

# KATHLEEN M. SALISBURY, MBA

Braintree, MA 02184

ksalisb@msn.com

201.615.4785

www.linkedin.com/in/kathysalisbury

## HR EXECUTIVE / COMPENSATION & BENEFITS LEADER

*Develops and implements effective solutions that enhance efficiency, scalability, productivity while reducing cost and risk.*

Experienced global Human Resources and Total Rewards Leader with consultant mindset. Innovative thinker, leveraging technology systems to deliver on goals and address acquisition C&B needs. Thrives in a growth environment where there is a strong need for C&B harmonization and HR process improvements.

- Delivers high-impact, competitive reward strategies that attract and retain top talent to execute strategic and financial goals.
- Streamlines processes and improves user experiences while meeting savings and profitability goals.
- Effective executive with C-suite working relationships, delivering high-quality C&B related programs (executive; broad-based).
- Collaborative and inclusive leader who captures input and perspective from key business leaders, functional experts, and teams.
- Adaptable to changing environments as key HR member on numerous mergers and acquisitions, with significant change experience through 9-11, home loan crisis, and Covid-19.
- Total Rewards: Compensation Plan Design and Implementation – Executive, Broad-based, Sales & Equity; Consulting.
- Areas of Expertise: HR Strategy; Program Management; Problem Solving; Change Management; Business Resilience; Strategic Partnerships; HRIS / HR Analytics; HR Operations and Compliance.

## PROFESSIONAL EXPERIENCE

**EDELMAN FINANCIAL ENGINES**, Boston, MA

2019 – 2020

### Vice President, Head of Compensation

Directed strategy design and competitiveness for independent financial services company (\$200B+ client assets management).

- Harmonized compensation structures related to merger of two companies (Financial Engines and Edelman Financial Services) into Edelman Financial Engines. Transitioned company to one market-based salary and total cash structure.
- Developed equity award structure based on competitive benchmarks, enhancing employee / candidate equity understanding and driving candidate attraction and key talent retention.
- Improved employee equity accessibility and transparency through Shareworks implementation (online employee equity tool). Developed equity training materials for HR and employees to promote greater understanding and appreciation of awards.

**SENSATA TECHNOLOGIES, INC.**, Attleboro, MA

2014 – 2019

### Vice President, Compensation, Benefits & HRIS

Led global compensation, benefits, and HR systems strategy, design, and competitiveness for \$3B+ company with 22K+ employees.

#### *Executive Compensation & Benefits*

- Supported Compensation Committee, driving redesign of executive compensation program, enhancing competitiveness and shareholder alignment. Received 97.7% Say on Pay shareholder support in 2019.
  - Transformed annual bonus plans to include challenging, attainable stretch goals, aligning pay and performance.
  - Aligned earnings growth and good capital management, expanding performance-based restricted stock unit metrics to include adjusted EPS, ROIC, and Organic Revenue.
  - Improved governance by updating Insider Trading Policy to include hedging and pledging, executive and director shareholding requirements, and an annual compensation risk-assessment review process.
- Addressed executive and Board of Director compensation competitiveness, trends, regulations, and compliance.
- Oversaw proxy disclosures and compliance, including Compensation Discussion & Analysis (CD&A).

#### *Broad-Based Compensation & Benefits*

- Built out C&B governance framework, providing clarity on process and tools for assessing competitiveness and developing a business case for making C&B program changes; developed more robust salary structure with ranges based on local markets.
- Partnered with the business, redesigning sales incentive plan to enhance focus on driving organic revenue growth and provide more competitive payout scale that offered greater risk and reward.
- Supported direct labor compensation strategy, improving productivity, quality, and safety through site-based incentive plan.
- Drove C&B and HRIS integration of two major acquisitions.
- Executed transition from multi-benefit medical offering to CHDP-only (US), delivering quality healthcare at lower costs.
- Member of Investment Committee with US fiduciary responsibility for company's decisions related to pensions and 401(K).

**SENSATA TECHNOLOGIES, INC.** *Continued***HR Systems, Services & Analytics**

- Oversaw global Workday implementation; established functionality – employee data management with HR reporting and metrics, performance management, compensation review, recruitment, and learning management.
- Partnered with finance, building out reporting and analytics on total C&B costs, providing leadership with greater transparency.

**CYTEC INDUSTRIES, INC.**, Woodland Park, NJ**2010 – 2014****Director, Global Compensation, Mobility, HRIS & HR Operations**

2011 – 2014

**Director Global Compensation**

2010 – 2011

Directed broad-based and executive compensation, HRIS, mobility, and HR operations, including global payroll, time and attendance, data management, administrative processing, and compliance for specialty chemicals and materials company with ~\$3B in revenue.

**Executive Compensation & Benefits – Compensation Committee & Leadership Collaboration**

- Implemented change in control proposal, taking into consideration shareholder, company, and employee perspectives.
- Executed performance cash plan, balancing long-term sustained earnings, capital management, and shareholder returns.
- Increased tax deductibility by implementing 162(m) compliant annual incentive plan and performance cash awards.

**Broad-Based Compensation**

- Created employee communications related to annual incentive compensation plan.
- Developed site-based plan design for non-salaried employees, gaining leadership buy-in for global implementation (2011, 2012).
- Successfully integrated a 900-employee company into Cytec's compensation and HR programs.

**HR Systems, Services & Analytics**

- Oversaw separation of Coatings organization related to HR matters; clone of HRIS (PeopleSoft) and Kronos attendance system.
- Drove consolidation into one provider (600+ employees, US / UK), enhancing operational efficiency and data quality (ADP; Kronos).

**CIT**, Livingston, NJ**2002 – 2010****Director / Partner, Human Resources**

2009 – 2010

Provided strategic human resource counsel, cost control strategies, and day-to-day support for corporate finance (small business lending, capital markets, and investment banking services) and vendor finance businesses.

- Collaborated with business unit management on all human capital issues, including employee relations, organizational development and design, compensation review, sales incentive plans, recruiting, and employee development.
- Completed span of control analysis for business, identifying layers of management and roles for elimination or restructure.

**Director, Compensation**

2002 – 2009

Led strategic direction and management of executive and broad-based compensation-related programs for Fortune 500 company with 5.5K global employees, including bonus, salary and equity design, analytics and administration, relocation, and severance.

- Teamed with consultants, designing market competitive and attractive executive compensation program, including design and rollout of 409A compliant deferred compensation plan (DCP), performance share plan, aligning long-term executive compensation with shareholders.
- Partnered with HR generalists and business unit management; conducted in-depth analyses, designing / approving 50+ market competitive sales incentive compensation plans.
- Formulated competitive compensation packages for skilled managers, supporting an aggressive build of new commercial finance businesses and talent upgrades, increasing employee headcount from ~5.5K to over 7.5K employees.

**ADDITIONAL EXPERIENCE****MERRILL LYNCH**, Director, Technology Group Compensation; Vice President, Technology Group Compensation**PAINWEBBER SERVICES INC.** (now part of UBS), Division / Assistant Vice President; Senior Compensation Consultant**WATSON WYATT DATA SERVICES** (now part of Willis Towers Watson), Survey Consultant; Senior Analyst – Data Management**EDUCATION**

**Master of Business Administration (MBA)**, Concentrations: Management and Organizational Behavior; Information Systems, Stern School of Business, New York University, New York City, NY

**Bachelor of Arts (BA)**, Mathematics, Mount Holyoke College, South Hadley, MA