- Team leadership
- Audited and finished financial planning for the following year
- Continued implementation of salary increases
- Implemented standard procedures

SUCCESS

Kept the trains running while they recruited new leadership

SITUATION
Need for job architecture and title review

DELIVERABLES

- Clear job titles
- Job family architectures that support the business
- Reduction in unnecessary job levels

SUCCESS

Equitable pay and improved recruiting capabilities

SITUATION
Functional compensation support for Workday implementation

DELIVERABLES

- Project plan
- Business requirements
- Workday workbooks
- Job descriptions

SUCCESS

Seamless implementation

