

O'Reilly Auto Parts

Compensation Analyst - The Compensation Analyst will support the overall delivery of compensation services through the design, development and administration of compensation programs, policies, and procedures. This position will provide support to maximize efficiency, improve processes and project implementation to ensure timely and accurate data and reporting. The Analyst will also support collaboration of all areas within the organization to respond to compensation needs throughout the organization.

ESSENTIAL JOB FUNCTIONS

- Conduct job evaluations and salary increase reviews to ensure pay equity, competitiveness, and satisfaction.
- Participate in salary surveys and perform competitive market analysis for salary review and planning (including, but not limited to, base compensation, incentives, bonuses, etc.).
- Provide support to ensure compensation programs comply with all employment and wage and hour regulations.
- Ensure the accuracy and completeness of compensation records and data in Workday, such as incentive and bonus calculations, award payment approvals, and payment records.
- Provide oversight and guidance in administering compensation program activities: merit EIB load, merit data validation, pay plan maintenance, etc.
- Support partnership with other internal departments, business entities and senior management to ensure the effective implementation of compensation policies and practices.
- Prepare analyses and reports to monitor compensation trends and costs; and the effectiveness of existing compensation programs and processes in support of recommending plan revisions and/or new plans that are cost effective and align with business objectives.
- Support the maintenance of records related to compensation.
- Complete various audits to address compensation related issues or regulations in conjunction with Legal and/or Compliance.

Direct link to the application [here](#).

U.S. LBM

Summer 2026 Internships - US LBM is the largest privately owned, full-line distributor of Speciality building materials in the United States. Offering a comprehensive portfolio of Speciality products, including windows, doors, millwork, wallboard, roofing, siding, engineered components and cabinetry, US LBM combines the scale and operational advantages of a national platform with a local go-to-market strategy through its national

Our Internship is a 11 weeks long program offers real projects related to our business goals and lead to career opportunities upon graduation. We offer flexible working arrangements and remote work opportunities.

You will have the opportunity to meet with professionals and leaders throughout US LBM starting Day 1 of your internship and throughout the summer. Our divisions are deeply rooted in the communities they serve and each other.

Gain real-world work experience. We offer professional and personal development sessions to build a strong foundation for your career. You will work on key business initiative projects with professionals and mentors.

Learn more about the positions and apply [here](#).

See Attachment A

Digital Monitoring Products, LLC (DMP)

Job Fair - The event will take place on **March 6th from 11:00AM to 3:00PM** at 2500 N. Partnership Blvd Springfield, MO 65803 and we're excited to connect with individuals who are exploring new career opportunities.

See Attachment B



You Belong with **US**

**NOW HIRING FOR
SUMMER INTERNSHIPS**



**GET PAID.
GAIN EXPERIENCE.**



NETWORKING



GROWTH



DEVELOPMENT

GET HANDS-ON EXPERIENCE WORKING ON REAL BUSINESS PROJECTS AND BUILD VALUABLE CONNECTIONS WITH PROFESSIONALS IN OUR 12-WEEK INTERNSHIP PROGRAM. YOU'LL EXPLORE OUR PRODUCTS AND SERVICES WHILE DEVELOPING PERSONAL AND PROFESSIONAL SKILLS THAT WILL SET YOU UP FOR FUTURE SUCCESS!



SCAN HERE TO LEARN MORE!



FOLLOW US!



@USLBM

Job Fair

Thursday, March 5, 2026

Open Interviews: 11:00 a.m. - 3:00 p.m.

2500 N. Partnership Blvd. | Springfield, MO



A Variety of Career Opportunities Available

Customer Service

Production

Technical Support

Engineering

Professional Positions



SEE ALL AVAILABLE OPPORTUNITIES

DMP.com/Careers

Start Your Career at DMP

DMP (Digital Monitoring Products) is a family-owned and operated tech company in the heart of the Ozarks in Springfield, MO. We design, engineer and manufacture cutting-edge security systems to be used in commercial and residential applications.

BENEFITS

- 8 Paid Holidays
- Paid Time Off at 90 days
- Free Home Security System
- Free Dental Insurance
- Onsite Family Medical Clinic
- Opportunities for Non-Profit Volunteering and Community Involvement
- 401K and HSA with Company Match
- And more!

FACILITY TOUR | HIRING MANAGERS ON SITE

