

Pin-Point Solutions: Human Resources Practice Area



Christine Hall
Strategic Account Director/
Practice Area Director

Wages On The Rise

The Bureau of Labor Statistics reported on January 6, 2017 that the average hourly wage rose by 10 cents in December 2016 from the previous month to \$26.00 and rose by 2.9% over the year, representing the largest annual increase since 2009. Wages are rising primarily due to the fact that the labor market has tightened as more people have found jobs, said Joseph Coombs, a former senior analyst for workforce trends at the Society for Human Resource Management. "In a competitive market for top talent, employers need to improve compensation packages in order to retain and recruit workers."

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Wages On The Rise (cont.)

What does this mean for HR professionals?

Competition for talent is good for workers, but makes it difficult for HR to find and keep workers and control costs. The hard question for HR when planning compensation is always “What is the right number?” HR must adapt. Many employers are now using a total rewards approach to compensation. Factoring in health care, retirement and flexible work benefits to attract and retain talent. Some employees view flexibility as more valuable than a salary at the top of the pay scale.

Regardless of total rewards packages, compensation will need to increase. As we move forward, HR will play a vital role predictive analytics. Determining how quickly companies will see a return on investment from wage increases and how valuable top talent is to the organization. This leads me to the importance of Compensation Specialists.

We have seen a rise in demand for Compensation Managers/Directors for our manufacturing clients. Having a solid Compensation professional on your team will prove vital for determining if your organization is reflective of the wage market. Attracting and retaining top talent is always priority. HR and Compensation are the key players in doing so.

Current Highlighted Searches

Compensation Manager – Battle Creek, MI

HR Director – Greenville, SC

HR Manager – Louisville, KY

HR Manager – Hazelton, PA

HR Manager – Tucson, AZ

Director of HR – Florida

Corporate HR Director – Cleveland, OH

Regional VP of HR – West Coast Remote





Practice Area Director, Human Resources: Christine Hall

Christine joined PinPoint Solutions in 2012 supporting B/E Aerospace. Christine was spearheaded to project lead for a new Engineering Center in Wichita, KS for B/E where she learned valuable skills in project management and recruiting.

Christine specializes in placing top HR talent across multiple industries. For the past year, Christine has grown her HR/Talent network and is adept to filling all HR roles from Generalist to VP level in the functions of HR, Talent, OD and Labor Relations. Finding candidates who can help organizations take their strategic planning to the next level with the right candidate is rewarding for Christine.

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Executive Recruiter: Seth Roark

Seth joined PinPoint Solutions as a participant in the Recruiter Development Program and quickly progressed to his current role of Executive Recruiter. Prior to joining PinPoint, Seth worked in several roles of increasing responsibility for RealPage in their centralized leasing office.

Seth graduated from the University of South Carolina with a bachelor's degree in Psychology and from Grand Canyon University with a master's degree in Industrial/Organizational Psychology. Seth has a passion for HR and Sales/Marketing practice areas. Seth has successfully recruited HR professionals for several large and mid-size clients.

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