

## Jim Heim Partner



Jim has been a trusted adviser to Boards and their senior management teams on all aspects of executive compensation and director compensation issues for over twenty years. His clients range from Fortune 500 firms to pre-IPO start-ups and represent multiple industries including life sciences, technology, aerospace & defense, clean energy and industrial manufacturing.

Over his career, Jim has participated in nearly 900 compensation committee meetings while advising over a hundred clients on topics including:

Pay Governance \* Incentive Plan Design \* Pay-for-Performance Alignment \* Compensation Benchmarking \* Proxy Analysis \* Special Compensation Programs for IPO and M&A Transactions \* Severance and Change-in-Control Benefits \* Equity Pool Approvals \* Shareholder Outreach and Say-on-Pay Vote Optimization \* Tailoring Pay for Business Stage

Jim regularly writes and presents on executive compensation topics for organizations such as the NACD (for whom he has conducted Compensation Committee Chair Training sessions and participated in “Ask the Expert” panels), American College of Corporate Directors, Corporate Board Member (for whom he has conducted Compensation Committee workshops) and WorldatWork. He is also a former faculty member of WorldatWork, serving as course instructor for “Principles of Executive Rewards”.

Prior to joining Meridian, Jim most recently served as a Managing Director and Partner at Pearl Meyer & Partners. Before joining Pearl Meyer in 2004, he worked in the corporate human resources departments of EMC Corporation, The Gillette Company and One Beacon Insurance.

Jim received his M.B.A. (human resources management concentration and Dean’s List member) and B.A. in Psychology (graduated with Highest Distinction) from the University of Kansas, and has also earned designations as a Certified Compensation Professional and a Certified Equity Professional.

### Contact Information

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