



## **Ed McGaughey**

Managing Director – Pearl Meyer and Partners

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Ed McGaughey is a Managing Director and heads the Houston Office of Pearl Meyer & Partners. He has 30 years of experience in executive and Board compensation, including extensive experience in international or global executive and employee compensation, M&A related issues, expatriate compensation including re-domesticating executive arrangements, board compensation and related governance. Ed also leads PM&P's Energy niche team practice-wide. According to Equilar, PM&P has the largest client base in the energy sector.

Before joining PM&P in 2002 with his team, Mr. McGaughey founded Human Factors ("HFI") in 1986 and served as its President and was a human resources executive in the energy industry. HFI was sold to KPMG in 1995.

An Army veteran, Mr. McGaughey is a graduate of the University of Houston. He has authored articles including the chapter in Wiley Publications' *Paying for Performance*, *Texas CEO Magazine*, *Directors Monthly*, *Directors' Digest* and other industry publications. He has conducted NACD web casts, presented at the CEO S.W. Roundtable, HR Energy Executive Roundtable, SHRM, Texas Total Rewards Conferences, the Houston Compensation Association and related events.