

Biography **Stephanie Oberg, PHR, SHRM-CP**



Stephanie Oberg is a Compensation and Research Manager for The Employers Association in Charlotte, North Carolina. The Employers Association is a member-based organization that serves as a knowledgeable and trusted resource to meet the comprehensive human resource and training needs for over 900 organizations in the greater Charlotte area.

Stephanie is primarily responsible for advising companies in the areas of compensation and benchmark data, tailoring compensation consulting services to meet the needs of the member. This includes, but is not limited to, assessment or creation of salary structures; job analysis; and FLSA guidance.

Stephanie is also responsible for various local benchmark surveys The Employers Association compiles each year, such as the Wage and Salary Survey, Policies and Practices Survey, Benefits Survey, and Holiday Survey. Additionally, she works in collaboration with other Employer Associations of America (EAA) across the nation to compile national surveys, such as the Wage and Salary Adjustment Survey, National Wage and Salary Survey, Business Trends Survey, and National Executive Compensation Survey.

Stephanie is a Pineville, NC native and graduated from The University of the North Carolina Charlotte with a degree in Communication Studies. She has experience in the areas of compensation, job analysis, organizational communications, recruitment and retention, and employee relations. Stephanie is also a certified Professional in Human Resources (PHR).