



**ED STEINHOFF**

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Ed Steinhoff is a managing director and consulting team leader at Pearl Meyer. In his management role, he oversees a team of senior compensation consultants in the execution of the firm's growth strategy and in the development of consultants at various stages in their careers. With more than 25 years' experience in executive compensation, Ed works with the boards of directors and senior management teams of public and private companies, ranging from small and middle-market firms to multibillion-dollar corporations, to design pay programs that drive business performance and value creation, secure high-performing executive talent, and meet both regulatory standards and stakeholder expectations.

Ed leads client engagements across many industries, with a focus on insurance, banking, manufacturing, and construction and engineering organizations. Prior to joining Pearl Meyer, Ed led the Michigan market compensation business at Mercer. He also has 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 the National Association of Corporate Directors and WorldatWork.