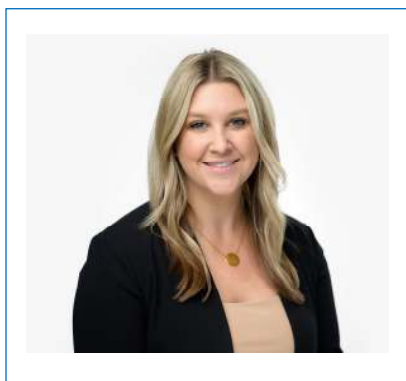




Jennifer Givens, MBA, CCP

*Vice President, Senior Compensation Consultant
Employee Benefits Group*



Jen is based in Cleveland, OH and is a Senior Consultant in the Compensation Practice. Jen focuses primarily in compensation and rewards. Prior to joining USI, Jen worked in corporate compensation within multiple industries. She consulted with internal clients throughout the organization on their compensation, benefits, time-off policies, and other various HR programs, providing a consultative approach focusing on improvement initiatives.

At USI, Jen serves in a client management capacity for a multitude of compensation projects for clients of all industry and sizes. With over 14+ years of direct experience, Jen works with executives, management, and the Board of Directors to enhance financial performance and attract and retain talent. Her work includes researching and analyzing compensation data, conducting competitive market analysis, designing sustainable wage structures, and developing compensation strategies to support the organization's objectives.

Jen is a designated Certified Compensation Professional ("CCP"). The CCP is known throughout the total rewards community as a mark of expertise and excellence in the fundamentals of compensation. The CCP designation demonstrates essential knowledge about integrating compensation programs with business strategy, designing and administering base and variable pay programs, complying with legal and regulatory requirements, and effectively communicating compensation information.

Jen received her MBA from Cleveland State University and her BBA from Ohio University.

USI Insurance Services
1660 W. 2nd St., Ste. 900
Cleveland, OH 44113
Tel: 216.875.1944
Mobile: 330.240.9742
jen.givens@usi.com

usi.com