Nathan Kowalski

TOTAL REWARDS MANAGER

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SUMMARY

Total rewards manager with 11 years across compensation and benefits, now leading total rewards for a 4,000-employee software and services company. Runs market pricing, salary structures and the merit cycle alongside a $55M benefits program, with compliance under ERISA, FLSA and FMLA. Brings strong analytical skills and discretion to executive pay work.

EXPERIENCE

Total Rewards Manager
06/2022 - Present

Hill Country Software Group — Austin, TX

Software and services company with 4,000 employees in the US and Canada.

- Lead a team of 5 covering compensation, benefits and HRIS for **4,000** employees.
- Run the annual merit and bonus cycle for a $48M budget and present results to the CEO in PowerPoint.
- Refreshed market pricing for 800 jobs and redesigned 3 regional salary structures in 2024.
- Negotiate the $55M benefits renewal, adding a fertility benefit while keeping cost growth at 4%.

Senior Compensation and Benefits Analyst
08/2018 - 05/2022

Bluebonnet Energy Services — Austin, TX

Oilfield services company with 2,500 employees.

- Audited FLSA status for **900** field roles and moved 75 to non-exempt with overtime pay.
- Prepared ERISA testing data and Form 5500 filings for 4 benefit plans.
- Built an HRIS dashboard tracking pay ranges, turnover and enrollment for 20 leaders.
- Coordinated 250 FMLA and leave cases a year with managers and a third-party vendor.

Compensation Analyst
06/2015 - 07/2018

Capitol View Insurance — Austin, TX

Insurance carrier with 1,800 employees.

- Priced **350** jobs a year with 4 salary surveys and documented every match.
- Calculated quarterly sales commissions for 150 agents, cutting payout disputes by 40%.
- Handled project management for a 2017 job leveling study covering 600 roles, finishing a month early.

SKILLS

Total Rewards | Compensation | Market Pricing | HRIS | ERISA | FLSA | FMLA | Project Management | PowerPoint | Analytical Skills

EDUCATION

Bachelor of Business Administration
05/2015

The University of Texas at Austin — Austin, TX

Finance

CERTIFICATES

Certified Compensation Professional (CCP)
04/2019

WorldatWork

Certified Benefits Professional (CBP)
10/2021

WorldatWork