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Ryan Hourihan is a principal with Pearl Meyer in the Los Angeles office. He has over ten years of experience advising boards and senior management on incentive compensation design, corporate governance, and performance measurement with the objective of supporting business strategy, value creation, and shareholder interests. Mr. Hourihan is particularly experienced in compensation challenges unique to privately held firms seeking to compete with publicly traded firms. His clients have included Fortune 500 organizations, privately held companies, and pre-IPO ventures across an array of industries.

Prior to joining Pearl Meyer, Mr. Hourihan co-founded Echelon Compensation Partners, a boutique consulting firm that specialized in offering privately held and small- to mid-cap public organizations with high-level management compensation services.

Mr. Hourihan is a Certified Executive Compensation Professional and holds a BS from the University of Southern California Marshall School of Business.