



Nathan Counts

Vice President of Total Rewards
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Nathan Counts serves as Vice President of Total Rewards at Amtrak where he manages a team of 35 and oversees a budget exceeding \$1 billion, supporting 24,000 employees and managing an internal team of clinicians to support the safety sensitive workforce. Previously, Nathan was Assistant Vice President at AT&T, where he managed benefits for over 1 million eligible lives and directed a team responsible for over \$3 billion budget, with a focus on reducing benefits liability and optimizing vendor contracts. Nathan began his career as an actuary at Chicago Consulting Actuaries. He holds an M.A. in Mathematics and Statistics from the University of Texas and dual B.A. degrees in Mathematics and Computer Science from Pepperdine University. He is a Certified Compensation Professional and an active member of several professional organizations.