

Semler Brossy is a leading independent executive pay and performance consulting firm.

We provide solutions in executive compensation, compensation governance, and compensation in special situations. We partner with compensation committees and management teams to develop and apply compensation solutions to support corporate strategy and ensure sound governance.



OUR DIFFERENCE

We take off where other firms finish.

“Standard” analyses are the start of our client collaboration, not the endpoint. We combine wisdom, experience, and deep 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 & 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

10

A TOP 10 COMPENSATION ADVISORY FIRM NATIONALLY BY MARKET SHARE

200+

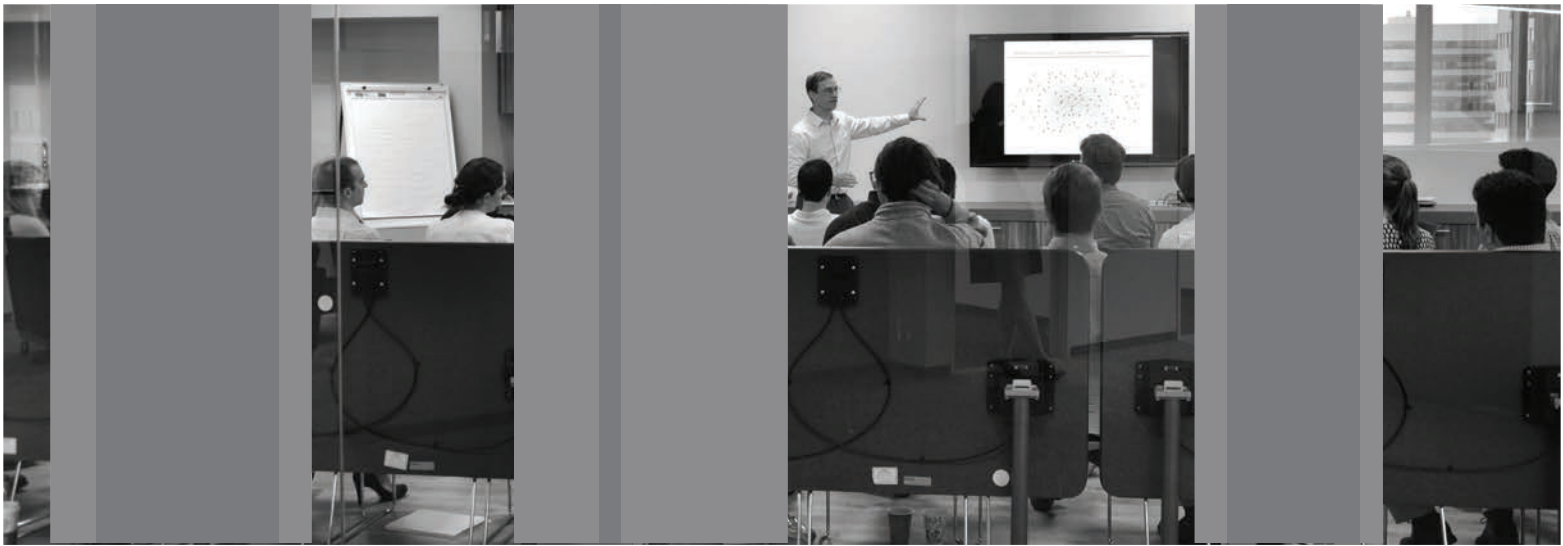
CLIENTS SERVED ANNUALLY

14

MANAGING DIRECTORS WITH 10-30 YEARS OF DIRECT EXPERIENCE IN COMPENSATION AS ADVISORS AND IN-HOUSE PRACTITIONERS

70+

CONSULTANTS



SOLUTIONS

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.

Compensation in Special Situations



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

Compensation Governance



Independent advice on compensation governance 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.

OUR CLIENTS

We work across a broad cross-section of industries, including:

- FINANCIAL SERVICES
- HEALTHCARE
- INDUSTRIALS
- RETAIL & CONSUMER PRODUCTS
- TECHNOLOGY

We serve a range of clients, including:

- LARGE, GLOBAL CORPORATIONS
- MID-SIZE, PRIVATE COMPANIES
- PRIVATE EQUITY SPONSORS
- SPACs
- PRE-IPO COMPANIES

CONNECT WITH US

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