



OF MISSOURI
A Limited Liability Company

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Compensation/Executive Compensation Reasonableness Consulting/Testifying Experience

Summary:

- Retained as a testifying expert/compensation consultant by public and private entities
- Speaker/instructor on executive compensation reasonableness determinations at national conferences/webinars

Representative Experience-Dispute/Litigation-related assignments:

- Retained as compensation expert re: IRS and other challenges to reasonableness of executive compensation determinations in multiple matters/IRS Districts (e.g., CA, CO, FL, IL, MO, NM)
- Testified at trial in compensation dispute regarding reasonableness of executives' pay from private foundations doing charitable work
- Retained to build position duties/reasonable compensation rates documentation package for executive sued by minority shareholder in palimony-related action for unreasonable comp issues
- Testified in numerous valuation-related cases (marital dissolution-related and others) in which executives' compensation reasonableness was at issue
- Testified (private and public hearings) multiple times before the governing bodies of municipalities regarding disputes/interpretive issues with their compensation plan(s)
- Retained as compensation expert in dispute re: comparability/applicability of position descriptions to existing pay plan in multiple local municipalities

Representative Experience-Compensation Reasonableness and Plan Design/Consulting-related assignments:

- Retained to perform proactive compliance and planning/documentation/system reviews for owners' executive compensation and stakeholder ROI corporate governance policies and related IRS compliance issues
- Retained by private not-for-profit entities and privately-held entities' IRS-related issues/challenges to owners' and other executives' compensation and related ROI, unreasonable earnings accumulation/dividend income issues
- Designed/implemented multiple salary/compensation and position evaluation plans, including gathering of related compensation/survey data, for businesses and governmental bodies, covering executive, professional, public safety, technical and support position for PH conglomerates, public institutions and entire municipalities
- Retained as a consultant to an affiliate of Economic Resource Institute, a leading compensation/employment data source for HR professionals. Consulted on design of valuation-related applications for their Executive Compensation database/software product offerings and in marketing their products to CPA/ABVs, ASAs and related valuation users
- Retained for ERI-related research and executive compensation data analysis by U.S. FCG/CPA BV firms
- Retained to consult on valuation of executive stock options of publicly-held entity(s)

Complete resume provided separately, upon request.