



**LAURA HAY**

*Managing Director*

[laura.hay@pearlmeyer.com](mailto:laura.hay@pearlmeyer.com)

**Direct:** 704.844.0437

Laura Hay is a managing director at Pearl Meyer, where she leads the National Banking Industry Team. She has extensive experience advising financial institutions on compensation and compensation-related governance and regulatory matters. She advises both public and private financial services companies, including private equity and majority-shareholder owned institutions.

Prior to joining Pearl Meyer, Ms. Hay held senior compensation consulting positions at Arthur Andersen and Findley Davies. She also managed the executive and director benefit and stock plan programs for Duke Energy Corporation. Ms. Hay is actively involved in organizations promoting corporate governance including the National Association of Corporate Directors and WomenCorporateDirectors. She is a frequent writer and speaker on executive compensation and compensation-related governance issues.

Ms. Hay graduated summa cum laude from the University of Detroit and earned her MBA from the University of North Carolina at Charlotte. She is a Certified Compensation Professional (CCP), Certified Equity Professional (CEP), a Senior Professional in Human Resources (SPHR), and a SHRM Senior Certified Professional (SHRM-SCP).