Dan Armstrong

123 Park Avenue, Chicago

123-555-6633 | www.freeresumetemplate.biz

# Summary

Accomplished **HR** Professional with over 20 years of broad based **HR** experience - recruiting, benefits, compensation, employee relations, departmental restructuring, merger and acquisition. Extensive experience with incentive plan design, analysis and implementation.

# Education

Florida State University Orlando, FL

Master of Business Administration 2007

#### [Cleveland State University](https://www.linkedin.com/edu/school?id=19099&trk=prof-edu-school-name)

##### **BBA,**[**Business**](https://www.linkedin.com/edu/fos?id=101407&trk=prof-edu-field_of_study)

2002 – 2004

#### [University of Toledo](https://www.linkedin.com/edu/school?id=19149&trk=prof-edu-school-name)

##### **SPHR,**[**HR; SPHR**](https://www.linkedin.com/edu/fos?id=101460&trk=prof-edu-field_of_study)

2004 – 2006

# Experience

Proctor Associates Orlando, FL

Human Resource Manger 2004 – 2006

Provide compensation analysis including base pay analysis; survey participation and analysis; and incentive plan design to assigned business units with around 18,000 colleagues in 10 lines of business. Consult on the design and implementation of over 50 variable pay plans including commission plans, incentive and bonus programs, contests and campaigns. Advise overseas **HR** partners on US-based Compensation practices. Act as a liaison between business units to share best practices, ensure consistency and compliance with policies and regulations.

K & K Associates Orlando, FL

Human Resource Manager – Intern 2006

Provided strategic **HR** support to the Retail division in southeast Michigan; Toledo, OH; Indianapolis; and New York with around 3,000 colleagues. Participated in the recruitment process of Regional Managers. Consulted with line management on talent development, employee relations, employee satisfaction and turnover.