

Mike Rourke

Lead Consultant



Mike consults clients on a broad range of executive compensation strategy and design, including executive and director compensation benchmarking, short- and long-term incentive plan design and financial goal-setting, analysis of pay and performance alignment, Say on Pay, and peer group development. Mike has over ten years of experience, including three years at Mercer.

He has experience working with compensation committees and management of both publicly traded and privately held companies. His industry experience includes: automotive, building and consumer products, energy, financial services and fintech, hospitality, logistics, manufacturing, medical, multi-level marketing, real estate, retail and steel. These clients span a wide range of revenue size, including organizations in the S&P 500.

Mike has authored reports on executive compensation trends and governance and is a leader of Meridian's Monte Carlo valuation team.

Mike's education includes an M.B.A. (High Distinction) from the University of Michigan's Stephen M. Ross School of Business and a B.A., Economics (Distinction) from the University of Michigan.

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