

Nathan Wollack

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Summary

Data driven compensation and analytics partner with over 20 years of Compensation and HR experience through focus on consultative relationships with HR professionals and business leaders. Proven ability to identify trends around market conditions and provide innovative solutions.

Experience

Genesys

Senior Compensation Partner – 2022 to Present

Provide consulting on compensation matters through compensation analysis, benchmarking, modeling and problem solving to Customer Success and Marketing business groups, as well as primary compensation strategy partner for international matters.

- Perform complex analysis on the effectiveness and competitiveness of compensation base salary, short term and long-term incentive programs, and model potential impact of alternatives and recommendation of new targets based upon cost-impact and market alignment.
- Development of global salary structures leveraging market data and aggregation concepts in alignment with Genesys' Global Career Framework initiative.
- Leader of the Pay Equity / Pay Gap / Pay Transparency analyses for Genesys. Run various statistical and regressions tests to evaluate compensation practices and advise on strategy changes.

ADP

Director Compensation – 2021 to 2022

Led process, policy and system redesign to deliver scalable compensation management products and solutions for enterprise.

- Conducted various statistical and modeling analysis across the enterprise to ensure compensation programs and practices are in alignment with internal and external practices and requirements.
- Partnered with Total Rewards and Compensation leadership on strategy changes related to rewards and was primary model of impacts of potential changes.
- System administrator of compensation tools, with focus on review and redesign of annual focal award planning application.
- Directed the assessment of the quality of the service delivery from the technology vendor.

PVH

Compensation Analysis & Reporting Lead - 2019 to 2021

Partnered with Compensation / Mobility and HR leadership on multiple reviews of compensation practices, conducted necessary statistical analysis and provided recommendations on solutions.

- Researched global pay equity laws and presented findings to ensure compliance with laws. Developed statistical models to analyze pay equity.
- Designed Compensation analytics dashboard, providing insights around pay trends and gaps.
- Performance based equity and total shareholder return analysis for CEO to assess potential changes to performance factor.

Prudential - PGIM

Director HR Analytics & Compensation – 2019

Created innovative analytical solutions in support of PGIM's dynamic business strategy as well as managed established HR analytical processes.

- Designed a headcount tracking tool in Access to identify movement, hires, terminations, and potential hire for forecasting of labor expense, in partnership with Finance.
- Redesigned reporting processes of recurring quarterly reports, reducing time spent generating reports from 5+ days to half a day through automation and coding.

ADP

Director Compensation - 2016 to 2019

Compensation partner who managed program design and execution of policies and procedures. A leader on the delivery of HR and provided compensation expertise solutions to attract, retain and motivate while ensuring market competitiveness, internal equity and cost-effectiveness.

- Provided consultation to business groups on areas of opportunity to best allocate focal point review awards, based upon performance, trend analysis and total compensation.

- Led Pay Delivery Design team for Global Job Architecture initiative. Designed baseline, technical, and sales salary structures for 35 countries.
- Designed a base salary offer decision tool leveraging statistical analysis to guide salary internal equity along with external market competitiveness.

Manager Compensation – 2014 to 2016

Developed strong strategic relationships across Global Product and Technology function, and Compliance Solutions business. Subject matter expert on internal trends, and competitive external market intelligence.

- Developed and launched of a macro-driven Focal Point Review analytics tool that provided real-time view of alignment to pay-for-performance standards. Designed and presented training of tool.
- Created business wide program and policy of targeted retention compensation program for essential employees for use for transitional situations (i.e., office closures, sunseting products).

Project Manager Compensation – 2011 to 2014

Member of Compensation Shared Services group, with partnership responsibilities to the Sr. Director Compensation for the Corporate Staff Functions.

- Project sub-leader on implementation and roll-out of ADP Compensation Planner to global population of 55,000 associates.
- Compensation lead for Global and Product Technology's full review of roles. Reduced number of individual contributor roles by 62%, through consolidation of similar roles, and reduction of number of levels within job family.
- Led effort on labor cost model that advocated a move to single focal point review versus multiple common review dates by business unit, with labor savings exceeding \$300k.

Senior Compensation Analyst – 2008 to 2011

Compensation Analyst – 2005 to 2008

Support of the Dealer Services Compensation group, providing consulting to HR business partners.

- Conducted job evaluations for new and existing positions to identify grade and variable target along with ensuring compliance with FLSA regulations.
- Researched and recommended edits of variable pay practices to align to market competitiveness.

Chicago Transit Authority

Project Specialist II - 2002 to 2005

Compensation support to Compensation leadership, and VP – Human Resources. Compile compensation data to determine location within the organization's compensation hierarchy.

- Coordinated the development, and implementation of Performance Management program and provided yearly training to management on the Performance Management program.
- Systems implementation team member of new E.R.P. Completed integrated testing, training of end users on the Oracle product and provide support to users after implementation occurred.

Education

Master of Science: Business Analytics – 2020

Villanova University, PA

Bachelor of Arts: Psychology - 2002

DePaul University, IL

Skills

- Broadbase Compensation • Job Analysis & Benchmarking • Compensation Structure Design • Communication
- Business Modeling • Global Job Architecture • Compensation Administration • Mergers & Acquisition
- Business Analytics • Policy Development • Performance Management • Continuous Improvement
- Process Improvement • Problem Resolution • Business Intelligence • Data Analysis

Technical Skills

- Microsoft Office (Word, Access, Excel, PowerPoint, Teams) • Workday HCM • ADP HCM • SAP HCM
- Oracle HCM • MarketPay • R • SQL • VBA • Tableau • QlikView • PowerBI • Alteryx