

## Candidate Name

123 Main Street, Some Town, State, 12345

617.233.1234 (p)

617.233.4321 (f)

[email@emailhost.com](mailto:email@emailhost.com)

### Profile

Compensation Professional with Fortune Global 100 Company experience with diverse responsibilities in a variety of fast paced, deadline driven, rapidly changing environments. Proven ability to work on multiple projects in lead and individual roles; an experienced professional who is open-minded and thrives on change, redesign, and process improvement.

### Professional Experience

ABC Company 1 – Providence, Rhode Island

#### **Vice President, Executive Compensation Manager (2006 – Present)**

ABC Company 1 is a services company. It is headquartered in Providence, R.I., and has more than 100,000 employees. It operates its 13-state branch network. ABC Company 1 is the eighth-largest firm of its kind in the United States.

#### ***Contributions:***

- Act as point of contact for Executive Compensation plans including: STI, LTI, Stock and Deferred Compensation plans.
- Manage annual process of executive plan design, administration, participation and coordination of plans with UK based parent company.
- Consult with fellow Business Unit Compensation Managers on unit incentive plan design, and coordination of short and long term incentive plans.
- Annual and quarterly costing models for corporate incentive plans for budgeting accruals for Finance Group.
- Special compensation projects to review and explore various strategies regarding cash and equity based compensation for specific target areas such as acquisitions.
- Review and provide analysis on Executive offers for base, incentive, equity and other perquisites.

ABC Company 2 – Charlotte, North Carolina

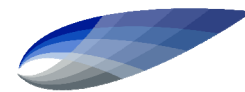
#### **Compensation Manager (2003 – 2006)**

This firm is a leader in food management and hospitality. It is an \$8.4 billion organization with more than 120,000 associates throughout the US, Latin America and Canada. In 2006 ABC Company 2 was the world's 12th largest employer by Forbes magazine.

Examples of client engagements and results include:

#### ***Contributions:***

- Made recommendations to CFO and EVP-HR on various Compensation and Executive Compensation strategy issues and impact on organization from a financial standpoint including PV, FV, etc.
- Managed various hybrid stock and incentive programs between the Americas Division, the UK and participants. Review, audit and reconcile reports for accounting, legal and UK. Provide customer service to executives on exercising options, tax implications and plan features.
- Acted as point of contact for executives on all Compensation issues including: base salary, STI, LTI, Equity, executive benefits, car allowances, and other executive perks. Also, annually provide top 10 Executives a summary of all compensation
- Managed annual merit, incentive, executive stock option, and management equity bonus programs for 140,000+ associates.  
*continued...*



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### Professional Experience

ABC Company 2 – Charlotte, North Carolina (continued from prior page)

- Implemented Compass Group Hay Point Factor compensation philosophy into new acquisitions and explaining compensation strategy to new management.
- Reviewed and published the “Compensation Guidelines” booklet for management on compensation issues which included: objectives, merit increases, transfers, promotions, demotions, salary ranges, job evaluation, exemption status, and various other guidelines.
- Worked closely with Legal and Accounting Departments on a variety of accounting, tax and legal issues with the ever-changing environment. This includes: VP and higher offer letter, employment contracts, option expensing, exemption status determination, etc.
- Functioned as Chairman of the Compensation Committee, which met quarterly to review and grade all new exempt positions.
- Acted as Consultant to Canada, Latin America and several other international locals on compensation strategy.

ABC Company 3 – Greensboro, North Carolina

#### **Senior Compensation Analyst (2001 – 2003)**

ABC Company 3 is a leading insurance and financial services organization, with revenue of more than \$14 billion and operations and provides mortgage guaranty insurance for first and second mortgages that protects against mortgage credit losses.

#### ***Contributions:***

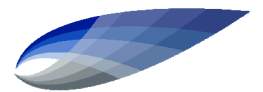
- Made recommendations to CEO on direct reports compensation package including base, STI, LTI, and Equity.
- Implemented new compensation philosophy for organization, which included: job analysis, salary survey participation and purchase, development of salary structure, new job evaluation process (market pricing), and development of company compensation guidelines.
- Developed of Performance based Incentive Plans for Sales and IT, including modeling
- Coordinated year-end bonus and stock options with CEO and parent company.
- Managed Employee Stock Purchase Plan
- Managed Salary Budgeting process & system using SRCPR software.

ABC Company 4 – Charlotte, North Carolina

#### **Executive Compensation Associate, Deferred Compensation Manager (1997 – 2001)**

ABC Company 4 is a diversified financial services company which \$754.2billion in assets and 110,00 employees. It provides a broad range of retail banking and brokerage, asset and wealth management, and corporate and investment banking products and services.

- Managed Executive Deferred Compensation Programs, which includes deferrals, reconciliation, administration, vendor management and payments for over 4,000 Executives.
- Interpreted and transition for merger deferred compensation programs, executive arrangements, and employment agreements for analysts to administer.
- Developed various cash flow analysis for contracts and other payments
- Administered Executive Stock Options for 16b Officers and other Top Tier Executives



GRAHALL

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### Qualifications

#### Education

B.S./B.A. in Financial Management  
Minor Human Geography  
Winthrop University, Rock Hill, SC  
Certified Compensation Professional (CCP) – 2006  
Currently pursuing Certified Benefits Professional (CBP)

#### Professional Affiliations:

WorldatWork, Charlotte Area Compensation Counsel; Treasurer-Board of Directors 2005 and 2006

#### Computer Skills:

Microsoft Products; WORD, EXCEL, POWERPOINT, ACCESS, OUTLOOK; SAP, PeopleSoft, Infinium, SRCPR and others