

GRAHALL

Candidate Name

123 Main Street, Some Town, State, 12345

617.233.1234 (p)

617.233.4321 (f)

email@emailhost.com

Profile

Rewards leader with extensive Compensation and Benefits experience. A wide range of strategic and tactical experience in total compensation program design (broad based, sales, executive, bonuses and special incentives, equity program), recognition and retention plans, merger and acquisition integrations and strategic rewards planning. A dynamic leader with a proven track record of combining an MBA educated business sense with flexible Human Resources management to solve organizational and operational issues.

Professional Experience

ABC Company 1 – Schaumburg, Illinois

A leading technology company with global presence and impact, known around the world with an employee population of 100,000 locations across 73 countries.

Senior Director, Global Compensation (2004 – 2008)

Manage Global Compensation policies, programs and procedures across all business units and corporate functions in the U.S., Latin America, EMEA and Asia Pacific. Oversee team, departmental budget of \$2.3 million, and a \$4.2 billion payroll budget.

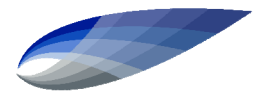
Contributions:

- Spearheaded the integration of xxxxxx largest acquisition (5000 employees across 14 countries), successfully migrating payroll, job levels, bonus and incentive plans, equity programs and policies into the Motorola environment with minimal employees relations issues
- Created a centralized global rewards philosophy and compensation infrastructure for all employees populations, (grades, salary structures, competitive benchmarking practices, sales compensation plan guiding principles and job assessment processes), resulting in an ability to migrate talent globally and increased manager effectiveness in managing team compensation planning
- Managed benefit program re-design for the Canadian operations, reducing total benefits costs year over year by 15% (pension plan re-design, health care program cost sharing rebalancing, wellness program development)
- Implemented executive compensation plan governance (audit, approval processes and procedures), executive benchmarking and market pricing models, along with analysis included in the CD & A
- Integrated new performance tracking and appraisals systems with a pay for performance rewards strategy resulting in enhancement of rewards differentiation by performance category by 2X
- Implemented a employee retention assessment program, enabling an increase in employee retention by 10%
- Designed and piloted a direct labor incentive plan in India for a manufacturing plant start up, resulting in ramp up of plant operations 30 days ahead of schedule

Director, Sector Compensation (1999 – 2004)

Contributions:

- Developed and implemented the first Global Account sales incentive plan, enhancing cross business sales efforts by 8% and increasing global account customer satisfaction by 30%
- Developed and implemented a global cost of labor database allowing increased cost tracking and management
- Established a common framework for global job assessment and leveling, increasing cross business and regional grade equity by 80%;
- Developed and implemented various R & D innovation contests for engineering populations across multiple business units enhancing cross business innovation by 25%



Candidate Name

123 Main Street, Some Town, State, 12345

617.233.1234 (p)

617.233.4321 (f)

email@emailhost.com

Professional Experience

ABC Company 2 – Chicago, Illinois

The fourth largest broadline retailer in the US with over \$50 billion in annual revenues and approximately 3,800 full-line and specialty retail stores in the United States and Canada.

Director, Compensation (1997 – 1999)

Directly responsible for the development and administration of compensation policies, incentive plans, stock option programs for 14,000 hourly, professional, management and executive employees of the Sears Credit Card division. Managed a team of 5 employees and a departmental budget of \$1.1 million.

Contributions:

- Developed and launched several cash and non-cash recognition programs for all Credit division employees
- Conducted a comprehensive competitive analysis of wages across 12 call center locations; Developed and implemented a change in the compensation strategy, reducing employee turnover by 8%
- Developed and implemented short term incentive plans for call centers increasing customer service effectiveness by 10%
- Developed and implemented career path programs for call center and financial professionals across the business unit
- Designed and coordinated new employee orientation programs, new manager training programs and a continuing education framework for managers

ABC Company 3 – New York, New York

US based financial services organization within an employee population exceeding 100,000 employees across 100 countries worldwide. Premier provider of Consumer banking services, Institutional investments and Global wealth management services.

Regional Vice President, Compensation and Benefits Administration (1992 – 1997)

Developed and administered compensation and benefits programs for 15,000 employees located across 12 sites in the Midwest region.

Contributions:

- Participated in the company broad-banding design team. Spearheaded the implementation of broad banding in several business units across the US and EMEA
- Managed the upgrading of salary administration in the Midwest region to an automated Peoplesoft system, acting as the regional liaison for the system implementation
- Developed and implemented the first sales incentive plan for credit card professionals within the credit card business units
- Managed new employee orientations, benefits updates, and any overall compensation and benefit program communications

Qualifications

Education

Lake Forest Graduate School of Management, Lake Forest, IL, MBA, Nominee and participant in Motorola Chairman's Leadership Institute, At the Kellogg Graduate School of Management, Evanston, IL

Professional Affiliations:

Certified Compensation Professional (CCP), Member, World At Work and article reviewer for professional publications, Member, Conference Board Council, International Compensation & Benefits