

## Lawrence P. Daniels

Principal and Senior Compensation Consultant



### CURRENT RESPONSIBILITY

Larry is a principal and senior compensation consultant and survey manager with the Seattle office of Milliman. He joined the firm in 1985.

### EXPERIENCE

Larry's professional experience includes the development and implementation of salary administration programs, the conducting of compensation surveys, and the review and development of human resource policies and procedures. He has performed assignments for clients in a variety of industries, including banking, manufacturing, healthcare, government, education, and utilities.

Larry has served as project manager for the annual Puget Sound Regional Salary Survey since its inception in 1981. Similarly, he leads the annual efforts to plan, conduct, and publish other major surveys, including the Northwest Management Professional Salary Survey and the Northwest Executive Compensation Survey. Larry also assists individual clients in conducting custom salary and benefit surveys and in the establishment of competitive and cost-effective salary and benefit structures.

Particular technical specialties include the implementation of point-factor and market-based approaches to job evaluation for public and private sector clients. Larry is skilled in communicating with employee groups to solicit employee input and to enhance their understanding and acceptance of the organization's compensation program.

Larry's MBA from the University of Oregon included extensive involvement in compensation administration, human resources management, organizational design and behavior, employee motivation, computer applications, and labor relations.

### AFFILIATIONS

- Member, WorldatWork
- Member, Northwest Compensation Forum
- Member, Society for Human Resource Management

### EDUCATION

- BA (magna cum laude), Economics, University of California, Los Angeles
- MBA, University of Oregon

