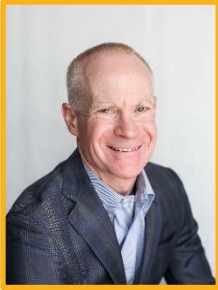


## James C. McGough Partner



Jamie McGough has more than 25 years of consulting experience in executive compensation and related governance. His work has included the design and structuring of all aspects of executive and outside director compensation including short- and long-term incentive design, supplemental retirement programs and change-in-control arrangements. He leads our Performance Measurement Team and has done considerable work linking shareholder value and executive compensation programs.

Jamie's work encompasses a wide range of public and private companies and has experience in a multitude of industry sectors including, aerospace, consumer products, energy, heavy equipment, industrial, retail, and technology, and regularly consults with boards of directors.

He received a B.S. in Accountancy from DePaul University, and an MBA in Finance and Economics from the University of Chicago, and is a Certified Public Accountant.

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