



**Nick Rettenmyer**  
**Director Global Compensation Programs**  
**Microsoft**

**Nick Rettenmyer** has significant experience in Compensation Planning & Sales Force Effectiveness and currently holds a leadership role in the design and execution of global compensation programs across Microsoft. His team has responsibility for the overall management of broad-based global compensation programs for Microsoft, a world class technology firm with almost 100,000 employees in over 100 countries. Nick has also led teams in the development and assessment of global sales compensation plans at Microsoft.

In addition to his work at Microsoft, Nick has held leadership positions with Tetra Pak International and Bristol-Myers Squibb. As the Director of Global Compensation at Tetra Pak in Lausanne, Switzerland, he led the Compensation function for Tetra Pak's Global Centre of Expertise (CoE) for Compensation & Benefits, managing the development of Global Compensation Strategy, Programs and Policies, impacting more than 20,000 employees in over 80 countries. As an Associate Director at Bristol-Myers Squibb, he had responsibility for the sales force metrics, planning, reporting and incentive compensation for specialty pharmaceutical brands with over \$1B in annual sales. Nick has also spent time in HR consulting with Mercer and Hay Group, primarily focused on broad-based compensation.

Nick has a Masters of Business Administration (MBA) from the University of Texas at Austin.