



BIOGRAPHY

Julie Patemen

Julie Pateman currently holds the position of International Compensation Consultant in the London office. In this position she is responsible for providing compensation guidance to HR and Management regarding pay decisions and overall compensation management. This includes interpretation, support and continual review of Discovery's compensation policies and practices. Responsibilities also include Executive Compensation, Competitive Analysis for all roles in the UK and Asia, and support in the development of Sales Plan Design and communications. Julie has been heavily involved in the implementation of the Global Banding Program for EMEA, DLA and DNA. Central to the role is communication to Senior Management and interdepartmentally.

Prior to joining Discovery, Julie worked for DHL in their Heathrow office in the position of Reward Advisor supporting the UK business on all compensation matters. In this role Julie project managed the setting up of a company-specific banding system. She also had responsibility for providing monthly compensation reports to the Board and Senior Management.

Her previous role at Pitney Bowes London, as a European Compensation & Benefits Analyst, involved providing compensation support to European & South African HR Business Partners. Additionally key compensation and benefits initiatives across Europe were implemented, which included a European incentive plan, a rapid rewards scheme and a review of European Benefits scheme.

Julie started her career in compensation for Watson Wyatt in Brussels as a Consultant/Analyst where she gained firsthand experience in the analysis of salary data and was responsible for producing salary surveys across Europe Middle East and Africa.

A graduate from Waterford IT Ireland, with an honours degree in Business Studies, Julie specialised in Human Resources during her studies to provide solid grounding for her career. In addition, she is a member of the Chartered Institute of Personnel & Development (CIPD).

Her outside interests include; scuba diving, hiking and painting.