

# Ryan C. Harvey

## Partner

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Ryan Harvey has been consulting in executive and director compensation since 1996. He works with boards of directors and management on all aspects of executive compensation design and analysis with extensive experience in long- and short-term incentive design, employment contracts, director compensation programs, change-in-control arrangements and retention design. Ryan acts as a national resource for Meridian on executive compensation issues associated with corporate transactions including initial public offerings, spin-offs, mergers, acquisitions and start-ups. Ryan has been a partner at Meridian since it was formed. Prior to Meridian's founding, Ryan spent 14 years consulting in executive compensation at Hewitt Associates where he was a Principal.

His clients include large companies in diverse industries including business services, distribution, financial services, food and beverage, medical technology, pharmaceuticals, media, manufacturing and retailing. He also has extensive experience working with start-ups, venture capital and private equity.

Ryan has published articles on topics including change-in-control severance design, IPO issues and pay for performance.

Ryan has a B.A. in Economics from Hope College and an M.B.A. in Finance from DePaul University.

Ryan is located at the company's Lake Forest, IL office.

### **Contact Information**

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