

Cynthia Abbott

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Compensation | Benefits | Rewards | People Analytics

Strategic Human Resources Partner with 10+ years of experience leading global compensation, people operations, employee relations and HR analytics for Fortune 500 and Pre IPO companies. Advisor and trusted partner to C-suite executives and senior leaders. A passion for enhancing culture by growing and leading high-performance teams. Adept at designing and administering benefits, compensation and global rewards programs. Critical thinker with an ability to synthesize information for rapid problem solving, while maintaining high levels of engagement.

Core Competencies

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|---------------------------|---------------------|---------------------------------|--------------------------------|
| ▪ Job Architecture | ▪ Benefits | ▪ Building Relationships | ▪ Communication |
| ▪ Market Pricing | ▪ Wellness | ▪ People Analytics | ▪ Strategy |
| ▪ Job Leveling | ▪ Engagement | ▪ Process Design | ▪ System Implementation |

Experience

SAKS FIFTH AVENUE

Saks is an American luxury department store chain, providing an unmatched luxury experience across North America

Associate Vice President People Operations and Total Rewards

2020-pres., San Francisco| New York| Ontario | Bangalore

- Created the Saks.com compensation philosophy to recruit high performance **Data Science and Engineering** teams
- Redesigned North American Benefits Programs to enhance employee engagement
- Directed benefits broker RFP: evaluation, selection and contract negotiations leading to 1M in annual cost savings
- Built market aligned compensation programs for Saks Stores, including career ladders and progression plans
- Developed an Employee Relations Program that relied on people analytics for final decisions
- Guided the team that created all Saks employee communications and processes, ensuring a high-quality experience

ULTRA CLEAN TECHNOLOGY (NSDAQ: UCTT)

UCT is a global leader and "high growth startup" in the design, engineering, and manufacture of production tools, modules and subsystems for the semiconductor and display capital equipment industries.

Senior Director, Global Compensation and Equity Programs

2018-2020, Hayward| Austin |Beijing | Singapore | Tel-Aviv

- Strategized, developed and implemented global compensation and career progression programs for the Engineering and other supporting functions (**Global Job Architecture**)
- Implemented compensation practices reducing turnover globally by 10%
- Successfully developed a systematic and automated global approach to **stock grant administration** from a manual process that resulted in improved financial accuracy in a public company environment
- Aligned a global merit process (including forecasting) with organizational financial goals that resulted in improved employee retention at all levels
- Oversaw the UltiPro implementation of Compensation/Talent Management/Talent Acquisition modules

BENTLEY AMHEARST

Bentley Amherst is a boutique consulting firm with a human capital focus

Director: HR Transformation and Rewards

2016-2018, Dallas| London

- Planned, developed, and implemented compensation programs for private and publicly-traded organizations with revenues of \$800MM-\$3B.
- Led **Work Day** implementation for \$3B international client
- Guided a team of consultants to implement rewards programs for clients on an international scale
- Developed and launched numerous **job architecture** programs
- Designed and led the **HR transformation** of a \$3B international company
- Promoted as a result of building the largest book of business at the firm
- Awarded Consultant of The Year in 2017 and again in 2018

Compensation Manager

- Built from the ground-up **merit and incentive** programs with a compensation philosophy that matched the market and aligned with the client needs
- Developed geographic differential pay programs for various clients; creating programs that reflected the market
- Known as the "Comp Expert" to various clients

TENET HEALTHCARE (NSDAQ: THC)

Tenet Healthcare Corporation is a multinational healthcare services company based in Dallas, Texas

Sr. Compensation Analyst

2014-2016, Dallas, Tx

- Conducted **job evaluations**, leveling and market pay reviews for physicians and nurses across the US and UK
- Partnered with Business Partners and TA to ensure compensation recommendations were timely and aligned with the market

TECH DATA (NSDAQ: TECD)

Tech Data Corporation is an American multinational distribution company specializing in IT products and services

Compensation and Benefits Analyst

2013-2014, Tampa| Mexico City| Ontario| London| Singapore

- Analysis for Rewards programs in EMEA and APAC, resulting and greater market alignment
- Redesigned benefits programs to encompass longer parental leaves, the first company in Tampa Bay to do this
- Awarded Employee of the Quarter in 2013

THE BIOLYON GROUP

Health and Animal Services Advisors supporting Walt Disney, Sea World and Bush Gardens

Financial Analyst

2009-2013, Tampa, FL

- Analytics and modeling for various customers, primary focus was cost analysis of animal show returns vs services

Education

Masters, HR Management, Mercy College

New York

Bachelors, Economics, Virginia Tech

Virginia

Certification, Diversity and Inclusion in the Workplace, ESSEC Business School