

REED EDWARDS

Castle Rock, CO • (720) 745-3189 • reed.edwards@gmail.com

OBJECTIVE:

Mr. Edwards is a skilled and experienced professional that is a unique find as he leverages well-developed communication, leadership and interpersonal skills and a deep understanding of multiple areas of business to add value to all types of organizations, projects and initiatives. Areas of expertise include general Human Resources, Compensation, Health and Retirement Benefits, HR Finance, statistical analysis, valuation and forecasting. Additionally, his technical knowledge of Information Systems and Data Science methods provides him the ability to tackle challenging data problems.

EDUCATION:

UNIVERSITY OF CHICAGO, Graham School <i>Data Analytics for Business Professionals – July 2019</i>	Online Coursework
UNIVERSITY OF MINNESOTA, Carlson School of Management <i>Master of Business Administration – May 2010</i>	Minneapolis, MN
UNIVERSITY OF UTAH <i>Bachelor of Arts – Dual Degree: Accounting, Information Systems - May 2005</i>	Salt Lake City, UT

EXPERIENCE:

STREET DATA PARTNERS Founder, Principal Data Scientist	Castle Rock, CO Sep. 2019 – Present
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- Provide strategic direction for data analytics software startup.
- Evaluate market, create marketing content and lead business development activities.
- Manage business partnership and develop joint product offering.
- Expert witness for compensation, benefits, finance and statistics cases.

PRECISION ANALYTICS Data Science Partner	Castle Rock, CO Sep. 2019 – Present
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- Assess the effectiveness of product offering and collaborate on business strategy.
- Identify target market opportunities and conduct business development activities.
- Lead operations support for existing and onboarded clients.
- Research latest data science methods and define proprietary analytical process.

LOCKHEED MARTIN Lead HR Business Partner	Littleton, CO Apr. 2017 – Sep. 2019
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- Led HR for Space Production Operations (+1,100 Salaried, Hourly and Represented employees).
- Improved talent development by creating and implementing a new strategy to address leader development, organizational effectiveness and other issues.

HR Business Partner	Mar. 2016 – Apr. 2017
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- Led HR for Space Systems Supply Chain organization (+400 Exempt employees) – partnered with organization, HR leadership and COEs to improve employee HR experience.
- Resolved several challenging Employee Relations cases and minimized financial/reputational impact to LM.
- Educated leaders on HR processes to achieve organizational effectiveness and affordability objectives.

Executive Compensation Lead Compensation & Performance Management Consultant	Sep. 2014 – Mar. 2016
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- Manage Executive Incentive Compensation Plan (MICP) participation, changes to current participants and administration of annual merit and MICP award cycles.
- Forecasted/audited annual MICP spend and modeled the impact of potential changes to participants – continued focus during 2015 pay planning on participants with lower target %s.
- Led Executive Pay Planning (EPP) – worked with HRBPs to meet deadlines, supported questions about the EPP tool and presented summarized results to ELT.
- Partnered with HR leaders, HRBPs and other COEs to resolve unexpected issues and complete ad-hoc requests.

3M COMPANY

St. Paul, MN

Benefits Analytics & Reporting Specialist

Aug. 2013 – Aug. 2014

- Forecast health care spend using historical claims data and projected changes in market and plan design.
- Managed benefits analytics vendor to improve collaboration and ensure accurate reporting.
- Monitored and led compliance with regulatory updates related to retirement and health care plans.

Compensation & Stock Plans Analyst

Jul. 2011 – Aug. 2013

- Administered the 3M Long Term Incentive Plan (LTIP) and Stock Purchase Plan. Supported local administration of the LTIP for +70 countries.
- Managed LTI vendor relationship and collaborated with vendor team to improve service to ~10,000 participants.
- Performed annual LTI award value benchmarking using external survey data, calculated cost and share impact and presented recommendations to senior HR leadership on market pricing activities and proposed changes.

Compensation & Benefits Analyst

Jun. 2010 – Jul. 2011

- Conducted market pricing activities to ensure the competitiveness of broad-based salaries – presented findings and made recommendations to compensation leadership.
- Supported global contacts with the annual merit increase process and benefits benchmarking.
- Led a special project to summarize historical short-term incentive payout values by country and incentive plan type for senior HR leadership.

CARLSON FUNDS ENTERPRISE

Minneapolis, MN

Fixed Income Analyst

Apr. 2009 – Apr. 2010

- Researched and recommended securities to clients of \$16 million student-managed fixed income fund.
- Analyzed current and potential holdings, built financial models, and conducted market and company research.

TARGET CORPORATION

Minneapolis, MN

Finance MBA Intern

Jun. 2009 – Aug. 2009

- Evaluated profitability and risk of new perishable grocery strategy to be implemented in 1,000 stores. Created methodology and built model to estimate shrink and gross margin rates.
- Collaborated with multiple clients to create an internal report to monitor and optimize product mix profitability.

GOLDMAN SACHS & CO.

Salt Lake City, UT

Operations Analyst

Jul. 2006 – Jul. 2008

- Established new team to centralize the client on-boarding function previously completed at regional offices.
- Built relationships of trust with internal clients and maintained 95%+ adoption rate of new, centralized process.
- Eliminated process inefficiencies through close collaboration with internal clients and peer teams resulting in decreased processing costs and improved asset transfer period for net improvement of \$325 per client.

OTHER SKILLS:

- Fluent in written and spoken Spanish and conversational in Portuguese.
- Able to use forecasting/modeling and problem-solving skills to support better strategic decision making.
- Critical thinker who solves complex problems and creates action plans to address opportunities.
- Advanced Excel user capable of using array formulas, pivot tables and Vlookups to analyze and validate data.
- Excellent communication skills with the ability to articulate and synthesize complex problems and concepts.