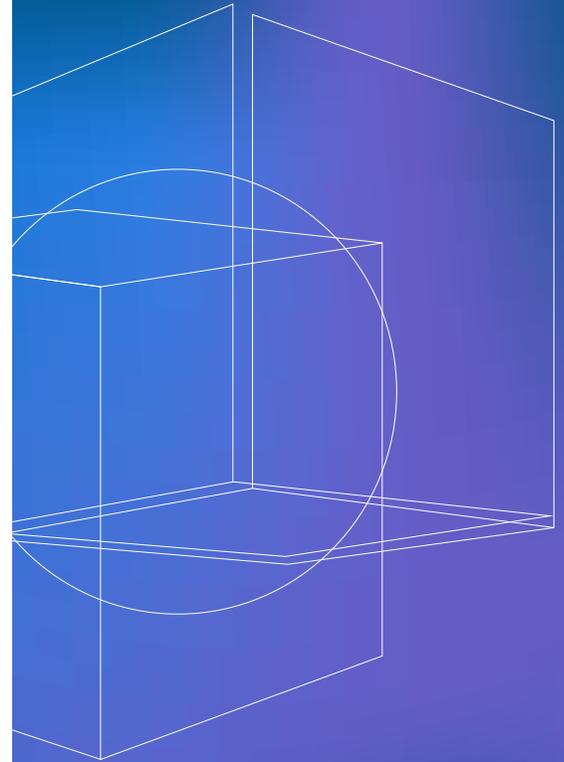




Semler Brossy is a leading independent consulting firm.

We partner with Boards, Compensation and Human Capital Committees, and Management teams to develop sound executive compensation and talent strategies that address critical business issues, drive sustainable business performance, align with stockholders' key priorities, and steward the organization towards the long term.

We take off where other firms finish.



OUR OFFERINGS



Compensation in Special Situations

Support on compensation issues through transactions, IPOs, turnarounds, bankruptcy, executive transitions, strategic transformations, and other non-standard situations.



Executive Compensation

Advisory services for corporate Boards and Management teams on annual compensation issues including peer group development, benchmarking, compensation program design, goal-setting, and pay-for-performance assessment.



Board Stewardship & Responsibilities

Independent advice on Board stewardship topics including shareholder outreach and Say on Pay, Committee processes and agendas, and scope of Committee responsibilities, particularly as they relate to Human Capital Management and ESG.



Talent Strategies

Supporting services to help Human Capital Committees work with Management to clarify their human capital strategies, identify success metrics, and craft dashboards. Advice for Committees on strategic questions to ask and data to request—for critical talent topics.

OUR CLIENTS

From the largest global corporations to smaller, privately held firms, clients choose us for our partnership, thorough thinking, and creative solutions.

WE SERVE A BROAD RANGE OF INDUSTRIES AND CLIENTS, INCLUDING:

- FINANCIAL SERVICES
- HEALTHCARE
- INDUSTRIALS
- RETAIL & CONSUMER PRODUCTS
- TECHNOLOGY
- LARGE, GLOBAL CORPORATIONS
- MID-SIZE, PRIVATE COMPANIES
- PRIVATE EQUITY SPONSORS
- SPACS
- PRE-IPO COMPANIES

OUR DIFFERENCE

We take off where other firms finish.

“Standard” analyses are the start of our client collaboration, not the endpoint. We combine wisdom, deep experience, and insightful analytics to broaden collective thinking and consider alternatives—not a ‘middle-of-the-road’ approach. Clients choose us for our partnership, thorough thinking, and creative solutions.

We ensure the right questions are asked, at the right times, in the right ways.

We bring candor, EQ, and an independent viewpoint. We raise hard questions, anticipate what’s next, and ensure alternatives are fully vetted. We bring strong opinions but recognize there’s often more than one right answer.

We’re shaping the direction of the executive compensation field.

We conduct leading research in core and emerging topics (e.g., shareholder voting & Say on Pay, performance metrics & measurement, the intersection of ESG, HCM, and compensation). Our relationships with other advisors allows us to understand the forefront of governance and technical compensation.

Our culture supports our clients and promotes collaboration.

Our firm initiatives support diversity, inclusion, and community involvement. We collectively synthesize trends and share solutions to our clients’ most pressing challenges. Each client accesses our best resources and the breadth of our firm’s experiences and networks.

BY THE NUMBERS

5

A TOP 5 COMPENSATION
ADVISORY FIRM NATIONALLY
BY MARKET SHARE

250+

CLIENTS SERVED ANNUALLY

18

ACTIVE MANAGING DIRECTORS
AND PRINCIPALS, ALL WITH
10-30 YEARS OF DIRECT EXPERIENCE
IN COMPENSATION AS ADVISORS
AND PRACTITIONERS

80+

CONSULTANTS



Do good work and stay curious—
the rest will follow

**DEEP CLIENT FOCUS, INTELLECTUAL CURIOSITY,
AND DILIGENT WORK** lead to rewarding and enduring
relationships, and unlocks engaging and interesting work

our values

DEFINED

Trust is a hallmark of our
client and internal interactions

RELIABILITY, INTEGRITY, AND TRANSPARENCY
guide our client work and firm decision-making



Together, we all win

Our **COLLABORATIVE AND INCLUSIVE
WORKING STYLE** helps us deliver
the best client result and team experience

Ownership drives our
individual and shared futures

We value **SELF-DIRECTED COLLEAGUES** for
their ability to impact our clients and firm, and seek to
SUPPORT AND AMPLIFY THEIR DEVELOPMENT



Authentic human connections
strengthen our work

APPRECIATION for our clients and colleagues
builds **STRONG BONDS AND COMMUNITY**



CONNECT WITH US
[SEMLERBROSSY.COM/CONTACT](https://semlerbrossy.com/contact)

NEW YORK

Semler Brossy
350 Fifth Avenue
Suite 4700
New York, NY 10118

212.393.4000

LOS ANGELES

Semler Brossy
11755 Wilshire Boulevard
10th Floor
Los Angeles, CA 90025

310.481.0180

