

Megan Torres

Compensation Analyst

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SKILLS

Market Pricing

Compensation Surveys

Microsoft Excel

Data Analysis

HRIS Systems Workday

Microsoft Office Suite

Project Management

Analytical Skills

Attention to Detail

EDUCATION

Bachelor of Science in Business Administration

05/2021

University of North Carolina at Charlotte

Charlotte, NC

Human Resource Management

CERTIFICATES

SHRM Certified Professional (SHRM-CP)

Society for Human Resource Management

11/2024

SUMMARY

Compensation analyst with 5 years in HR analytics and pay programs at a regional bank and a hospital system. Runs market pricing for 300+ jobs a year from compensation surveys, builds Microsoft Excel models for merit cycles, and keeps Workday pay data clean. Pairs strong analytical skills with attention to detail on confidential pay data.

EXPERIENCE

Compensation Analyst

04/2023 - Present

Piedmont Crest Financial

Charlotte, NC

Regional bank with 2,400 employees across 60 branches in the Carolinas.

- Benchmark **320** jobs a year using three national compensation surveys and set market ranges for each grade.
- Build Microsoft Excel merit models for a \$14M annual increase budget, with views by department and manager.
- Review 450 offers and promotions a year for internal equity before HR business partners approve them.
- Validate Workday pay data after each cycle, correcting 180 grade and range errors in the 2025 review.

HR Data Analyst

06/2021 - 03/2023

Carolina Ridge Health

Charlotte, NC

Hospital system with 5 facilities and 7,000 staff.

- Produced monthly turnover and pay reports from HRIS systems for **5** hospital leadership teams.
- Matched 210 nursing and allied health jobs to survey benchmarks during the 2022 pay structure update.
- Completed data analysis on shift-differential costs that supported a \$2.1M nurse pay adjustment.
- Automated 6 recurring headcount reports in the Microsoft Office Suite, saving 10 hours of manual work a month.

Human Resources Intern

05/2020 - 08/2020

Queen City Logistics

Charlotte, NC

Summer internship with a 900-employee freight and warehousing company.

- Entered 2020 salary survey submissions for 85 warehouse and office jobs with the HR manager.
- Organized project management trackers for a job description refresh covering 120 roles.
- Checked 900 employee records against payroll files and flagged 40 title mismatches.