

JIM TEREZ

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INSTRUCTOR / EMPLOYEE OWNERSHIP CENTER DIRECTOR / HR EXECUTIVE

Business-focused compensation and human resources leader with strong management, analytic and communication skills. Understands how a Total Rewards perspective supports business strategy and contributes to company success. Successful in building compensation / deferred compensation / HR reporting functions and teams. Significant experience in incentive plan design, mergers and acquisitions, systems design and implementation and business process design.

I am currently a member of the full-time faculty, teaching in the HR Management program at Rutgers University. I am also Associate Director of the Rutgers NJ/NY Center for Employee Ownership.

PROFESSIONAL EXPERIENCE

RUTGERS UNIVERSITY, School of Management and Labor Relations **2014 - Present** **Associate Director, Rutgers NJ/NY Center for Employee Ownership and Instructor, full-time faculty**

Develop and manage the plan, activities, and programs for the Rutgers NJ / NY Center for Employee Ownership, a unit of the Rutgers Institute for the study of Employee Ownership and Profit Sharing.

Teach graduate and undergraduate courses: Business Strategy II, HR Strategy IV, Compensation and Benefits, HRM and Finance, Financial Decisions, Executive Compensation, and The Future of Human Resource Management. Focus on developing a new generation of HR Leaders.

- Developed Executive Compensation and Future of HR graduate courses at Rutgers.

NEW YORK UNIVERSITY, Dept. of Leadership and Human Capital Management **2009 - 2014** **Adjunct Faculty**

Created new courses for, and taught in, the M.S. program in Human Resources Management and Development.

- Created new course: "The Future of Human Resources Management: Innovation in HR Practice." Taught 2012 and 2014.
- Created online version of program's "Capstone: Business Strategy" Course. Taught multiple times.
- Revised courses: "Compensation and Benefits: Strategy & Plan Design," "Compensation: Strategy and Practice," and "Total Rewards Management." Taught these classes both on campus and online.
- 2013 and 2014: Taught "Comp & Benefits," "Capstone: Business Strategy," "Executive Comp," "Total Rewards Management," "International HR," "Future of Human Resource Management," and "Executive Comp [independent study]."
- Also taught part-time at NYU, Spring 2009 and 2010. Re-designed the "Executive Compensation" course.

COMPENSATION / HR MANAGEMENT CONSULTING **2012 - Present**

I am interested in providing senior level consulting assistance to organizations or to individuals, to help them analyze and take advantage of current and future business and people management challenges.

- Led a 2012-2013 compensation project and completed several other related projects for a global financial services firm in NYC to help them address compensation market issues, regulatory issues, and to develop career path strategies.
- Worked with an organization to explore building a leadership development program based on how executive "influence" is created and strategically managed within organizations.

CITIGROUP, INC., New York, NY **1989 - 2011**

Director, Compensation, Citi Global Functions (2009 – 2011)

Compensation Director for Legal, Audit, Compliance & Control, Government Affairs, Microfinance, and Community Relations.

- Provided full range of compensation consulting services to Global Functions clients. Created comprehensive market data program to prioritize comp investment decisions.
- Completed transition re-design and/or wind-down of Global Wealth Management business group compensation plans.
- Provided internal consulting to various other Citi businesses [Consumer Bank, Institutional Clients Group] on the design of current and deferred compensation programs.

Director, Head of Compensation and HR Data Reporting, Citi Global Wealth Management (2004 – 2009)

Created Compensation and HRIS department for the newly-founded Global Wealth Management Sector, consisting of Smith Barney, Citi Private Bank, Citi Investment Research and support groups. Managed compensation planning, analysis, processes, and administration for the GWM Sector. Managed HRIS management reporting and data access. Supervised department of 17 compensation, deferred compensation, and HRIS reporting professionals. GWM direct staff of 35,000 employees in 40 countries.

- Designed GWM Sector Leadership Award long-term executive incentive plan. Plan provided special recognition at the founding of the GWM business sector, created a long-term focus on business performance, and solidified retention of key executives.
- New Financial Advisor deferred compensation plan. Partnered with the business to create a deferred incentive plan which allowed participants (approx 8,000 FAs) to invest their unvested awards in portfolios reflecting GWM's investment strategies.
- Revised the GWM Sector's discretionary incentive funding methodology and reporting in order to link incentive compensation to specific top line and bottom line business performance.
- Created new formulaic incentive plans to cover new selling/customer service roles, and revised/updated existing formula incentive plans as part of ongoing plan management.
- Worked with branch administration to re-design Private Client branch staff positions and pay. Objectives were to simplify and standardize sales support roles and pay arrangements. This project enhanced internal equity, the ability to monitor compliance with employment law, and the ability to monitor expenses.
- Managed compensation plan integration for Legg Mason Branch acquisition and the Citicorp Investor Services Branch integration.
- Managed compensation plan and reporting changes to support 2 major internal business reorganizations.
- Engineered significant improvements in compensation reporting comprehensiveness and efficiency. Developed year-end pay process with "zero defects."
- With announcement of Morgan Stanley / Smith Barney joint venture, worked to close or transfer all compensation plans to Morgan Stanley. Transferred the remaining GWM businesses to other Citi business Sectors.

Senior Vice President, Compensation, Citigroup Corporate & Investment Bank (2001 - 2004)

Compensation Manager for Smith Barney Private Client Marketing, Private Client Sales, and the CitiCapital commercial lease finance business.

- Led team to re-engineer CitiCapital sales and operations incentive plans. Clarified and differentiated selling roles. Reduced # of plans from approx 65 to 15 plans within a common conceptual framework. Objective was to create a rationalized sales incentive plan structure for the newly-formed CitiCapital business that had been built by acquisitions.

SALOMON SMITH BARNEY INC., New York, NY

First Vice President, Manager, Compensation, 1993 - 2000

Played a major role in developing the compensation function for the human resources organization formed after the acquisitions of Shearson, Salomon Brothers, Travelers, the Associates/First Capital and the merger with Citicorp. Responsible for:

- Retail Marketing, Retail Sales, Futures, Robinson-Humphrey [regional brokerage], Geneva Company [private company M&A advisor], and International client groups [supervise 3 compensation analysts];
- Compensation consulting in survey analysis, market pricing, compensation program design and implementation;
- Designing and managing the administrative processes of compensation (e.g., annual incentive process, common review date annual increase process, international compensation administration);
- Analysis and reporting for top management decision-making on compensation levels and policy;
- Analysis for executive and long-term compensation, and coordination of long-term compensation programs.

SHEARSON LEHMAN BROTHERS DIVISION, SLBH, INC., New York, NY

Vice President, Manager, Compensation, 1992 - 1993

Managed internal compensation consulting team supporting the retail, asset management, and information systems/securities processing divisions. Responsible for market pricing and the competitive review process, salary structures and guidelines, incentive plan review, annual bonus pool funding and allocation analysis, compensation expense analysis, and merit increase guidelines.

Vice President, Manager, Compensation Analysis, 1991 - 1992

Compensation consulting for the Shearson Holdings Co. staff and top management. Completed Holdings-wide salary study for the Corporate staff and designed new salary structure. Provided analytical support to the incentive compensation process including pool determination for the Holdings Co. staff divisions; non-exempt employee bonus plan; reporting to top management; and various analyses for Board presentations.

AVP, Sr. Compensation Specialist, 1989 - 1991

Compensation analysis for Corporate, Capital Markets, and Investment Banking divisions. Conducted market pricing studies. Provided analyses for executive and broker deferred compensation plans. Supported the annual incentive compensation process with trend, distribution, and performance metrics, sensitivity analysis for bonus funding formulas; and analysis which created the 1990 stock and deferred bonus plans.

CITICORP, New York, NY
Human Resources MBA Associate, Compensation, Summer 1988

TIME INC., New York, NY
Compensation Analyst, 1987

Managed salary planning and budgeting for the Magazine Group. Worked with an outside consulting firm to design and publish a major magazine industry compensation survey. Conducted various market pricing studies.

CBS INC., New York, NY
Senior Compensation Analyst, Broadcast, Publishing, Corporate (1985 – 1986)

1980 - 1986

CBS EDUCATIONAL & PROFESSIONAL PUBLISHING DIVISION, CBS INC. (1983 – 1985)
Manager, Employee Services,

Employee relations: communicated and interpreted corporate and division human resources policies, and counseled employees and supervisors seeking solutions to problems. Benefits: supervised the division's benefits communications and administration. Employee services: managed activities such as employee survey, service awards, "open-door" executive communication forums. Won CBS Publishing Outstanding Achievement Award for work in 1984. Supervised benefits manager, communications coordinator, and HR rep.

1980 - 1982: Other positions at CBS, including financial/business planning and human resources staff.

EDUCATION

MBA, Accounting, New York University Stern School of Business, New York, NY, 1989

MA, English, Rutgers University, New Brunswick, NJ, 1980. Completed PhD coursework in English. University Fellowship.

BA English, Kent State University, Kent, OH, 1976. *Summa cum laude.* University Honors with special distinction in English.

OTHER PROFESSIONAL ACTIVITIES

Presented on the potential for ESOP plan growth at the Bloomberg Tax / PKF O'Connor Davies conference, May 2018.

Hosted and conducted a discussion session on the impact of the Main Street Employee Ownership Act with Sen. Gillibrand's Economic Development Director, at the Beyster Fellowship Conference in CA, June 2018.

Reviewer for *Compensation and Benefits Review* – 2016 - present

Case study and discussion facilitator at Citigroup "Franchise Forum" leadership development sessions for top Citigroup executives, in 2006 and 2007.

Presented "Strategic Trends in Compensation: Practical Approaches for Consideration" at the 2005 Human Resources Forum.

Founding member of the Kent State University Honors College Alumnae Advisory Board.