



Hal Wallach,
Director, Executive Compensation Consulting
CBIZ Talent & Compensation Solutions
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Hal Wallach has more than 25 years of experience in human resources strategy and design, as well as board of director, executive and broad-based compensation design and analysis. Mr. Wallach has worked with organizations in many different industries and of various sizes, including publicly-held Fortune 500 companies, privately-held and non-profit organizations. He previously served in management and senior consultant roles at three of the leading human resources consulting firms in the nation. He also served as Senior Vice President – Human Resources for a publicly-held global manufacturing company.

Expertise

- Executive Compensation
- Board of Director Compensation
- Documenting / Establishing Market-Based Compensation
- Annual and Long-Term Incentive Plan Design
- Talent Management / Succession Planning
- Mergers & Acquisitions
- Reasonable Compensation Opinions

Experience

- CBIZ Talent & Compensation Solutions (2015 – Present) – Director, Executive Compensation Consulting
 - Leads CBIZ Talent & Compensation Solutions' Executive Compensation Consulting practice, serving organizations, from corporations to non-profits, throughout the nation. Guides boards of directors and management teams through creation and implementation of executive compensation programs that attract and retain top leadership and adhere to regulatory requirements.
- Pearl Meyer & Partners (2012-2013) – Managing Director
 - Specialized in advising company Boards and senior management on executive compensation strategy and design, talent and succession management, non-employee director compensation design and corporate governance issues.
- Mercer Human Resources Consulting (2000-2007, 2010-2012) – Partner & Global Client Manager
 - Initially served as Principal and Market Leader, then as Partner and Global Client Manager. Responsible for managing global relationships for several leading organizations in the Midwest.



Experience (continued)

- Solutia Inc. (2007-2009) – Senior Vice President, Human Resources
 - Led the worldwide Human Resources function for this \$4 billion specialty chemicals company with operations in over 60 countries.
- Buck Consultants (1994-2000) – Vice President, Executive Compensation
 - Established and led the executive compensation practice for the St. Louis office, consulting with a wide variety of publicly- and privately-held companies across the U.S.
- Hewitt Associates (1990-1994) – Manager, Compensation Consulting
 - Led a unit within the Compensation Division, specializing in executive and board of director compensation consulting to clients in the transportation, energy, financial services, telecommunications and retail industries.
- Arthur Andersen (1984 – 1990) – Tax Manager
 - Had signature responsibility for a variety of corporate, partnership, trust and individual tax returns. Also provided personal financial planning services to senior executives.

Representative Engagements

- Managed the design and implementation of compensation plans and programs for many clients, including annual incentive and equity plans, executive compensation packages, change-in-control and severance agreements.
- Created consolidating compensation plans for organizations completing mergers and acquisitions and IPOs.
- Designed executive compensation plans (i.e., compensation levels, incentive plans, employment arrangements) for two of the largest coal companies in the world in conjunction with changes in their ownership structure (i.e., IPO, spin off).
- Provided advisory services to a publicly-held, multi-billion dollar company in Chapter 11 bankruptcy. Designed all executive and board of director compensation plans and programs.
- Conducted reasonable compensation analyses for privately-held companies, family owned businesses and non-profit organizations.
- At the world's largest human resources consulting firm, served as global client manager for 10 publicly-held, multi-billion dollar companies headquartered in the Midwest. Responsibility and oversight of all services provided across the globe.

Background

Education

B.S. – Accounting, University of Nebraska, 1984

Professional Licenses and Memberships

- Certified Public Accountant, CPA (1988-2009)
- WorldatWork
- Compensation and Benefits Network of Greater St. Louis
- American Institute of Certified Public Accounts

Academic

Adjunct Professor, Executive MBA Program, Washington University (2000-2004) – “Elements of Executive Pay”



Presentations/Articles

“Executive Compensation in Tax Exempt Organizations – How to Protect Yourself from IRS Scrutiny” – CBIZ Not-for-Profit Seminar in Phoenix, Arizona on May 22, 2018

“Executive Compensation in Privately Held Companies: Best Practices in Today’s Competitive World” – CBIZ Webinar on March 29, 2016, CFO Conference in Memphis, Tennessee on May 17, 2016

“Executive Compensation: Attracting, Motivating and Retaining Top Talent” – Executive Roundtable in Houston, Texas on September 12, 2016, CFO Conference in Kansas City Missouri on December 1, 2016, Enterprise University in St. Louis, Missouri on September 21, 2016 and May 24th, 2017, CMA Family Business Forum on June 13, 2017

“Win The Not-For-Profit Talent War: Recruitment, Retention, Rewards and Regulations” – CBIZ Webinar on August 10, 2016

“Employee Stock Ownership Plans – ESOPs” – Presentation to CMA Family Business Forum on June 14, 2016

“Critical Tasks of the Compensation Committee”, October 1999 edition of American Compensation Association (now WorldatWork) News Magazine

Media Quotes

Edwards, Greg. “How St. Louis worker pay stacks up against the CEO”. St. Louis Business Journal, May 3, 2018.

Desloge, Rick. “Inside game: Stirtz places \$17 million bet on Energizer”. St. Louis Business Journal, March 9, 2003.

Garrison, Chad. “From planes to private club memberships, execs reap benefits despite sagging economy”. St. Louis Business Journal, July 28, 2002.

Desloge, Rick. “Argosy execs cash in stock options”. St. Louis Business Journal, June 2, 2002.

Desloge, Rick. “Execs feel the pinch. Weak economy affects pay, bonuses of area executives”. St. Louis Business Journal, March 24, 2002.

St. Goar, Jinny. “Nonqualified Successes – A Boom in “top hat” deferred compensation programs spurs companies to compare funding methods.” *CFO Magazine*. October 1, 1999.

Manning, Margie. “Miller tops highest paid. \$5 million man”. St. Louis Business Journal, June 28, 1998.

King, Carole Ann. “SEC Registration of NQ Deferred Comp.”. LifeHealthPRO. December 15, 1997.