

## **Jennifer Polcer**

### **VP of Compliance**

Jennifer Polcer, PHR, SHRM-CP, is the VP of Compliance at DirectEmployers Association. Radiating with energy and armed with knowledge from a practitioner's perspective, Jennifer brings over 15 years of HR experience to the Association, as well as a skilled background in both OFCCP compliance and employment law analysis. In her current role, Jennifer looks to be a resource to Members providing guidance on compliance matters related to Affirmative Action, audit advocacy and additional education surrounding government contractor obligations. Prior to her current role at DirectEmployers, Jennifer worked as the Manager of Employment Compliance at Hawaiian Airlines, Inc.—the largest airline in Hawaii and the 8th largest commercial airline in the United States. While there in her role she administered the Affirmative Action Plans, monitored and addressed obligations as required by Hawaiian Airlines federal contract, as well as state, city and airport employment laws and regulations for applicability. In this position, she worked regularly with the Federal Aviation Administration (FAA), Department of Defense (DOD) and the Office of Federal Contract Compliance Programs (OFCCP) to complete regular audits.

With tenacity and passion for coaching and encouraging others, Jennifer is well positioned to help other organizations tackle their challenges, and provide them with the creativity needed to maintain compliance. Jennifer graduated from the University of Arizona with a Bachelor of Science degree in Human Resources, and PHR and SHRM-CP certifications from the Human Resource Certification Institute (HRCI) and the Society of Human Resource Management (SHRM). Outside of the office, Jennifer is a dedicated wellness advocate, award-winning outrigger canoe paddler and ambassador for Maui Jim Sunglasses and XTERRA Trail Running.