

## **Karen Bishop**

Senior Director Rewards

Astellas

Karen Bishop is an accomplished Human Resources professional with over 25 years of experience managing Compensation and Benefits for global organizations. She has implemented Total Rewards strategies and solutions that optimize business results for companies in the finance, pharmaceutical and life science industries.

She is currently the Senior Director Rewards for Astellas, a global pharmaceutical company based in Tokyo Japan. She heads benefits and recognition programs globally for 17,000 employees as well as directing compensation activities in North America. She is actively involved in driving change and creating innovative people programs that support the long-term strategic goals of this multi-national organization.

Karen holds a B.A. from Keene State College and a M.S. in Human Resources Management from Rivier University. She holds certificates in Global Benefits Management from the International Foundation of Employee Benefit Plans and Workplace Wellness from the National Wellness Institute. She is currently on the Board of Directors for the New England Employee Benefits Council.

In her spare time, Karen is an avid yogi, downhill skier, and boating enthusiast and she enjoys this time with her husband and two daughters. She will travel anywhere, and at least once a week you will find her at rock concert.