

Jeff McCutcheon

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Expertise

Jeff McCutcheon has been a consultant and corporate leader in executive compensation and management effectiveness for over twenty years. In addition to consulting with numerous Fortune 500 clients, he has served as the top HR executive for CSX Corporation, and served in top compensation & benefits, HR planning & strategy, and management development roles for 3 other Fortune 250 corporations.

Mr. McCutcheon brings to clients first-hand experience with the design, implementation and evaluation of programs focused on improving the productivity of executive management and organizations. He is particularly effective in working with senior executives and corporate boards to address organizational performance concerns through meaningful reward and employment arrangements.

Mr. McCutcheon has helped organization's translate key strategy initiatives into action, providing custom performance measurement, management and reward programs that directly reflect each organization's unique approach to their business. This work has manifested itself in various compensation, talent identification and development, and succession planning arrangements that bring into alignment investor, executive and other stakeholder interests.

Interesting client contributions include:

- For a bank Board of Directors concerned about the potential impact of change of control (CoC) benefits on company valuation and shareholder returns, he restructured employment agreement protections to dramatically reduce 280G tax and gross-up expense without materially diminishing economic value, providing the Board with an interactive model to predict CoC expense and total economic cost under various valuation, stock price and timing scenarios.
- For a large global trading company with traditional country-based management, he helped the company transition to global value chain-driven management of products and investment risks through development of new performance metrics and executive rewards.
- For a struggling technology company, he developed and implemented an expense reduction plan that substantially restructured immediate accounting and cash requirements for legacy executive benefit programs, substituting an equity stake in the enterprise to free up capital for growth, and to provide more powerful rewards for attracting talent.

Industries Covered

Mr. McCutcheon has worked across all industry sectors and geographies, including global. He has worked extensively in financial services (including 6 of the KBW 24), manufacturing and retail.

Professional Background

Jeff McCutcheon formed McCutcheon, LLC in 2004, bringing to the marketplace substantial corporate and consulting experience in HR strategy, executive pay and executive succession/employment terms, particularly in the context of mergers and acquisitions. Prior to forming McCutcheon, LLC, he served in a number of roles for CSX Corporation, including SVP of Human Resources, served in a senior executive compensation consulting role with Sibson & Company, and served in senior HR roles with Barnett Banks, Inc. (top Compensation, Benefits & HR Planning executive), Federated Department Stores, Inc. (top Compensation and Management Development executive), and Coca-Cola Enterprises, Inc. (top Compensation executive). He started his career as an employee relations specialist with the missile systems group of Hughes Aircraft Company.

Jeff has served as an expert witness on executive pay issues, has contributed to the national debate on executive compensation as it pertains to disclosure and valuation of executive equity awards, and served as advisor to the Secretary of the Treasury. He holds a BA in Business and a Masters in Labor and Industrial Relations from Michigan State University, and served for a brief time as an adjunct professor of Economics for the University of Cincinnati, teaching in their graduate program.

Professional Affiliations and Presentations

Mr. McCutcheon has spoken at American Banking Association, International Quality and Productivity Council and regional World of Work forums. He has also collaborated with colleagues on published articles addressing compensation issues.