



Steven T. Sullivan, a managing director with Pearl Meyer's Chicago office, has more than 20 years of consulting and industry experience assisting clients in executing their strategic human resources and compensation initiatives. His focus has been in the areas of executive compensation program benchmarking, design, and oversight in the healthcare industry and for tax-exempt businesses. Mr. Sullivan also advises clients in the areas of sales and performance incentives, recruitment, motivation and retention, strategic compensation program design and implementation, and organizational change. He has experience in the financial services, manufacturing, and information technology industries. Prior to joining Pearl Meyer, Mr. Sullivan was a director in McGladrey's Human Capital Services Practice. He also previously served as a senior manager with Ernst & Young LLP's National Human Capital Practice, providing advisory services to both public and private companies; as Americas' compensation manager for Andersen Consulting (Accenture), and as a compensation consultant for the Bank Administration Institute. He has also worked on the corporate side of compensation as a Human Resources Officer at The Northern Trust Company. Mr. Sullivan holds a BA from Gustavus Adolphus College, an MA from California State University, and has completed studies toward an Industrial/Organizational Psychology Ph.D. at the Illinois Institute of Technology. Mr. Sullivan has conducted research and spoken in different forums on aligning executive compensation with transformational healthcare business strategies, non-profit IRS compliance issues, institutional investor activism, corporate governance and strategic compensation alignment with organizational imperatives. He is a member of the American College of Health Care Executives, National Association of Stock Plan Professionals (NASPP), Society of Human Resource Management (SHRM) and WorldatWork.