



## MERRYMAN PUTNAM

Senior Director  
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Merryman partners with clients to provide compensation expertise in crafting total compensation packages designed to ensure companies are able to hire the right talent. For 20+ years she has worked with public, private, private equity, government, tribal, and nonprofit entities in a variety of industries including aerospace/engineering, banking/finance, healthcare (including FQHCs), insurance/workers' compensation, manufacturing, technology/software asset management, transportation and utilities.

Throughout Merryman's career, she has managed compensation plans for executives and boards of directors, coordinated the preparation of CD&As for proxy statements, and managed deferral communications and enrollment. She has conducted total compensation package reviews, conducted comprehensive market studies, created salary structures, and designed incentive plans. She has extensive experience with targeted peer group proxy studies for public company clients and Form 990 studies for non-profits, as well as board compensation reviews. Merryman began her career in trust and investment management roles at a Fortune 500 bank before she transitioned into compensation work at a Fortune 500 transportation company, and then into consulting.

### FUNCTION & SPECIALIZATION

- Market pricing and analysis
- Salary structure creation/revision
- Proxy studies- executive and board
- Job description review
- Compensation philosophy review/creation
- Incentive plan design

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- AMERISAFE
- Chesapeake Employers Insurance
- Florida Home Partnership
- Shades of Light
- The CORE Institute / HOPCO
- Life Care Centers of America
- Plexus
- Impact Makers
- Mid-Atlantic Broadband Communities Corporation
- PRA Group

### EDUCATION, LICENSES & CERTIFICATIONS

- MBA, University of Richmond
- B.A., Economics, Randolph-Macon Woman's College
- C.E.C.P.-Certified Executive Compensation Professional (WorldatWork)

### PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- WorldatWork
- SHRM
- The Board of Visitors
- The Junior League of Austin