



Edward R. Rataj, CCP, CECP, ACCP, MCCP

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Mr. Rataj is the Managing Director, Compensation Consulting of CBIZ Human Capital Services. He joined CBIZ in 2003 to oversee CBIZ's Compensation Consulting Division. His career in compensation consulting began in 1995. Since then, he has amassed extensive experience in the area of compensation, focusing on designing innovative executive, broad-based and sales compensation programs. His core business is consulting with corporate clients across various industries in the area of compensation. In addition to his core corporate work, Mr. Rataj serves as an expert witness in the area of reasonable compensation.

Expertise

- Litigation Support
- Reasonable Compensation Opinions
- Executive Compensation
- Closely held businesses
- Incentive Programs
- Sales Compensation
- Market-Based and Job Evaluation-Based Compensation Systems

Experience

- Qualified as an expert witness in compensation-related matters including reasonable compensation, intermediate sanctions, rebuttable presumption, competitive market value and Defense Contract Audit Agency (DCAA) allowable compensation.
- Testified in the area of reasonable compensation.
- Managed the development and implementation of multiple compensation programs for clients, including broad-based systems, annual incentive and equity plans, executive compensation packages and sales compensation programs.
- Created consolidating compensation plans for organizations completing mergers and acquisitions.
- Previously worked for leading human resources consulting firms, including Mellon (formerly Buck Consultants) and William M. Mercer.



Representative Engagements

- Assessed and testified regarding the reasonable compensation level for a nationally recognized law firm partner as part of a family law matter.
- Conducted a compensation study to determine reasonable compensation over a 19-year period for the owner/executive of a real estate development firm that was under investigation by the Internal Revenue Service
- Performed compensation analyses to compare the compensation package provided to the Chief Executive Officer of a billion-dollar trust fund to reasonable compensation levels
- Evaluated 12 years of compensation paid to the deceased owner/executive of a commercial printing company as a key element of an estate dispute
- Formed a reasonable compensation opinion for two executives of a large pipe supplier and assessed an IRS opinion and methodology regarding the appropriateness of dividends and compensation provided to the executives
- Assessed reasonable compensation for two executives of a family-owned healthcare supply company following a change in control
- Assisted in avoiding litigation and negotiating compensation for services provided as liquidating trustee of a company holding a patent which the client was directly responsible for selling at a significant return on investment for the other partners

Background

Education

B.S. – Finance, Miami University (Ohio), 1995

Professional Licenses and Memberships

- Certified Compensation Professional (CCP)
- Certified Executive Compensation Professional (CECP)
- WorldatWork
- Society of Certified Professionals (WorldAtWork)
- Compensation and Benefits Network of Greater St. Louis
- The Entrepreneur Institute

Academic

Annual Guest Lecturer – “Reasonable Compensation in Closely-Held Companies” – Washington University Masters Program.

Annual Guest Lecturer – “Sales Compensation” – Washington University Masters Program.



“Top Ten Trends and Best Practices in College and University Talent Management” – Webinar, Part One: December 5, 2013, Part Two: February 6, 2014 (co-presented with Jan Asnicar)

“Reasonable Compensation in Closely-Held Companies” – Vistage CEO Group – February 19, 2014

“The \$199,000 Threshold-Executive Compensation in NY Tax Exempt Organizations: Nonprofit Guide to Navigating Intermediate Sanctions & Executive Order 38” – FMA Conference – May 8, 2014



Media Quotes

Mr. Rataj has been quoted as an expert in the area of compensation in the following articles:

Miller, Stephen. "IBM Adopts End-of-Year 401(k) Matching Payment." *HRMagazine* 1 Feb. 2013

Mueller, Angela. "Monsanto Paychecks Grow." *St. Louis Business Journal*, 3 Aug. 2012.

Nicholas, George. "How to Reward Top Performers." *Chief Executive* . December 1, 2011.

"How to Find Out if You're Underpaid." Yahoo! HotJobs. August 17, 2010.

LaCapra, Lauren Tara. "Wall Street Whispers: Goldman's Rep (and Hank Paulson's)." *The Street*. July 30, 2010.

LaCapra, Lauren Tara. "Wall Street Pay Q&A." *The Street*. May 26, 2010.

Sheryl Nance-Nash. "Executive Compensation: Reforms are Slowly Gaining". AOL Daily Finance. February 26, 2010.

Nicklaus, David. "Pay Czar is Missing Mark." *St. Louis Post-Dispatch*. October 27, 2009.

Stringfellow, Jamie. "A Raise During These Economic Times? Maybe it's not so crazy." *Association News*. October 2009.

Todorova, Aleksandra. "How to get Promoted in a Recession." *SmartMoney.com*. August 25, 2009.

Prior, Anna. "Employers Cut Back on Aid to Laid-Off Workers." *The Wall Street Journal*. August 9, 2009.