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Brian is a Director in Willis Towers Watson’s Executive Compensation practice and leads the Governance Practice in North America. Brian joined the firm in February of 2011, and is based in Arlington, VA.

In his role, Brian specializes in Governance areas such as proxy/CD&A disclosure, proxy advisory firm policies (focusing on equity incentive plan and say-on-pay proposals), and shareholder engagement. He also works with clients on executive and broad-based compensation programs in areas including competitive pay analyses, competitive peer group review, base pay design, annual and long-term incentive design, pay-for-performance analyses, and job leveling / titling.

Brian joined Willis Towers Watson directly from his role as a Senior Advisor in the ISS Corporate Services group. There, Brian provided consultancy services to corporate clients seeking to structure new or existing equity incentive plans, and to realize best practices in corporate governance through benchmarking and analytical tools.  Brian joined ISS in 2006 as a Research Analyst in the US Research Group, where he built and maintained an advanced understanding of ISS policy guidelines and corresponding corporate governance issues.

Brian holds a BS/BA in Business Pre-Law and Political Science from Bowling Green State University, and completed a Congressional Internship under Congressman Michael G. Oxley, 4th - OH District.