Theresa M. Monti

Vice President, Total Rewards
The Kroger Co.

Responsibilities

Theresa Monti is responsible for the strategy, development, and administration of the company-sponsored health, welfare, retirement and stock award benefit plans as well as the executive and non-executive pay programs. She is responsible for the oversight and administration of the Human Capital Management and benefits administration systems and processes. She is also responsible for leading the relationships and contracts between the company and its numerous benefit plan, compensation program and HCM vendor partners. She is also responsible for HR/people efforts related to mergers both pre-and post-merger.

Experience

Theresa joined Kroger in 1999 as Manager, Corporate Benefits. She was promoted to Vice President, Corporate Benefits in 2010 and to her current role in 2012. Prior to joining Kroger, Theresa held national account management positions with both Kaiser Permanente and Prudential Health Care where she was responsible for the implementation and ongoing administration of the large national accounts' health and welfare plans. She also spent several years with Hyatt Hotels Corporation in Human Resources.

Education

Theresa earned a bachelor's degree from Indiana University's School of Public and Environmental Affairs.

Recognition

Theresa participates in Anthem's and United Health Care's client advisory groups. She has held chairperson and committee roles for various initiatives with the Business Group on Health. Currently, she is an Executive Committee Board member for the Business Group on Health and the Greater Cincinnati YMCA organizations. Theresa was named one of the "Top 100 Women in Grocery" by the Progressive Grocer magazine in 2010 and 2016.

Theresa has presented nationally on several innovative and successful initiatives to improve the quality of health care, improve the health of the company's associates and manage health care costs through the company's health care benefit plans.