

## Chris A. Havey Partner



Chris has consulted on executive and director compensation since 1999. He consults with boards of directors and management on areas such as incentive design, linking pay with performance, compensation committee process and governance, severance and employment contracts, technical issues, compensation disclosure, and compensation benchmarking.

Chris's industry experience includes energy (oil & gas, utility/power, and renewables), manufacturing, distribution and logistics, homebuilding, technology and information services, at public and privately held organizations of all sizes. Chris also leads Meridian's equity accounting valuation group and is a firm-wide resource on accounting for equity incentives.

Chris has written articles for WorldatWork Journal and the National Association of Corporate Director's Director Advisory Magazine. He also leads Meridian's Energy Industry Team, coordinating our strategies and resources for serving the Energy sector, including both oil & gas and utilities/power. His oversight includes Meridian's Energy Insights blog which features Meridian's energy-specific commentary on compensation and governance issues.

Prior to joining Meridian, Chris spent 11 years at Hewitt Associates primarily focused on executive compensation. Chris holds a B.S. in Economics from Texas A&M University and an M.B.A in Finance from C.T. Bauer College of Business at the University of Houston.

### Contact Information

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