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Since 2012, Ken Defeo has been with Distinctive HR, Inc. as an instructor teaching exam preparation programs. Holding both the SPHR and the SHRM-SCP, Ken has also been working in compensation and benefits for over 27 years. He is currently the Vice President for APAC Compensation with GXO Logistics, Inc. Some examples of his functional areas of expertise include: Strategic Planning • Compensation and Benefits • Affirmative Action • Compliance • Employment Law • Talent Acquisition • Employee Relations • Employee Engagement • Talent Management. He has a bachelor's degree in Business Administration and Economics.