



**100 women in  
hedge funds®**

**Next Gen S. California: Compensation Conversation -  
How to Negotiate A Bigger Piece of the Pie**

October 13, 2016 at 6:00 PM  
Century City, CA

Compensation can be a taboo subject, so prepare now to take your best shot. As the year ends, compensation conversations are front of mind. Learn how to start, navigate and end your next compensation meeting.

Conversation topics will include:

- New York Next Gen comp survey results
- Market benchmark studies
- Reasons for the gender gap
- Effectively negotiating your compensation.

Bring questions to panel discussion and Q&A with senior HR professionals who know the trends. Get proven tips and advice for successful year-end compensation discussions.

**Participants**

**Allie Barot**, The Guardian Life Insurance Company of America

**Dulce Martinez**, Trinet Ambrose

**Janeane O'Dell**, *Moderator*, Lowe Enterprises Investors

**Event Details**

**Date:** October 13, 2016

**Time:** 6 PM Registration.

We will begin *promptly* at 6:30 PM; please arrive early. Since it is disruptive to everyone when latecomers enter the session, those arriving after an education session has begun will only be admitted at the discretion of 100WHF and the host. Please note the start time on this invite and plan to arrive early.

Networking and canapés prior to session.

**Host:** Canyon Partners LLC

**Location:** Century City (specific location will be provided to approved Next Gen Members)

Complimentary parking

To RSVP for this event, you will need to be a qualified Next Gen member. [Please apply here.](#)

If you are an approved Next Gen group member, please RSVP via your [100WHF Member Profile](#).

If you have any questions about this event, please contact the [Next Gen S. California](#) committee.

**This event is NOT FOR ATTRIBUTION. All 100WHF events are private events and we require that no one reports publicly on any aspect of them.**

**Admission is free, but there is a \$25 charge if you register and do not attend, even if you cancel in advance. No-show proceeds will be donated to the beneficiary of 100WHF's most recent US philanthropic initiatives.**

If you have no-show fees in arrears, the system cannot register you for an event. You can view and pay for any outstanding no-show fees online from your [Member Profile](#)

Space is limited. No walk-ins will be permitted.

### **Biographies**

**Allie Barot**, Head of HR, Investments & Corporate, The Guardian Life Insurance Company of America  
Allie Barot is Managing Director and Head of Human Resources, Investments & Corporate at Guardian Life Insurance Company of America. Ms. Barot has considerable expertise in Strategic Business Partnership; Executive Talent Acquisition & Compensation; Leadership Development & Executive Coaching and; Talent Management design and delivery. Her experience spans financial, insurance and retail industries. In her current role, Ms. Barot is the trusted advisor and key strategist to the CIO, CFO, and General Counsel and is responsible for executing Human Capital Management strategies that improve business performance as well as executing change related to organizational transformation, business growth objectives and organizational effectiveness initiatives. Prior to joining Guardian, Ms. Barot held senior HR roles in the generalist and specialist arenas at UBS in the Investment Bank and Asset Management lines of business before taking a role in the UBS Leadership Institute. Additionally, Ms. Barot lends her time to coach not for profit CEOs and Boards in effective business strategies and human capital management. Ms. Barot holds a masters degree in Law, specialising in Employment Relations from the University of Leicester, Faculty of Law, England, UK.

**Dulce Martinez**, Vice President, Trinet Ambrose

Dulce Martinez is a proven strategic business development leader who provides consulting and outsourced services to alternative investment managers, investment banks and family offices. She has extensive experience in the alternative investment sector and a very comprehensive network of alternative investment managers and their current/prospective LP's. Dulce studied English Literature at Arizona State University and currently resides in Marina del Rey, CA.

**Janeane O'Dell**, Associate, Lowe Enterprises Investors

Janeane O'Dell is Chair of the Next Gen S. California committee and an Associate at Lowe Enterprises Investors, a real estate investment management firm located in Los Angeles, CA. At LEI, Janeane is responsible for asset management of a portfolio of five hotels and two golf courses. Prior to joining LEI, Janeane worked in hospitality operations and management. Janeane holds a bachelors degree in Psychology and Economics from Purdue University and is CHIA certified.



### **About Canyon Partners LLC**

Canyon focuses on providing debt and equity capital for commercial real estate in primary and secondary markets across the U.S., primarily to facilitate asset acquisition, value-add repositioning, development or recapitalization. Since inception, Canyon has invested over \$6.1 billion of capital in over 240 commercial real estate and mortgage transactions with a total capitalization of \$16.1 billion through its distinct real estate investment platforms. Founded in 1990, Canyon Partners, LLC is an investment management firm headquartered in Los Angeles which, together with its affiliates, manages over \$20 billion of assets.

### **About 100 Women in Hedge Funds ([www.100womeninhedgefunds.org](http://www.100womeninhedgefunds.org))**

100 Women in Hedge Funds is a global, practitioner-driven non-profit organisation serving over 15,000 alternative investment management investors and finance professionals in 20 locations through educational, professional leverage and philanthropic initiatives. Formed in 2001, 100 Women in Hedge Funds has hosted more than 600 industry education events globally, connected more than 400 senior women through Peer Advisory Groups and raised over \$38 million gross for philanthropic causes in the areas of women's and family health, education and mentoring.