

# Susan O'Donnell

## Partner

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Susan has over 25 years' experience advising Boards and management on all aspects of executive and board compensation and governance. Susan helps develop total compensation programs that support each client's business strategy and desired philosophy while balancing market, shareholder and regulatory perspectives. Specific areas of focus today include annual and long-term incentive plan design with appropriate risk features, pay-for-performance alignment, executive reward and retention strategies, board compensation, committee governance, succession planning and shareholder/proxy disclosure. Susan has also served as an expert witness for executive compensation matters.

Susan has spent the last 15 years dedicated to serving the financial services industry and leads Meridian's Financial Services/Banking Team. She advises clients on the many continued compensation regulations and practices affecting the industry.

Susan is an experienced speaker and writer on the topics of executive, director, corporate governance, pay for performance and succession planning. She is an active speaker at national and industry conferences (e.g. American Banker, Bank Director, Equilar, NACD) and has published numerous articles and white papers on the topics related to best practices, regulations and emerging trends. She has also provided comment letters to regulators related to Dodd Frank. Susan has been a Certified Compensation Professional (CCP) with WorldatWork for over 25 years.

Susan earned her BA degree from Mount Holyoke College in South Hadley, Massachusetts and an MBA from Babson College in Wellesley, Massachusetts.

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

### Contact Information

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