Brady Benefits

Greater Chicago Area | 555-444-3456 | [bbenefits@email.com](mailto:bbenefits@email.com) | [www.linkedin.com/in/brady-benefits](http://www.linkedin.com/in/brady-benefits)

Human Resources Professional

**Compensation and Benefits | Global Equity Plans | HRIS**

**Deep expertise defining, shaping, negotiating, and managing compensation programs to   
attract, motivate, and retain an engaged workforce at all levels of the organization.**

**Performance Highlights**

* Created nationally recognized wellness program and proxy statement disclosures.
* Saved millions through effective vendor management—while improving benefit offerings.
* Unified rewards and benefits programs to maximize global control and consistency.

**Expertise**

* *Human Resources:* Benefit Plan Strategy and Execution | Integrated Employee Wellness and Benefit Plans | Market-Based Pay Systems | Global Retirement Plans | Mergers and Acquisitions
* *Finance & Technology:* Workday and ADP HRIS | US Equity Expensing Regulations | Sarbanes-Oxley Compliance for Total Rewards | Incentive Plan Accruals | US Payroll Taxes | International Equity Payroll Tax Treatment
* *Legal:* Proxy Statement Development | Board Presentations for Executive Compensation | DOL Audits

**Professional Experience**

**ADVANCED TECHNOLOGY SOLUTIONS,** Chicago, IL

*NASDAQ: ATS | Global leader in industrial solutions | $1B revenue*

**Director, Compensation, Benefits & HRIS** 2018–Present

*Scope: Compensation, Benefits, and Workday HRIS for 3,500 employees worldwide. Direct management of 5-member team sited in US, Europe, and South America. Representative to Management Development and Compensation Committees of Board of Directors.*

* Executed complex global installations of Workday recruiting and compensation modules.
  + Slashed recruiting fees by $1.5M annually.
  + Transformed multiple standalone processes into a consistent global model.
* Instituted global broad-banding compensation structure that reduced 5,000 job titles to 800, established consistent global metrics, and enabled local market pricing.
* Negotiated $1M admin and pharma savings for 2021 by improving internal controls and compliance for compensation and benefit programs.
* Directed compensation and benefit integration efforts for 4 acquisitions.
* Responded nimbly to COVID crisis, developing and executing multiple plans in a shifting landscape to ensure consistent global practices and retention of essential workers.

**GALAXY EQUIPMENT CORP.,** Chicago, IL

*NYSE: GEQC | Multinational industrial equipment company | $3B revenue*

**Senior Director, Compensation and Benefits** 2016–2018

*Scope: Total Compensation and Benefits for 4,000 employees in North America and Europe.*

* Brought on board to address longstanding challenges across all benefit programs. Introduced regular review cycles, established rigorous processes, and delivered immediate and long-lasting gains.
  + Recovered more than $4M of forfeited employer 401K contributions.
  + Implemented a dynamic de-risking strategy and froze the US Pension Plan.
  + Saved $500K annually through efficient vendor management with no reduction in employee benefits.
* Designed and implemented an incentive-based, consumer-driven healthcare plan.

**FARM-BOY, INC.,** Des Moines, IA

*$2B global manufacturer and retailer of farming equipment | Merged with Land-Ho Corporation in 2016*

**Global Compensation Leader** 2014–2016

*Scope: Global Compensation and Benefits: Executive and Base Pay management; annual, long-term, sales, and retail Incentive Plans; Equity Plans; employee Benefit, Wellness, and Retirement Plans.*

* Selected by senior management as early insider on M&A team for Farm-Boy ($2B revenue) merger with Land-Ho ($12B).
  + Prepared global due diligence materials that led to smooth transition of compensation and benefit programs to a common platform.
  + Liquidated employee equity accounts.
  + Managed pre-merger terminations and post-merger retention and layoff processes.
* Pioneered a wellness initiative that slashed medical claims 10% in first year—resulting in $1M savings—and was used as a national model by the program vendor.
* Saved $65K annually by realigning base pay and annual bonus structures to market-based compensation philosophy.

**BENTON BRANDS, INC.,** Omaha, NE

*NYSE: BBRI | $2B manufacturer/global marketer of premium outdoor furniture*

**Director of Corporate Compensation** 2015–2016  
**Compensation Manager** 2010–2015  
**Senior Compensation Analyst** 2008–2010

*Scope: Executive Compensation, Incentive Compensation, Salary Administration, and Annual Bonus for 40,000 employees globally. Preparation and presentation to Compensation Committee of Board of Directors*

* Following IPO in 2010, charged with designing and implementing global compensation programs with new models and requirements for publicly traded companies.
  + Created new equity expense models that were reviewed/approved by outside audit firm (KPMG).
  + Established global pay structures and incentive plans and gained Board approval.
  + Wrote bulk of new proxy statement and earned recognition as a “Best Practice” by 2 external proxy reviewing agencies.
* Developed and executed retirement plans for 2 Benton subsidiaries.
* Designed innovative, low-cost incentive solutions to keep employees engaged during global economic downturn.

**UNIVERSITY OF NEBRASKA MEDICAL CENTER,** Omaha, NE

*One of Omaha’s top 3 employers | 6,000 employees*

**Compensation and Management Analyst** 2006–2008  
**Human Resources Associate** 2004–2006

*Scope: HR and Compensation services: Recruiting, Merit Planning, Compensation Management, Organizational Design.*

**Education**

UNIVERSITY OF NEBRASKA, Lincoln, NE

BS, Business Administration

**AFFILIATIONS**

Society for Human Resource Management (SHRM)

Chicagoland Chamber of Commerce | Co-Chair “Business After Hours” Networking Events