

Jessica Carbullido | VP, Total Rewards and Talent Operations| Columbia Sportswear

Jessica joined Columbia Sportswear Company in February 2018. Prior to joining Columbia, Jessica held several HR leadership roles, including Second Vice President, Total Rewards at The Standard and Head of Total Rewards and HR Operations at Puppet, Inc. She began her career at Con-way Inc. (now XPO Logistics), where she progressed through numerous roles within Finance, Facilities, IT, and HR before assuming a senior management role as Senior Director, Compensation.

Jessica has a passion for total rewards and building the comprehensive employee experience that supports a company's business strategy while driving employees to love where they work. Jessica holds a Certified Equity Professional Certification from Santa Clara University and the Global Remuneration Professional, Certified Compensation Professional, and Certified Executive Compensation Professional certifications from World at Work.