

## Dave McDaniel

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### Expertise

Mr. McDaniel has more than 30 years of consulting experience, all in executive compensation and organizational effectiveness. He has consulted with hundreds of organizations in his career and has provided executive compensation consultation to more than 100 corporate boards. He has experience in the full range of executive compensation activities, from designing total remuneration plans, short- and long-term incentive plans, and executive benefit plans. Additionally, he regularly consults with management on organizational structure, managerial selection and placement, and tactics for management motivation.

He is particularly experienced in designing compensation programs and in organizational consulting for organizations undergoing major change. He has assisted in several mergers and acquisitions, and has worked with a number of companies doing initial public offerings. He has provided advice to a number of organizations in difficult and complex executive compensation areas, particularly as they relate to tax and accounting issues, regulatory or shareholder litigation, and in highly sensitive and important cases. Additionally, he frequently provides counsel to other consultants and consulting firms on these issues as well.

### Industries Covered

Mr. McDaniel has consulted in a large number of industries. His client list is similarly broad and diverse, ranging from start-ups to Fortune 100 organizations.

### Professional Affiliations and Presentations

Prior to founding McDaniel & Associates, Inc., Mr. McDaniel worked for 18 years in two international compensation-consulting firms. During his last five years tenure with one of those firms, Mr. McDaniel directed their U.S. business, which had over 500 professionals. Mr. McDaniel began his career as a tax accountant after having graduated with an accounting degree. His consulting career began by working with companies in the design of executive benefit programs.

Mr. McDaniel also has business experience as an owner of a retail and property management business, which provides him continuing, practical experience in the realities of business ownership and management.

Mr. McDaniel is a frequent lecturer on executive compensation and organizational effectiveness issues. He is a nationally recognized authority on board/management relations and on the responsibilities of the compensation committee. He is a regular speaker to the CEO Roundtable. He attended undergraduate and law school at Florida State University.