

## Thomas McNeill Partner



Tom is a partner and lead consultant at Meridian and has more than 30 years of consulting and corporate experience. He advises compensation committees and senior leadership at clients on a full range of executive compensation and related corporate governance matters, including benchmarking, incentive plan design, severance and change-in-control arrangements. His consulting emphasizes compensation strategy development and the alignment of pay and performance. Tom began his career working at a global integrated oil and gas company, where he held roles in finance, strategic planning, operations analysis and executive compensation.

Tom works with companies across a broad range of industries, including energy, engineering and construction, telecommunications, and financial services. Most of his client relationships are at the Compensation Committee level but involve regular interaction with executive management. Tom's global experience includes working with clients on various compensation and financial matters in the U.K., Europe, Latin America, Japan, Australia, Russia, and the Middle East. He has also advised clients on multiple significant corporate transactions, including mergers and acquisitions, IPOs and spin-offs.

Tom is an active speaker in regional and national events with organizations including the NACD and Corporate Board Member, and has written articles for the Conference Board, NACD's Directorship Magazine, Meridian podcasts and Meridian's Energy Insights blog. Tom also serves as an advisor to a student investment club.

He earned a B.S. degree in Finance and Business Economics from the University of Southern California and a M.B.A. degree from the Anderson Graduate School of Management at UCLA.

### Contact Information

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