



Chris Earnest

Managing Director, Pearl Meyer

Chris Earnest is a Managing Director in the Houston office of Pearl Meyer, where he advises clients on executive compensation programs that align to their business strategy. Mr. Earnest provides guidance on peer group development, executive pay and performance alignment, new share requests, proxy disclosure issues and Director compensation. He works with a wide range of organizations, from pre-IPO to mature, large cap public companies as well as tax-exempt and non-profits. Mr. Earnest has experience consulting in a variety of industries including oil and gas, basic materials, engineering and construction.

Prior to joining Pearl Meyer in 2008, Mr. Earnest practiced law at a Houston-area firm where he specialized in employment benefits and related insurance.

Mr. Earnest holds B.B.A, M.B.A. and J.D. degrees from the University of Tulsa. He is an active member of the Texas Bar Association, as well as the Houston and Austin chapters of the National Association of Corporate Directors (NACD)