



**TIM DUPUIS**

*Vice President*

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Tim Dupuis is a vice president in Pearl Meyer's Chicago office. Tim specializes in executive compensation and works closely with boards of directors and senior management teams to design executive compensation programs that are aligned with the organization's business strategies, aid in the attraction and retention of key executive talent, and withstand external scrutiny. He has worked with a variety of companies across many industries, ranging from small entrepreneurial firms to Fortune 500 companies, with a particular focus on manufacturing, financial services, healthcare, retail, and not-for-profit organizations. His areas of expertise include executive and board of directors pay competitiveness reviews and annual and long-term incentive plan design.

Prior to joining Pearl Meyer, he spent more than seven years in Mercer's Human Capital practice in Detroit, focusing on executive remuneration.

Tim received a Bachelor's degree in Finance from the Eli Broad School of Business at Michigan State University and is also a member of WorldatWork. He resides in southeastern Michigan.