

Chuck C. Nwagwu

Compensation Administration & Leadership

Twenty-four(24) years of Compensation Administration experience in various sectors; State Government, Healthcare, Academia and a Fortune 500 medical supply chain distribution and logistics company. Highly motivated visionary with analytical, leadership, communication, motivational, and planning skills. Demonstrate excellent communication skills by developing training documents and executing training presentations to colleagues and high level leadership staff. Provide monthly policy and procedures training to new leadership staff. Maintain outstanding rapport with management staff both internally and externally. Perform continuous budget tracking to ensure compliance with organization wide financial goals. Assist department managers in the preparation of personnel forecasts to project personnel needs.

Proven professional strengths in:

COMPENSATION MGMT	Market Analysis	LEADERSHIP
Job Evaluation/Market Pricing	PERFORMANCE MGMT	BENEFITS
ENROLLMENT	SALARY CALCULATIONS	Position
Internal Equity Analysis	Program Administration	Project Management
Classification	Compression Analysis	Strategic Planning
Oral/Written Presentation	Organizational Goal Setting	Resource Allocation
JOB DESCRIPTION WRITING	EMPLOYEE RELATIONS	SALARY MGMT
Data Analysis	Job Consolidation	PROBLEM SOLVING
RELATIONSHIP MGMT		
COMPENSATION PLAN DESIGN		

Professional Experience

NEIMAN MARCUS GROUP (Remote)
4/2023 - Present

Compensation Director - Provide strategic leadership of the Compensation function by developing, implementing, and maintaining base and variable pay programs to support the People Services strategy, and leading a team of Compensation professionals to administer compensation programs at all levels of the organization.

- Develop, implement and administer total compensation programs, including base pay and incentive plan design.
- **Work with Global Compensation partners on various executive and broad based compensation matters.**
- **Partner with both internal and external legal counsel to prepare the Compensation Discussion and Analysis (CD&A) and compensation disclosures.**
- **Partner with Finance to provide quarterly updates and communications to senior management on NMG's short term cash and long term equity compensation plan performance against metrics.**

- **Manage all executive compensation plans, including cash, equity and executive severance plans.**
- **Prepare executive severance calculations and exhibits for Compensation Committee review and approval.**
- Manage the job architecture framework, refining and evolving as needed to support the businesses while ensuring consistency across businesses, functions and geographies.
- Deliver compensation projects based on overall HR prioritization.
- Participate in all compensation related M&A activity
- Develop training and education opportunities to ensure managers and employees understand compensation programs and processes.
- Promote a culture of high performance, continuous improvement that values a commitment to quality
- Work closely with People Services Business Partners to collaborate on initiatives within all business units.
- Direct and develop a team of compensation analysts to support the global business

GLOBAL PAYMENTS, Alpharetta, GA

7/2022 – 4/2023

Global Director, Compensation - Responsible for the development, design and delivery of global compensation programs across Global Payments. This position collaborates with global HR business partners as well as business leaders. This position also reports to the VP, Global Compensation and manages a team of compensation professionals.

- Develop, implement and administer total compensation programs, including base pay and incentive plan design.
- **Coordinate with Employee Relations on Reduction in Force (RIF) projects, including all Senior Executive separations**
- **Manage all executive compensation plans, including cash, equity and executive severance plans.**
- **Prepare executive severance calculations and exhibits for Compensation Committee review and approval.**
- **Oversee the preparation of compensation data for proxy disclosure and compensation committee meetings.**
- Guide a global compensation survey strategy and approach that delivers consistent market pricing and also reflects region/country-specific requirements, ensures competitiveness and fiscal responsibility.
- Manage the job architecture framework, refining and evolving as needed to support the businesses while ensuring consistency across businesses, functions and geographies.
- Deliver global compensation projects based on overall HR prioritization.
- Participate in all compensation related M&A activity
- Develop training and education opportunities to ensure managers and employees understand compensation programs and processes.
- Promote a culture of high performance, continuous improvement that values a commitment to quality
- Work closely with HR Business Partners to collaborate on initiatives within all business units.
- Direct and develop a team of compensation analysts to support the global business

KENNESAW STATE UNIVERSITY, Atlanta, GA
8-2019 – 7/2022

Director, Compensation - Responsible for the design, implementation, and ongoing evaluation of the organization's compensation programs, including base pay, incentive pay, and performance management programs. Works with senior management to ensure that compensation strategy and programs support the organization's business objectives and ensures that compensation programs are consistently administered in compliance with university policies and government regulations through audits, legal reports and personal interactions.

EMORY HEALTHCARE, INC, Atlanta, GA
2014 to 8-2019

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Sr. Compensation Consultant - Coordinates and oversees the development, implementation and maintenance of compensation programs for Emory Healthcare. Collaborates with departments to support recruiting and retention efforts; identifies needs and develops and implements strategies. Administers organizational compensation policies and procedures; Benefits Plans; forecasts salary increase budgets and analyzes financial impacts.

- Financial / Budgeting: Prepares detailed salary budget planning reports; forecasts impact of salary adjustments to overall budget.
- Management / Supervision: Compiles market data and calculates market variances to recommend market adjustments for specific jobs in accordance with salary surveys and salary budgets. Evaluates jobs for appropriate classification in accordance with regulations and policies. Recommends new strategies for and changes to compensation policies and procedures. Educates management in the interpretation and application of policies and procedures to improve or resolve specific compensation issues. Obtains quality market pay data by participating in compensation surveys. Conducts market surveys as necessary. Supervises staff and manages employee performance. Provides on-going performance feedback, addresses problems, orients and trains employees, verifies competency and identifies and suggests ways to develop skills. Conducts performance appraisals and assigns work.
- Professional Development: Works with manager to formulate plan for professional development. Attends educational in-services as appropriate. Participates in professional activities and organizations to maintain knowledge of current trends, practices, and developments.
- Reporting / Data Management: Collects, organizes, and analyzes data; designs and generates reports of employee data to meet users' needs.
- Staff Resource: In conjunction with supervisors and managers creates and updates job descriptions. Revises qualifications and duties as appropriate. In conjunction with recruiting staff, calculates and determines salary quotes for new hires. Consults with management on compensation issues; interprets regulatory guidelines; communicates regulatory requirements.
- Benefits: Administering and communicating benefit programs to staff and interpreting related policies and procedures, and ensure compliance with regulatory agencies.
- Benefits: Contribute to the development and improvement of established procedures, solve benefits related problems, and communicate information about the plans to employees and departments.
- Benefits: Assist with orientations and advises employees and departments on benefits eligibility guidelines and options; enrolls employees in benefits program.

- Employee Relations: Identify issues, conduct research and review related documentation and facts to evaluate and resolve problems. Work with supervisors to provide effective employee development and performance improvement plans.
- Serve as Consultant to the Provider group (Emory Specialty Associates/ESA) on all compensation and rewards matters.

VANDERBILT UNIVERSITY & MEDICAL CENTER, Nashville, TN

12 - 2012 to 12-2013 **Compensation Consultant** - Under the leadership of the Director of Compensation & Performance Development and as part of a comprehensive Human Resources team, I am charged with the responsibility of the planning, design, implementation and administration of day-to-day compensation and performance development programs for a significant segment of the organization. Working collaboratively with the Compensation Manager, I ensure that the Vanderbilt compensation program supports and is aligned with both short and long term business objectives of their segment of the organization and the institution as a whole.

- Acts as lead consultant with departments to proactively address compensation and performance development issues; evaluates compensation processes and systems to ensure they are meeting the needs of the organization; implements process and system improvements where such changes would have a positive impact
- Works collaboratively with departments to develop career ladders and career paths to provide staff with appropriate career advancement opportunities
- Participates in and analyzes results from local, regional and national salary surveys to assess market competitiveness of current positions; performs market analysis of positions to assess Vanderbilt's salaries relative to organizations in our competitive market
- Reviews, analyzes and recommends proper classifications of new and existing positions as requested by departments; assists departments by developing new job codes where appropriate
- Performs job evaluations on new and existing jobs to ensure that they are graded appropriately and provides salary recommendations as appropriate
- Serves as a resource for managers on compensation policies and practices, and the performance management system in place at Vanderbilt.

OWENS & MINOR, INC Mechanicsville, VA

10 – 2010 to 12 - 2012

Compensation Consultant – One of two consultants tasked with supporting the Owens & Minor Total Compensation Philosophy and Strategy by consulting with internal clients to design, develop, implement and enhance base salary, variable pay and equity compensation programs, research and recommend alternative solutions to business problems and gain buy-in and acceptance of new ideas and proposals.

- Research and utilize market data to create and ensure market competitiveness of Owens & Minor compensation programs.
- Audit, measure and report on the success of incentive programs in achieving program business goals and rewarding and/or changing teammate behavior.
- Perform calculations to determine quarterly bonus payout amounts, determine accruals, determine overpayments and partner with management on adjustments.
- Create communication plans and strategies to support annual programs and new initiatives.

- Conduct compensation audits to ensure internal equity and OFCCP/regulatory compliance.
- Serve as project manager for compensation issues related to acquisitions, business growth, and new business development. **Manage projects teams of 5 to 10 personnel from different departments of the company to successfully complete the Structure Adjustment, Performance Management and Merit Allocation, Quarterly and Annual Incentive Program and Job Creation Process Mapping projects.**

NORTHSIDE HOSPITAL, INC Atlanta, GA
2006 – 2010

Sr. Compensation Analyst – One of two analysts responsible for all of the compensation needs of the departments of a 7,200 staff member hospital.

- Manage 60% of the organization's \$241.3m payroll
- Support 4 of the 7 organizational Vice Presidents and their respective departments by providing compensation, classification, budget and FTE (fulltime equivalent) expertise.
- **Managed the organization's Performance Evaluation and Merit Program and the dispersal of the programs \$7.2m budget as well as the 10 person project team of full-time, part-time and contract employees.**
- Responsible for analyzing sensitive compensation materials and making recommendations based on research results.
- Create and maintain policies and procedures that guide the actions of the organization as it relates to staff.
- Research, create and maintain the organization's catalogue of some 2000 job description inventory.
- Maintain 15 hiring charts and over 40 pay scales and job grades.
- Work with numerous departments to construct employee development programs.
- Participate in 25 wage and salary surveys annually to ensure organizational compliance with changes in laws and regulations.
- Train 10 – 30 new leadership members monthly on the policies and procedures that connect their responsibilities to the HR function.
- Participated on the implementation team for the organizations new HRIS System, UltiPro.

MISSISSIPPI STATE PERSONNEL BD Jackson, MS
2000 to 2005

Classification/Compensation Analyst IV – Lead analyst in charge of the training and daily responsibilities of 7 junior level analysts' charged with responsibility for analyzing State and Federal legislation as it pertains to the function of 115 State Government Agencies and their resources.

- Managed the human resource needs of 47 out of 115 Mississippi state government agencies.
- Maintained over 30% of an HR System of over 38,000 employees of differing levels.
- Interpreted and applied policies and procedures to ensure compliance with legislative mandates.
- Maintained constant communication with over 40 agency heads and Human Resource Managers and Directors in various departments, divisions and agencies.
- Presented oral and written reports containing findings and recommendations to the 5 member State Personnel Board in an open forum, 12 to 15 times per year.

- **Led teams of junior analysts in our annual budget process and appropriation bill reconciliation programs.**
- Performed analytical duties related to updating and maintaining the State of Mississippi's statewide Classification and Compensation Plan.
- Studied policies, procedures, organizations and operations and made recommendations for improvements in financial efficiency and quality in these areas.
- Analyzed Agency Personnel Services Budget Requests for 47 state agencies and made recommendations to the State Personnel Board totaling several hundred million dollars.
- Conducted 5 to 10 wage and salary surveys to assist in salary range allocations.

MISSISSIPPI STATE PERSONNEL BD Jackson, MS
1999 to 12-1999

09-

Recruitment Counselor – Assessed employment experience and training records to assist applicants in identifying potential job/career matches and factors that could affect employment.

- Worked with 40 to 60 state employment job candidates monthly.
- Attended 10 to 15 job fairs annually in attempts to recruit the most qualified candidates to state government agencies.
- Analyzed workforce data extracted from agency HRIS (SPAHRIS) to make recommendations on the staffing and workforce planning needs of state agencies.
- Interpreted minimum requirements of jobs and assessed degree of job relation to education, experience, licensure and certification.
- Utilized project management skills in developing project objectives; data collection and analysis procedures; work plans and time tables to meet necessary project deadlines.
- Reviewed and recommended revisions to the minimum requirements of jobs to ensure uniformity and equity in the application of evaluation criteria.
- Interacted with numerous government agencies, elected public officials, private organizations, and members of the general public to resolve employment selection issues and problems and explain personnel policies and procedures.

Education

Master of Science, Public Policy and Administration

August 1999

Mississippi State University

Starkville, MS

Bachelor of Science, Political Science

May 1997

Jackson State University

Jackson, MS

Associations

International Public Management Association – Certified Professional (IPMA-CP)

Society for Human Resources Managers (SHRM)

World at Work

Software

Oracle

Excel (advanced)

Access Database
PowerPoint

HRMS Experience

Peoplesoft
Oracle
UltiPro – Ultimate Systems
Star Financials -- McKesson