



THEODORE SHARP

Managing Director

theo.sharp@pearlmeyer.com

Direct: 508.630.1498

Theo is a Managing Director in the Boston office of Pearl Meyer. He works extensively in all areas of compensation and benefits, specializing in the area of executive compensation. Specific areas of expertise include incentive plan design, non-qualified deferred compensation, executive compensation benchmarking, Golden Parachute design and evaluation and the tax and accounting treatment of equity compensation. Theo is focused on the publicly traded technology industry but has a diverse client base that includes private and family owned businesses in many industries, not-for-profit entities such as foundations and Universities and venture capital-backed pre-IPO companies.

Prior to re-joining Pearl Meyer in 2015, Theo was a Managing Director at Frederic W. Cook & Co. Earlier in his career he was a Director at PricewaterhouseCoopers, LLP, responsible for the Total Compensation practice in the Boston office, and prior to that, was in charge of the Compensation Strategy and Equity Incentives practice in Boston for Arthur Andersen, LLP. Prior to Andersen, Theo practiced law as an ERISA attorney and worked in the tax-exempt retirement plan area at Fidelity Investments.

Theo has a Bachelor of Science degree in finance from the University of Colorado Leeds School of Business and earned a Juris Doctor from Northeastern University. He is a member of the Massachusetts Bar.