



**EDGAR HOWARD McGAUGHEY III**

*Managing Director*

[ed.mcgaughey@pearlmeyer.com](mailto:ed.mcgaughey@pearlmeyer.com)

**Direct:** 713.623.8708

Ed McGaughey, managing director in the firm's Houston office, has 25 years of experience in executive and board compensation, including extensive experience in international executive and global employee compensation plan development, due diligence support, re-domestication, negotiations assistance, M&A related issues, executive expatriate compensation, and job measurement. He has authored several ongoing compensation surveys in the energy and manufacturing sector.

Mr. McGaughey previously founded Human Factors in 1986, serving as its president, and was a human resources executive in the energy industry. He founded Pearl Meyer's Houston office in 2002. He continues to support key clients and is a leader in growing the energy team.

An Army veteran, Ed is a graduate of the University of Houston.