

Total Rewards Leader

Strategy > Execution > Communication > Customer Care

Strategic Total Rewards Leader highly regarded for developing, executing, and managing top-tier compensation and benefits programs while mitigating medical and benefit plan costs. Passionate about delivering thoughtful, competitive, and comprehensive programs to attract and retain top talent. Experience spans companies in the Energy, Retail, Financial Services, Technology, and Consumer Products industries.

Inspired and driven by the following: "Talent sets the floor; character sets the ceiling,"--- Bill Belichick.

Executive Benefits	Vendor Negotiations	Best Practices
Performance Management	Cost Reductions	Wellness Programming
Employee Benefits	Data Analysis	Training

Selected Highlights

- Accountable for strategy, infrastructure, execution, and management of compensation and benefits programs.
- Managed benefits spending utilizing strategic plan design changes and vendor negotiations.
- Use data to align total compensation packages to the competitive market.
- Designed and implemented a Service Center that improved customer service, consistency, and compliance of the benefits plans.
- Automated manual processes allowing for highly desired self-service by employees.
- Developed an award-winning wellness program.
- Lowered leave cost by 15% through improved oversight.
- Led team that created Total Compensation Statements for clear, concise communication of detailed information.
- Crafted and delivered training programs to client companies.

Professional Experience

BBB ENERGY, City, State Director of Compensation & Benefits	year - year
VVV WHOLESALE CLUB, City, State Manager of Health & Welfare Plans	year – year
AAAAAAAAAA, City, State Implementation Manager	year – year
GGGGGGGG TECHNOLOGY, City, State Benefits Manager	year – year
AAAAAA CONSUMER PRODUCTS, City, State Manager of Executive Benefits	year – year

Education / Certifications / Honors

CITY UNIVERSITY OF XXXXXX, **BBA, Human Resources Management**

Certified Wellness Program Manager > SHRM-SCP > Certified Wellness Program Coordinator

EBN Benefits Professional of the Year, year