

## Patrick Haggerty

He specializes in the analysis, design and implementation of executive pay programs that drive shareholder value. Pat consults with publicly-traded, privately-owned and pre-IPO companies in a wide spectrum of industries regarding executive and non-employee director pay programs. His work includes pay level benchmarking (both U.S. and international positions), annual and long-term incentive plan design, and special situations.



Pat has significant experience in helping companies effectively handle significant changes, including asset sales, bankruptcy, IPOs, mergers and acquisitions. Pat has worked with numerous Fortune 500 companies and prominent companies in life science industry.

Pat has been published in leading journals and newspapers, including the Directors & Boards, Agenda, and Financier Worldwide.

Prior to joining Pay Governance, Pat was a senior consultant in Towers Watson's executive compensation practice.

Pat earned a Master of Science degree in economics at the University of South Carolina and an MBA with a concentration in human resources at Georgia State University.