



David Bixby

Managing Director – Pearl Meyer

David Bixby is a managing director in Pearl Meyer's Houston office, has over 15 years of experience advising compensation committees and management teams on compensation program design and governance. Mr. Bixby consults extensively with compensation committees and senior management teams on the assessment and design of executive and director pay programs, compensation strategy and philosophy development, annual and long-term incentive plan design, employment and severance agreements, pay and performance alignment, competitive pay analyses, and corporate governance. He has worked with both public and private companies of varying sizes across a range of industries, with a focus on oil and gas and the broader energy sector.

Prior to joining Pearl Meyer in 2010, Mr. Bixby was a senior consultant in the Houston office of Towers Perrin (later Towers Watson). He is a member of WorldatWork and the National Association of Stock Plan Professionals (NASPP). He is a Certified Executive Compensation Professional (CECP), and is a member of Board Advisory Services for the National Association of Corporate Directors (NACD), Texas TriCities Chapter in San Antonio, TX.

Mr. Bixby holds a BA in Economics and an MBA from Rice University.

My clients increasingly face pressure to conform to a generally accepted list of generic "best practices" that do not always make sense for every company and every situation. My goal is to help boards and senior management go beyond a generic checklist to develop compensation programs that are mindful of these external considerations, while remaining focused on alignment with their own unique long-term business and talent strategies.