

Jon Schausten, CPP
Director, Payroll and HRIS
OneAmerica

As the Director, Payroll and HRIS Manager for OneAmerica, Jon oversees Payroll, Time and Attendance, HRIS and HR Shared Services. Jon worked in Payroll and Human Resources over 23 years with experience in payroll at companies Healthcare Therapy Services, The Steak 'n Shake Company, Arbonne International and Vertellus. Jon's payroll experience includes multi-state payrolls, union payrolls, international payrolls including implementations of payrolls in Canada, Australia, United Kingdom, Belgium, The Netherlands, Germany, Italy, France, and Switzerland, payroll department management, system selection and implementation with system upgrades, Sarbanes Oxley Compliance, company restructuring, acquisitions and divestures, time and attendance, bonus program management, general ledger interfaces, accounting, and financial planning. In Human Resources, Jon's experience comprises in recruiting, hiring, new hire orientation, employee reviews, corrective action, termination, open enrollment, benefits administration, and managing defined benefit and defined contribution plans.

He served as President of the Indianapolis Chapter of the APA in 2013, 2017, 2019, and 2022, President-Elect in 2012, 2016, and 2018, Past President 2014, 2018, and 2020, Secretary 2011 and 2012, and Government Liaison 2003 to 2010. Jon serves as an instructor for the Indianapolis Chapter of the CPP Study Group since 2003. In addition, Jon led as Chairperson of the Indiana Statewide Payroll Conference in 2013, 2014, 2017, and 2019, as well as, served on the Statewide Planning Committee since 2005. In 2011 and 2019, Jon received the Indiana Payroll Person of the Year.

At a National level, Jon serves as a Vice President on the APA Board of Directors, was a member of the President's Board of Advisors since 2017 to 2021 Hotline Referral Service, Co-Chair of the Government Relations Task Force for IRS Issues, Co-Chair of Social Networking Committee, Strategic Payroll Leadership Task Force (SPLTF) Manufacturing Sub Committee, and National Speakers Bureau, Job Task Analysis, and Global Payroll Management Institute. In 2017, Jon won the Prism Award for Management. Jon received the 2020 American Payroll Association's Payroll Man of the Year.

Jon holds a BBA in Human Resources Management from Marian University. Jon received his Certified Payroll Professional (CPP) designation in 2002 and recertified 2007, 2012, and 2018. He earned his Six Sigma Green Belt through Purdue University Manufacturing Extension Partnership in 2015. Jon achieved his Global Payroll Management Certificate – Advanced in 2017.