



Jennifer Young

Director of Benefits
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Jennifer Young is the Director of Benefits at Phillips 66, where she leads the company's health and welfare and retirement benefits strategy, vendor partnerships, and employee communications. In her role, she works to deliver a high-quality benefits experience that supports employees and their families while advancing Phillips 66's broader people strategy. Prior to joining Phillips 66, Jennifer spent 20 years in a similar benefits leadership role at Waste Management and also held consulting positions, bringing broad experience in benefits strategy, program design, and vendor management.