

MICHAEL ANDERSON

Benefits Manager

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Dedicated Insurance Professional with a specialization in employee benefits and compensation, offering over 9 years of experience in designing and managing benefit programs that enhance employee satisfaction and retention. Expertise in regulatory compliance and benefits administration, with a strong understanding of market trends and employee needs. Proven ability to conduct thorough market analyses to ensure competitive benefits offerings.

WORK EXPERIENCE

Benefits Manager | Employee Benefits Solutions

Jan 2022 – Present

- Designed and managed employee benefits programs, ensuring compliance with regulations.
- Conducted market research to benchmark benefits offerings against industry standards.
- Collaborated with HR teams to communicate benefits information effectively.
- Analyzed employee feedback to enhance benefits offerings and satisfaction.
- Managed vendor relationships to ensure quality service delivery.
- Developed educational materials to inform employees about their benefits options.

Compensation Analyst | Corporate Benefits Group

Jul 2019 – Dec 2021

- Conducted compensation analyses to ensure competitive pay structures.
- Assisted in the development of compensation policies and practices.
- Collaborated with HR to resolve compensation-related inquiries and issues.
- Analyzed market salary data to inform pay adjustments and negotiations.
- Participated in compensation surveys to gather industry data.
- Developed reports to present compensation findings to management.

SKILLS

Employee Benefits

Compensation Analysis

Regulatory Compliance

Market Research

Communication Skills

Program Management

EDUCATION

Bachelor of Science in Human Resources Management - University of Michigan

2015 – 2019

University

ACHIEVEMENTS

- Increased employee satisfaction with benefits offerings by 40% through program enhancements.
- Successfully implemented a new benefits administration system, reducing processing time by 50%.
- Recognized with the 'Outstanding Service Award' for exceptional contributions to employee benefits management.

LANGUAGES

English

Spanish

French