

Daniel Whitfield

Senior Compensation Analyst

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SUMMARY

Senior compensation analyst with 9 years in compensation and HR analytics at a medical device maker, a retail chain and an insurer. Designs salary structures, runs market pricing for 500+ jobs a year, and builds compensation modeling in advanced Excel for merit and bonus cycles. Holds the CCP and brings clear presentation skills to HR leadership reviews.

SKILLS

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|-------------------------|---------------------------|-----------------------|
| • Salary Structures | • Pivot Tables | • Project Management |
| • Market Pricing | • Compensation Principles | • Presentation Skills |
| • Compensation Modeling | • Data Analysis | |
| • Advanced Excel | • Workday | |

EXPERIENCE

Senior Compensation Analyst	03/2022 - Present
Northstar Medical Devices	Minneapolis, MN

Medical device manufacturer with 6,500 employees in 14 countries.

- Redesigned salary structures for 22 grades in 2024, moving 91% of employees inside their new ranges.
- Lead market pricing for **540** benchmark jobs each year using four published surveys and aged data.
- Build compensation modeling in advanced Excel with pivot tables for a \$38M merit and promotion budget.
- Advise HR business partners on 600+ offers a year, applying compensation principles to internal equity.

Compensation Analyst	06/2019 - 02/2022
Lakeshore Retail Group	Minneapolis, MN

Retail chain with 180 stores and a 1,200-person corporate office.

- Priced 260 store and corporate jobs and wrote range proposals approved by the VP of Total Rewards.
- Ran data analysis on store manager bonus payouts, finding a **\$420K** overpayment in the incentive formula.
- Coordinated project management for the 2021 Workday merit cycle for 9,000 employees, finishing testing 2 weeks early.
- Trained 40 HR generalists on job leveling and offer guidelines in four virtual sessions.

HR Analyst	07/2017 - 05/2019
Twin Cities Mutual Insurance	St. Paul, MN

Regional insurer with 1,800 employees.

- Compiled quarterly turnover, headcount and pay reports for **12** department heads.
- Submitted job matches to 3 salary surveys each spring and checked data quality before release.
- Reconciled HRIS pay data against payroll files each month, cutting mismatches by 70%.

EDUCATION

Bachelor of Science in Business Administration	05/2017
University of Minnesota	Minneapolis, MN
Finance	

CERTIFICATES

Certified Compensation Professional (CCP)
WorldatWork
09/2021