

# Jim Heim

## Lead Consultant

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Jim has been a trusted advisor to Boards and their senior management teams on all aspects of executive compensation and director compensation issues since 2004. His clients range from Fortune 500 firms to pre-IPO start-ups and represent multiple industries, including technology, biotech, aerospace & defense and industrial manufacturing. Specific areas of focus include pay governance, incentive plan design, pay-for-performance alignment, compensation benchmarking, proxy analysis and special compensation programs for IPO and M&A transactions.

In addition to his consulting experience, Jim has worked in the corporate human resources departments of EMC Corporation, The Gillette Company and One Beacon Insurance.

Jim regularly writes and presents on executive compensation topics for organizations such as the NACD, American College of Corporate Directors, and WorldatWork, and is also a former faculty member of WorldatWork, serving as course instructor for “Principles of Executive Rewards”.

He has a B.A. in Psychology and a MBA with a concentration in Human Resource Management from the University of Kansas.

Jim is located at the company's Boston, MA office.

### **Contact Information**

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