

Paul D. Hartwick, CFA®

Data-Driven. People-Centered.

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Global Compensation Executive

Sustainable, scalable, and competitive compensation strategies that attract and retain top talent

Total rewards strategist with expertise in designing executive compensation, broad-based compensation, equity incentive plans, and benefits programs. Trusted partner and advisor to the senior leadership team of a global healthcare technology company.

- **Scaled and integrated** compensation structure during major transformations – including M&As, divestitures, and RIFs – ensuring a seamless transition.
- **Streamlined** total rewards nationally and globally while tailoring for local markets.
- **Lowered benefit premiums** while *expanding and improving* coverage options for employees.
- **Recognized** for bringing advanced analytical standards and financial acumen into HR.

Boosted employee retention	Reduced costs	Elevated productivity
18%	24%	16%

Executive Compensation | Benefits | Equity-Based Incentives | Long-Term Incentives (LTI) | Merit Plans | Strategic Planning | Best Practices | Pension Plans | Variable Compensation Plans | Benchmarking and Analysis | M&As | Project Management

“ *I sleep better at night knowing Paul is guiding and advising us on important compensation matters!* ”

– Performance Review, 2022

Professional Experience

TechCo | Chicago, IL | \$2B global technology company serving healthcare providers.

Sr. Vice President, Total Rewards (Promoted from Vice President, 08/2019–present)

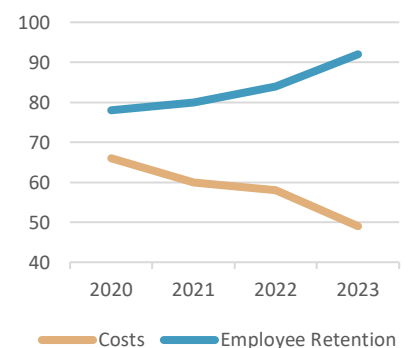
Management Overview: Four direct reports | \$2.9M department budget | 38,000 employees globally | 110+ locations

Drive total rewards strategy to ensure programs are competitive, sustainable, scalable, and aligned with company goals. Lead a team of compensation experts in designing benchmarked, market-based total rewards programs.

Raised employee retention 18% while trimming costs 24%

- Restructured salary and benefit programs for 38,000 employees worldwide, achieving 24% cost reduction while improving coverage and sustaining competitive compensation.
- Harmonized compensation and \$210M in benefits and equity plans for 2,300 employees following the company's largest M&A.
- Safeguarded the interests of 600 employees by managing compensation and benefits during a non-core business divestiture.

Compensation Plan Results



Rydell, Inc. | Chicago, IL | A \$14.3B global automotive supplier.

Director, Global Executive Compensation and Employee Benefits (Promotion, 01/2015–08/2019)

Management Overview: Managed team of eight | Designed equity and bonus budgets | 180,000 employees globally.

Designed, benchmarked, and established global executive compensation and benefit plans, ensuring alignment with business objectives and competitive market practices.

- Built and aligned a new global benefits strategy to attract and retain top talent.
- Spearheaded the team that launched benefit offerings during spin-off of a \$5B business.
- Piloted a seamless, 8,000-person global reduction in force (RIF) with minimal disruption.
- Revamped U.S. salaried healthcare plans to foster employee consumerism.
- Collaborated with external consultants to redesign executive long-term incentive plan.

My Five Principles of Compensation Plans

- Simple
- Affordable
- Fair
- Transparent
- Compliant

Director – Executive Compensation (Promotion, 12/2013–01/2015)

Designed and structured executive compensation and merit plans. Advised HR business partners, senior leadership, and talent acquisition in compensation issues, job bands, grade levels, job descriptions, promotions, and transfers.

- Increased productivity 16% by designing and launching a performance-based incentive program.
- Recipient, *HR Leadership Award*, 2015.

Manager – Global Employee Benefits Strategy (Promotion, 12/2010–12/2013)

Recruited to HR to improve standards of data analysis and to bring a higher degree of business acumen to HR business decisions. Led a global team of five that analyzed the design, cost, and value of benefits provided to 180,000+ global employees.

- Saved 15% by negotiating a new global benefits plan that expanded coverage options.
- Reduced unfunded pension and healthcare liabilities 14% in Europe, Asia, and South America.
- Modeled executive turnover and employment cost projections using predictive analytics.

\$11B+

Liabilities eradicated from balance sheet

Manager – Strategic Planning (Promotion, 02/2005–12/2010)

- Eliminated more than \$11B in pension and post-employment liabilities from the balance sheet by leading two critical restructuring initiatives: A defined benefits pension solution and a legacy OPEB liabilities solution.

EARLY CAREER – Rydell, Inc.

Plant Controller/Business Planner (Promotion)

Business Analyst – Joint Venture/Capital Management

Education

MS – Finance, with distinction | Wharton School, University of Pennsylvania

BA – Finance, with honors | University of Chicago

Certification: Chartered Financial Analyst® designation, 2014, IFEBP Global Benefits Manager, 2015



Paul naturally has to deal with topics that are emotionally charged and could become contentious, i.e., pay and benefits! He continues to amaze me with how he handles these situations in a thoughtful and collaborative manner. This is one of Paul's 'superpowers.'

– Performance Review, 2022

Project Strategy

Background

When Paul contacted me, he was happy in his position as SVP of Total Rewards and was not planning to leave any time in the near future. Nevertheless, he knew it was time to update his resume and LinkedIn profile.

Paul had begun his career 20 years earlier as a financial analyst and controller, so when the company asked him to bring his analytical skills and business acumen to HR, he was ready. Compensation and benefits proved to be a natural fit for him, and he was promoted six times throughout his career.

Tagline

Paul had some superb metrics, but they didn't tell his whole story. He wasn't just about cold analytics and cost cutting. In feedback surveys, his team spoke of his kindness, his sense of humor, and his approachability. Even his accomplishments – such as safeguarding the interests of divested employees – showed his commitment to taking care of them. To convey this in just a few words, I developed the tagline, “Data-driven. People-centered.”

Design Strategy

I chose a combination of blue and copper for Paul's resume to convey his blend of cool/blue analytical skills and warm/copper people focus. Using those elements, I created a custom banner and sub-headers. In the body of the resume, I used metallic elements sparingly to draw the eye to key metrics.

Brand and Summary

Under the descriptive headline – who Paul *is* – I used a branding statement to tell what he *does* and the *value* to the employer. Below this is a summary paragraph followed by four bullets that highlight his accomplishments.

Next, I showcased three of his metrics-rich results in employee retention, cost reduction, and productivity. By using color and 3D effects, I was able to give the numbers a metallic appearance.

Note about my verb choices: As resume writers, we often use lively, creative verbs, such as “slashing” costs. This is effective when we're referring to material costs. But employee compensation is different. It affects people directly. Even “cutting” benefit costs sounded a bit mercenary – and didn't reflect Paul's values or his brand. So I was very deliberate and careful with my verb choices.

Experience

Under Paul's most recent position, I added a line graph to show that he was able to raise employee retention while reducing costs. The first bullet near the chart shows he was able to *improve* benefits coverage – even while reducing premiums.

Paul had an earlier accomplishment that I didn't want readers to overlook. On page 2, I spotlighted the \$11B+ liabilities he'd removed from the balance sheet. Here again, I used color and 3D effects for a metallic appearance that caused this detail to pop.