

## James Limmer Senior Consultant



James has worked in executive compensation consulting for ten years. He provides guidance on a broad range of executive compensation matters, including peer group development and validation, executive and director benchmarking, research and analysis of compensation practices, short-term and long-term incentive plan designs, valuation models for long-term incentive vehicles, realized/realizable pay assessments, equity dilution analyses, change-in-control and severance provisions, and IRC Section 280G calculations.

He has worked with clients in a variety of industries, including oil and gas, energy and utilities, construction and engineering, financial services, technology hardware, manufacturing, information technology and retail; he has worked public and private companies, as well as spin-offs and pre- and post IPO companies.

He is part of Meridian's valuation team, which performs accounting valuation models for various equity incentives. He has also co-authored articles for the NACD Directorship magazine and represented Meridian at Equilar's annual Executive Compensation Summit.

James holds a B.B.A. in Finance (with a minor in Accounting) from the University of Texas.

### Contact Information

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