

Ryan Smith Senior Consultant



Ryan joined Meridian as a Senior Consultant in 2025. He consults on a wide range of executive compensation matters, including peer group development, competitive benchmarking for executives and outside directors, short- and long-term incentive designs, and valuation models for long-term incentive vehicles.

Prior to joining Meridian, Ryan spent 12 years in financial services. Most recently, at PNC Private Bank where he advised Ultra High Net Worth individuals and families on tax, financial & estate planning, trusts, private banking, and investment management.

Ryan received his M.B.A. from the University of Michigan's Stephen M. Ross School of Business with concentrations in Finance & Strategy. He has a B.A. in Economics from Denison University.

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