



Jen Givens

Consultant

Areas of Expertise

Performance Based Variable Compensation

Total Compensation

Total Compensation Reports

Market Benchmarking Including Peer Group Analysis

Financial Analysis

Project Management

Jen Givens joined Findley Davies in 2016 as part of the Consulting Team, providing assistance to all practice areas of the firm. Prior to joining the firm, Jen worked in corporate compensation within the banking and utility industries. She consulted with clients throughout the organization on their compensation, benefits, time-off policies, and other various HR programs, providing a consultative approach focusing on improvement initiatives.

She works to assist clients in enhancing financial performance and/or attracting and retaining human capital. Jen's work includes researching and analyzing compensation data, conducting competitive market analysis, and creating total compensation reports.

Education

Cleveland State University, Cleveland, Ohio — M.B.A, Human Resources
Ohio University, Athens, Ohio — B.B.A., Finance and Strategic Leadership

Publications and Presentations

- *New Overtime Rules: Now What and How Do You Tell Your Employees?*, 2016
- *Reducing Employee Turnover and Expenses*, Lorman Webinar, 2016

What's Your Passion?

I enjoy spending time with family and friends, especially my husband and daughter. I also love to travel and explore new places.

Professional and Community Involvement

- Society for Human Resource Management
- The Cleveland Professional Twenty-Thirty Club
- WorldatWork

Contact Me

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