

Ed Steinhoff **Managing Director**

Ed Steinhoff is a Managing Director in Pearl Meyer's Chicago office. Ed works with the Boards of Directors and senior management teams of public and private companies ranging from small and middle-market firms to multi-billion dollar corporations to design executive compensation programs which drive business performance and value creation, secure high-performing executive talent, and withstand external scrutiny.

Ed works with clients across many industries with a particular focus on banking, health and property & casualty insurance, manufacturing, energy, and not-for-profit organizations. His areas of expertise include executive and Board of Directors pay competitiveness reviews, cash and equity incentive plan design, and executive employment agreement and retention design.

Prior to joining Pearl Meyer, Ed worked for over thirteen years with Mercer, a major human resources consulting firm where he led the Michigan market compensation business. Ed also has twelve years of corporate compensation experience with Amoco Corporation in Chicago.

Ed received a Bachelor of Science degree in Finance from Georgetown University and a Master of Business Administration degree from the University of Michigan Ross School of Business. He speaks regularly on compensation issues and is a member of WorldatWork.