Cary Compensation 513-678-8765

carycompensation@email.com

www.linkedin.com/in/carycompensation

Compensation Analyst

* Two years’ experience in the analysis, design, and administration of compensation plans
* Knowledge of standards and trends in base pay, incentive pay, and equity compensation
* Proficiency in MS Office (advanced Excel), BambooHR and Workday HRIS
* Analytical and problem-solving abilities • Strong communication skills • Teamwork orientation

Experience

**COMPENSATION ANALYST,** 2019–Present

Fifth Third Bank, Cincinnati, OH

***Role and Responsibilities***

* As part of the Executive Compensation team, analyze, design, and administer compensation plans including base and incentive pay, equity compensation, and sales bonus programs.
* Contribute to competitive analyses by evaluating and interpreting market compensation surveys.
* Maintain ongoing assessment of current compensation levels by keeping tabs on salaries in the external market and comparative pay levels internally.
* Support the team by administering executive contracts, payroll compliance, compensation planning cycles, reporting, and analytics through Workday.

***Achievements***

* Selected to attend advanced training in Compensation Analytics offered by the American Banking Association. Earned top grades and brought valuable information back to the team.
* Identified new resource for competitive compensation information and added it to the mix for ongoing analysis and comparison.
* Devised new method for incorporating sales bonus projections into next-year’s salary planning.
* Volunteered to manage setup and communication for virtual team meetings during pandemic. Minimized distractions and maximized meeting effectiveness by serving as technical troubleshooter and lighting/sound specialist.

Education

**BS BUSINESS ANALYTICS,** magna cum laude—University of Cincinnati, 2019

* Member, Debate Team
* Captain, intramural Frisbee Golf Team
* Volunteer, Flying Pig Marathon

Professional Affiliations

Society for Human Resources Management (SHRM)—Member

Greater Cincinnati Human Resources Association—Member; Young Professionals Committee