



# MASON WILSON

Senior Compensation Analyst

support@qwikresume.com (123) 456 7899 Los Angeles www.qwikresume.com

## PROFESSIONAL SUMMARY

Compensation specialist with 7 years of experience in crafting and optimizing compensation frameworks. Expertise in conducting market analyses, ensuring compliance, and implementing performance-driven compensation strategies. Demonstrated success in collaborating with diverse teams to enhance employee engagement and retention through innovative compensation solutions.

## WORK EXPERIENCE

Senior Compensation Analyst  
Maple Leaf Consulting Feb / 2021-Ongoing  
Toronto, ON

- 1. Administered corporate compensation programs for over 2,000 employees, including market analysis and sales incentive plans.
- 2. Designed and managed over 25 innovative sales incentive plans to drive performance.
- 3. Conduct comprehensive market analysis to ensure competitive compensation structures.
- 4. Ensured 100% accuracy in compensation payments, enhancing employee trust.
- 5. Participated in salary surveys to maintain competitive pay structures aligned with market standards.
- 6. Contributed to improving New Hire On-Boarding processes by redesigning orientation programs.
- 7. Developed feedback surveys for new hires to improve the onboarding experience.

Senior Compensation Analyst  
Crescent Moon Design Feb / 2018-Feb / 2021  
Portland, OR

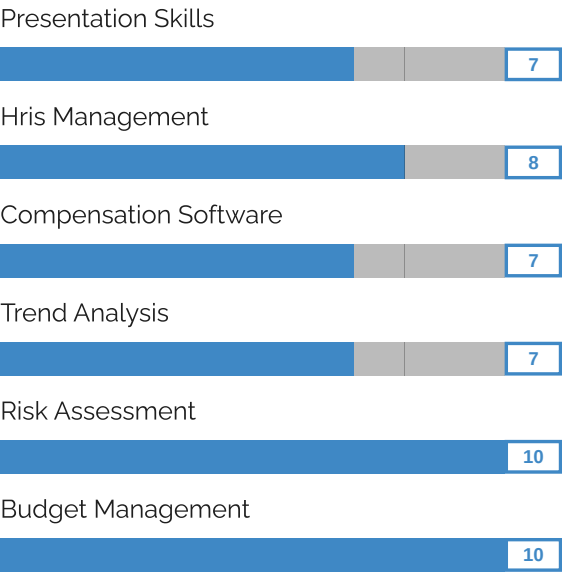
- 1. Provided compensation analysis for IT client groups, including job offer evaluations and market pricing.
- 2. Monitored pay equity and maintained expense projections for annual bonus plans.
- 3. Administered the annual merit and bonus planning process, ensuring accuracy and completeness.
- 4. Conducted job analysis and salary equity reviews, providing actionable recommendations to management.
- 5. Offered comprehensive support to management regarding compensation issues, enhancing decision-making.
- 6. Mentored junior compensation staff, improving team efficiency and knowledge sharing.

## EDUCATION

Master of Business Administration  
University of California Feb / 2015-Feb / 2018  
Phoenix, AZ

Focused on Human Resources Management and Compensation Strategies.

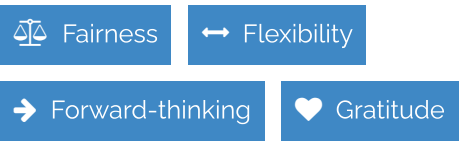
## SKILLS



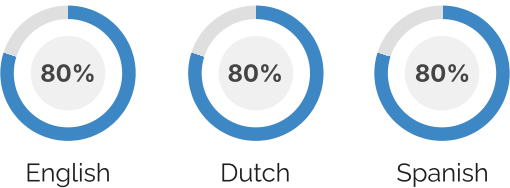
## INTERESTS

- Gaming Fashion
- Film Technology

## STRENGTHS



## LANGUAGES



## ACHIEVEMENTS

- Increased employee satisfaction scores by 25% through redesigned compensation packages.
- Reduced compensation-related discrepancies by 40% through improved administration processes.