

Adam Hearn

Lead Consultant



Adam currently advises clients on a broad range of executive compensation matters, including benchmarking, peer group design, short-term and long-term incentive plan design, change-in-control and severance arrangements, and board of director compensation. His clients include both public and private companies from a wide range of industries.

Adam began his career as the head of acquisitions for a national commercial real estate company. After going to law school, Adam worked at a global law firm practicing in the area of executive compensation and employee benefits. As an attorney, Adam assisted public companies and private equity funds with the compensation and benefits aspects of corporate transactions and the drafting and administration of a wide variety of compensation arrangements and equity plans. Prior to joining Meridian, Adam worked as both an attorney and as an executive compensation consultant.

He has a J.D. (*magna cum laude*) from the University of Illinois and received his M.B.A. from Loyola University Chicago. He has a Bachelor's degree in Communications from the University of Illinois.

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