

Ali Khan Mohamed
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Work Experience

eVestment Alliance (NDAQ)

Compensation & Benefits Analyst

Atlanta, Georgia
January 2018 – March 2020

- Implemented initiatives to improve sales and non-sales compensation programs worldwide.
- Created variable performance-based compensation plans based on the role and desired results.
- Benchmarked 256 jobs and presented market results via Power BI to illustrate 'Us to Market' and internal standings.
- Lead yearly salary reviews and incentive recommendation processes.
- Retained talent through successfully participating and utilizing survey data to implement career pathing and job grades.
- Increased creditability and transparency in incentive programs by establishing a compensation philosophy and processes for the global organization.
- Managed all welfare benefits (medical, dental, vision, disability), supplemental benefits, 401(k), equity plans, along with yearly wellness programs for the global population.

Cortland Partners

Compensation Analyst

Atlanta, Georgia
October 2015 – January 2018

- Lead 2016 year-end compensation evaluation review (1,400 associates) and improved process for 2017.
- Benchmarked current positions and performed analysis to ensure market competitiveness for our compensation structures.
- Manage equity plan and issue yearly grants along with buyout calculations for departing associates.
- Implemented spreadsheets to compute variable incentives for on-site technicians, streamlining the incentive payout process for property managers.
- Participated in annual National Multifamily Housing Community (NMHC) salary surveys.
- Lead multiple year-end audits – medical benefits, HSA, and PTO audits

Education & Licensing

Kennesaw State University, Coles College of Business
Bachelor of Business Administration, Finance

Kennesaw, Georgia
December 2015

- Cumulative GPA – 3.36

Skills and Interests

High Level Proficiency in Office Suite 365 (Excel, PowerPoint, Outlook, Word), Power BI, Outlook, ADP, UltiPro, Culpepper, Radford (AON), Mercer (CompTryx), Economic Research Institute (ERI)

Professional Affiliation / Leadership

- Atlanta Area Compensation Association (AACA), Member (former board)
- World at Work

Volunteer

- Partnership Walk
 - Help facilitate the event, which is held once a year, to help raise money for developing nations.

References personal and professional gladly furnished upon request