

News Release

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Patricia Zingheim, Jay Schuster Receive Top WorldatWork Award

Keystone Award Presented at Total Rewards Conference & Exhibition in Anaheim, Calif.

SCOTTSDALE, ARIZ. – WorldatWork, the premier organization for compensation, benefits and total rewards, has recognized two individuals for their outstanding leadership roles in the profession at the WorldatWork Total Rewards Conference and Exhibition at the Anaheim Convention Center in California.

Patricia “Pat” K. Zingheim, Ph.D. and Jay R. Schuster, Ph.D. are the 2006 recipients of the prestigious WorldatWork Keystone Award, the association’s highest honor. Zingheim and Schuster have helped modernize the way companies developed compensation plans by popularizing variable pay and total compensation strategies to mainstream audiences in the early 1990s.

Together they are credited for the widespread understanding of the practical use of variable pay to accelerate business performance beginning with their 1992 book, *The New Pay: Linking Employee and Organizational Performance*. This work contributed significantly to modernization of compensation programs, demonstrating to leaders in both for-profit and not-for-profit organizations and to the general public how the elements of compensation including variable pay, base pay, performance management, measures and goals, and benefits can be used to support business goals.

In a follow-up book, *Pay People Right! Breakthrough Reward Strategies to Create Great Companies*, published in 2000, Zingheim and Schuster pose a total rewards model linked to business success and show how total pay, individual growth, a compelling future, and a positive workplace can collectively create an employee value proposition to attract, motivate, retain, and develop high-performing talent. The book explains total rewards in practical and straightforward terms and provides usable solutions and tools.

Zingheim and Schuster have also co-authored many articles, having published in a host of journals and publications, including leading juried journals, on the role of rewards in helping organizations become more successful. Their writing, speeches, and consulting work have influenced major corporations around the world to design pay programs aligned with a total rewards strategy, resulting in the advancement of the human resources field and significantly contributing to the body of knowledge.

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Zingheim earned her master's and doctorate degrees in psychology from The Ohio State University and her bachelor's degree in psychology from the University of Michigan. She worked at The George Washington University as a licensed clinical psychologist before becoming a compensation consultant in 1980. She worked for two firms before partnering with Schuster in 1985 to form Schuster-Zingheim and Associates, Inc.

Schuster holds a doctorate in psychology from the University of Southern California and master's and bachelor's degrees in business from the University of Minnesota. He worked at Rand Corporation, System Development Corporation, and two compensation consulting firms before partnering with Zingheim.

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About WorldatWork®

WorldatWork is the world's leading not-for-profit professional association dedicated to knowledge leadership in total rewards, compensation, benefits, and work-life. Founded in 1955, WorldatWork focuses on human resources disciplines associated with attracting, retaining and motivating employees. Besides serving as the membership association of the professions, the WorldatWork family of organizations provides education, certification (Certified Compensation Professional – CCP®, Certified Benefits Professional® – CBP, Global Remuneration Professional – GRP® and Work-Life Certified Professional – WLCP™), publications, knowledge resources, surveys, conferences, research and networking. WorldatWork Society of Certified Professionals™; Alliance for Work-Life Progress (AWLP)™ and ITAC, The Telework Advisory Group are part of the WorldatWork family.