

MEET THE EXECUTIVE DIRECTOR....
By Christine Stanton

PEBA's Executive Director, **Susan Deminico**, joined PEBA in **March 2007**. Previously, Susan was the **Executive Director** of the **Princeton Review** office in Philadelphia. She graduated from **Boston University** with a degree in **International Relations and Gender Studies** and has an MBA from **Temple University**.

We recently caught up with Susan:

What has your experience at PEBA been like so far?

It has been terrific. PEBA is a great organization...and our mission is vibrant. Our members have been very welcoming. They are passionate about their field and have reached out with new ideas and energy. We are working together to re-invent PEBA and everyone has been helpful, enthusiastic, and supportive.

What do you see as some of the hottest issues affecting Compensation and Benefits professionals today?

First, I would say uncertainty with **healthcare** is a big issue. There is so much on the table right now. And long-term, new regulations affecting healthcare will likely have a big impact on the day-to-day benefits administrator.

Second, we are all looking to understand how **Executive Compensation** will be impacted by the economy and recent events. Restrictions were recently placed on the seven firms who owe TARP money. Is there potential for wider impact on other companies?

Third, I think we're all concerned about the **changing face of retirement**. How will the shift from pension plans to defined contribution plans affect the economy? What will the impact be on different generations? What will retirement look like in the future?

What are your goals for PEBA?

One of our primary goals is to expand the programming to meet the needs of our members at different stages in their careers.

For those new to Compensation and Benefits, or in need of a refresher, we will be offering a new **Bootcamp** series covering basic concepts and various Compensation, Health/Welfare, and Retirement topics.

We are also expanding our **Webinar** series. Attendance has been terrific. We think offering flexible online educational opportunities makes sense, and our members seem to agree.

For seasoned professionals, we are offering our **Executive Lecture Series**. We're also working hard to expand networking opportunities for everyone, including sponsoring dedicated networking events and strengthening our presence on the professional networking site, **LinkedIn**.

Finally, we are continuing to offer our popular **Morning Programs** to help keep our members current on a whole range of issues affecting our field.

Our members can visit our website at www.peba.org for detailed information on upcoming events.

How can PEBA members get the most from their membership?

Get involved. Come to the events. Join a committee. PEBA is always looking for volunteers, and it's a great opportunity to meet other professionals in the field and to make a difference in the local professional community.

I also encourage all of our members to pick up the phone and give me a call. Or send me an email. Or drop by the office if you're in town. I love sharing ideas and regular interaction with our members helps me do my job better. Members can reach me at (215) 735-9435 or Deminico@peba.org.

On my Reading List:

Super Freakonmics

By Steven D. Levitt and Stephen J. Dubner

Team of Rivals: The Political Genius of Abraham Lincoln

By Doris Kearns Goodwin

Something Very Few People Know About Me:

I was a pre-med student in college.

Favorite Place In Philly: *Amada Restaurant (Spanish Tapas)*

A Favorite Activity: *Pilates*

Christine Stanton is a Human Resources Consultant and Owner of Stanton Consulting.