

Candidate Name

123 Main Street, Some Town, State, 12345

617.233.1234 (p)

617.233.4321 (f)

email@emailhost.com

Profile

An innovative and highly-accomplished SENIOR COMPENSATION EXECUTIVE with a proven track record of achievement in compensation, strategic planning, design, operational implementation, incentive plan design, sales compensation, performance management, expatriate administration, mergers and acquisitions, and benefits. Collaborates cross-functionally to ensure alignment of department initiatives with corporate goals. Implements technologies to streamline processes. A forward-thinking leader who can develop and align compensation strategy to the corporation's people and business strategies.

Professional Experience

ABC Company 1 – Bethesda, Maryland

Vice President, Global Compensation (2008 – 2009)

Led global compensation team, consisting of 17 associates focused on management and hourly compensation, international compensation and benefits, and expatriate administration services. Held compensation responsibilities, including management of base salary, short-term incentives, sales compensation and international compensation for corporate groups and all lodging brands.

Directed international responsibilities, including managing team supporting and administering expatriate programs for 300 U.S and third-country national expatriates and expatriate specific benefit plans. Consulted to and collaborated with Senior human resource generalists domestically/internationally on compensation designs and issues that spanned corporate groups and/or international locations.

Partnered with international regions on setting, executing compensation strategies and practices. Collaborated with stand-alone entities, xxxxxxxxxxxxxxxx, in setting as well as driving increased consistency between compensation strategies and practices.

Led xxxxxx team and outsourcing partner in delivering annual compensation planning for merit and bonus and quarterly process for sales bonuses. Unified two historically separate teams, U.S. compensation and international compensation, into one overall group, increasing teamwork/efficiencies between groups. Enabled compensation consultants to assume global role for support units and leveraged international team's analytical and process orientation to evaluate processes.

Contributions:

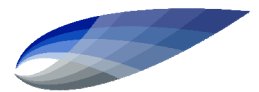
- Led international compensation benchmarking for global sales organization that consisted of benchmarking salary, bonus, and allowances for above property sales positions in 25 international locations.
- Designed new compensation structures for 25 individual countries.
- Assessed hourly compensation at U.S. properties, setting competitive hourly wage structures by market for properties.
- Reviewed company expatriate programs and identified changes to reduce costs and to realign practices competitively. Identified \$5,000,000 in savings. Transitioned to true tax equalization methodology.
- Conducted study to evaluate gratuity compensation practices at U.S. properties to gauge competitiveness to market practices and desired end result of greater consistency within markets.

ABC Company 2 – McLean, Virginia

Compensation Director (2003 – 2008)

Oversaw base salary, short-term incentives, long-term incentives, RSUs and stock options, sales compensation, as well as performance management covering all 5,000 employees. Led employee compensation unit consisting of five employees involved in consulting and support of compensation as well as development and maintenance of compensation infrastructure.

Collaborated with HR business partners as well as consulted with executives and division heads on compensation matters, including design and implementation of special compensation programs, short-term incentive plans, recognition programs, and retention mechanisms to support business strategy and needs. *continued...*



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Professional Experience

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Partnered with executive compensation and benefits directors to set total compensation and benefits strategy, aligning with corporate business strategy. Led project jointly to transform compensation and benefits strategy in a two year period as integral part of five year HR strategic plan.

Ensured alignment with overall compensation and benefits strategy. Led design, implementation, administration, execution of employee-based compensation plans/policies. Owned performance management and compensation planning process (EPM), spanning setting objectives, period and end-of-year performance feedback/reviews/ratings, as well as end-of-year pay for performance compensation planning.

Contributions:

- Organized team of HR generalists, communications, training, HRIS and organizational effectiveness to overhaul compensation, training managers to arrive at compensation decisions.
- Collaborated with executive vice president of human resources, chief financial officer and compensation committee to finalize bonus funding level. Developed materials and presentations for compensation committee meetings related to the compensation plans and funding, analyses of market competitiveness, as well as program performance results.
- Directed comp planning tool used by managers to allocate annual rewards, including base salary increases, incentive payouts and stock grants, to employees based on performance.
- Managed design, development and implementation of software tools used in performance management.
- Oversaw EPM tool used by employees and managers to set as well as track objectives and development plans. Enabled assessment and documentation of performance and assignment of ratings.

Held responsibility for company-wide communication for end-to-end performance management process as well as training content development and delivery.

Professional Experience

ABC Company 3 – Washington, D.C.

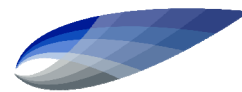
Senior Consultant, Performance and Rewards Practice (1994 – 2000)

Project managed consulting assignments accounting for \$1,000,000 in revenue annually. Worked closely with sales team, generating \$700,000 of performance and rewards consulting services annually. Consulted on employee pay, incentive pay, attraction, retention methodologies, as well as job definition and evaluation.

Specialized in compensation, attraction and retention of IT workforce. Provided consulting services to high tech, software development, Internet, media financial services, professional services and pharmaceutical industry. Completed large and global assignments, involving IT workforce compensation and effectiveness issues as member of IT workforce effectiveness team.

Contributions:

- Developed reward strategy for dot-com start up preparing for IPO, conducted market compensation assessment, salary structure design, short-term incentive plan design, equity review, and stock option grant methodology.
- Reviewed total compensation for merger of two global pharmaceutical company senior IT management teams located in the U.S., U.K. and Europe. Oversaw market assessment of base salary, total cash and total direct compensation, recommendations on resolving equity issues between merging firms' U.S., U.K. and European operations.
- Assessed and refined compensation system for cable media network expanding its operations to Internet.
- Created short-term incentive plan for big 5 accounting firm's technology function, including defining performance metrics, funding approaches and incentive target amounts.
- Marketed, demonstrated and led implementation of CompMaster in eastern region of U.S.



GRAHALL

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Qualifications

Education

LOYOLA UNIVERSITY, Chicago, Illinois

B.S., Computer Science, 1984, concentration in Business Administration

Professional Affiliations:

World at Work

Society for Human Resource Management

IPA

Conference Board's Council for Compensation