



**Rebecca Shipley**

**SVP and Total Rewards Practice Leader  
Brown & Brown  
Denver, Colorado**

Rebecca Shipley is a leader in the total rewards space, with experience in the strategy, design and implementation of all total rewards programs. Shipley has developed a deep background in compensation and has led multiple total rewards teams. She has led and designed overall human resources missions, visions, values and long-term roadmaps. In total rewards, Shipley has designed and communicated base pay structures, short-term and long-term incentive plans as well as sales compensation programs. She has created innovative programs that benefited both companies and employees, such as flexible time-off programs and sabbatical programs. She is skilled at facilitating executive interviews and employee focus groups. Additionally, Shipley has been the HR lead for all activities of moving an organization from public to private status as well as directing many acquisitions for a multi-functional integration team, including redesigning the entire human resources integration process. She has experience presenting, communicating and supporting executive compensation programs for compensation committees of the board of directors and acts as a liaison between finance and legal. Shipley earned her degree from the University of Denver.