

## Laura A. Hay Lead Consultant



Laura Hay has 25 years of experience advising institutions on executive compensation and its related governance. Specializing in banks, insurance, diversified financials and Government Sponsored Enterprises (GSEs), she believes that financial institutions provide the foundation for a strong economy and that good corporate governance results in long-term sustainability and shareholder value.

Laura advises boards and management teams on a broad array of compensation issues. Recent projects include compensation decision-making related to merger and acquisitions, equity plan strategy, pay and performance alignment, line of business compensation and proxy advisor guideline interpretation and consultation.

Prior to joining Meridian, Laura led the national banking industry group for a major compensation consulting firm. Laura also has corporate experience and managed the global executive and director benefit and stock plan programs for Duke Energy Corporation.

Laura is a frequent author and speaker on compensation and governance topics. Her commitment to sound governance led her to be a catalyst for the founding of the Carolinas chapter of the National Association of Corporate Directors.

Laura has a B.S. from the University of Detroit and an MBA from the University of North Carolina at Charlotte, graduating with honors. She is a Certified Compensation Professional (CCP), a Senior Professional in Human Resources (SPHR), and a SHRM Senior Certified Professional (SHRM-SCP).

### Contact Information

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