Michael D. Drew, CCP

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**SUMMARY**

Strategic and purposeful HR leader with expertise in compensation, benefits, and fiscal management. Known for my strong business acumen, problem-solving ability, and trusted partnership with senior leadership. Proven record of delivering high-impact, data-driven programs in fast-paced, complex environments, with the ability to dive deep into the details as needed. I bring a unique blend of HR and accounting experience to drive alignment between people strategies and business goals.

**PROFESSIONAL EXPERIENCE**

**Amundi US (Formally Pioneer Investments)**,Boston, MA 2008 - 2025

*Amundi US is the US Asset Management business of Amundi Global, ranked among the ten largest asset management firms globally with approx. $2.3 trillion in AUM. Amundi US offers a broad range of investment solutions with $118.5b in AUM, $365m in revenue and 500+ associates.*

**Senior Vice President, Director Compensation & Benefits** (2022 – June 2025)

Vice President, Compensation (2017 – 2022)

Director, Compensation (2013 – 2017)

Senior Manager, Compensation (2008 – 2013)

Strategic Total Rewards Leader with a proven record of designing and executing comprehensive compensation and benefits programs across the U.S., Canada, and LATAM. Reporting to the Senior Managing Director – CHRO and leading Total Rewards strategy for executive, sales, and corporate employees. Oversee base salary structures, short- and long-term incentive plans, annual compensation cycles, pay equity initiatives, and employee stock ownership programs. Directed health, welfare, and retirement benefits with a strong focus on aligning total rewards initiatives with corporate growth objectives, sales performance, and talent acquisition and retention goals.

* Oversight of $127M Total Compensation, $18M Benefits Programs, and $3.2M HR budgets.
* Develop and implement a robust job evaluation policy and procedures framework, improving consistency and transparency in job architecture.
* Partner closely with Executive Committee and Sales Leadership to design and evolve Sales Incentive Plans tailored to performance metrics and growth targets for retail and institutional channels.
* Spearhead merger and acquisition integration of compensation programs, health, welfare, and retirement plans, ensuring regulatory compliance and seamless transition of plans with little disruption to associates.
* Collaborate with Legal and Accounting to ensure compliance with U.S. and international compensation laws and optimize financial planning and cost management.
* Manage, mentor, and develop a high performing cross-functional team of 4 direct reports, spanning management and staff levels; drove process improvements, ensured operational efficiency, and supported strategic decision-making across multiple business functions.
* Deliver effective and strategic executive communications related to compensation and benefit cycles. This includes employee communications, preparing and presenting executive briefings that clearly outline program costs, utilization trends, and innovative opportunities.
* Champion enhancements to benefit and wellness programs, aligning offerings with organizational goals and employee engagement strategies while maintaining adherence to budgetary and financial constraints.
* Manage vendor relationships for healthcare, retirement, and wellness programs to ensure service quality, cost-effectiveness, and employee satisfaction.

**John Hancock USA, (Manulife Co.)** Boston MA **1998 - 2008**

*John Hancock USA, a Manulife company, is a leading provider in the insurance and financial services sectors, offering life and health insurance, annuities, wealth and asset management, commercial and consumer banking, reinsurance, and more across the United States, Canada, and Asia.*

**Senior Compensation Consultant** (2004 – 2008)

Human Resources; Shared Services Manager (2002 — 2004)

Accounting Manager (1998 — 2001)

Reporting to the Vice President of Human Resources, I served as a senior member of the U.S. HR management team, with strategic influence across HR Operations, Finance, and compensation functions.

* Provided market insights and thought leadership in the design, implementation, and ongoing management of compensation programs aligned with business strategy and company culture.
* Created and implemented a robust job evaluation policy and procedures, creating consistency in job architecture.
* Designed and managed 409A non-qualified deferral programs for executives and highly compensated employees.
* Led and developed a high-performing team of 8 with accountability for HR operations, systems, and financial oversight.
* Led critical post-acquisition integration initiatives, ensuring a seamless organizational transition through the unification of compensation design, enhancement of HRIS capabilities, and the implementation of an integrated payroll system. Key efforts included:
  + *Harmonization of fixed and variable compensation structures*
  + *Integration of HRIS and payroll systems*
  + *Consolidation of HR budgets and alignment of HR-related accounting policies*
  + *Evaluation and transition of HR systems and third-party vendors*
* Administered executive equity programs including Stock Options, Restricted Share Units (RSUs), and Deferred Share Units (DSUs) for U.S.-based executives.
* Managed and maintained PeopleSoft HRIS, ADP Payroll, and related reporting systems, ensuring data integrity and compliance with reporting standards.
* Accountable for a $300M HR budget, including tracking, variance analysis (Actuals vs. Forecast), and reporting to U.S. Corporate Finance on a monthly, quarterly, and annual basis.
* Directed HR and financial audits, ensuring compliance with regulatory and company standards.
* Led payroll operations for 1,400 employees and 400 retirees using ADP, maintaining accuracy and timeliness.

**EDUCATION & PROFESSIONAL AFFILIATES**

**Bachelor of Science, Business Administration,** Major: Accounting MERRIMACK COLLEGE, N. Andover, MA

**Certified Compensation Professional,** CCP Designation

**Member of the following Affiliations,** Northeast Human Resources Association (NEHRA), Senior Human Resources Network (SHRN), New England Compensation Consortium (NECC), Boston Human Resources Council (BHRC)

**SELECT CAREER HIGHLIGHTS & RECOGNITION**

* 2023 Outstanding Business Partner Award. Presented by the SMD, Head of the Intermediary Sales Channel, for being a strategic partner for the successful achievement of business goals.
* Bottom Line- Empowering the Next Generation; <https://www.bottomline.org/> keynote speaker and mentor to first generation college students from under-resourced communities to provide guidance and advice to successfully launch a career.
* Recognized as a Top Performer by the Amundi US Executive Committee for outstanding contributions during a major business acquisition and integration, demonstrating leadership, strategic impact, and cross-functional collaboration.