

Fred E. Whittlesey
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Professional Employment

September 2005 – Present
Compensation Venture Group
Bainbridge Island, WA

Principal – lead portfolio of compensation-related advisory and data solutions including independent consulting practice, expert witness and litigation support, and roles with firms including PayScale, Inc. and The Integrity Institute.

April 2003 – September 2005
Aon Consulting/Radford Surveys
Seattle, WA/San Jose, CA

Senior Vice President, Compensation Consulting – led Pacific Northwest practice and served as primary technical resource nationally; supported Survey development and eComp Data Services. Served clients nationwide.

May 2002 – April 2003
Whittlesey Consulting
Bainbridge Island, WA

Consultant/Advisor - consultant in executive compensation, cash and equity compensation design, quantification of HR; advisor to Equilar, Inc. and PayScale.com.

August 2001 – May 2002
Amazon.com
Seattle, WA

Director, Global Compensation - designed and managed all cash, incentive, sales incentive, and stock-based programs for 8,000 employees in 7 countries.

June 2000 – August 2001
Broadcom Corporation
Irvine, CA

Director, Compensation/HR Technology - designed and managed all cash and stock-based compensation and HR technology programs for 2,800 employees in 10 countries; developed global option exchange-tender offer program.

1991 –2000
Compensation & Performance Management, Inc.
Newport Beach, CA

Founding Principal of HR consulting firm - managed global client base with emphasis on executive compensation, stock-based compensation, and performance-based compensation strategy and design, employee surveys.

1987 – 1991
KPMG
Los Angeles, CA

Senior Manager and Western Region Practice Leader - led Performance and Compensation Management consulting practice, including executive, incentive, and sales compensation, performance management, benefits surveys.

1985 – 1987
Mercer, Inc.
Los Angeles, CA

Consultant - led consulting practices in executive and incentive compensation, human resources planning and development, employee surveys, organization analysis.

1984 – 1985
Towers Perrin
Los Angeles, CA

Associate Consultant - performed consulting work on projects in executive, incentive, and sales compensation, salary management, job evaluation, recruiting and staffing strategy.

Education

UCLA Anderson Graduate School of Management

MBA, With Distinction, Beta Gamma Sigma
Human Resources Management/Marketing

San Diego State University

BA, Phi Beta Kappa, Magna Cum Laude
Major: Industrial/Organizational Psychology
Minor: Business Administration

Santa Clara University CEP Institute

Certified Equity Professional (**CEP**) Certification

WorldatWork
(formerly American Compensation Association)

Certified Compensation Professional (**CCP**) Certification

Professional Leadership Activities

Certified Equity Professional Institute
Santa Clara University

Advisory Board Chairman, 2003-2004
Advisory Board Member 1999-2005

Global Equity Organization
(www.globalequity.org)

Co-Founder
Board of Directors Member 1999-2001
Chair-Elect 2000, Chief Financial Officer 1999-2001

National Association of Stock Plan Professionals

Founding Member
Advisory Board Member 1994-1996
Task Force Member – CompensationStandards.com

WorldatWork
(formerly American Compensation Association)

Member of Content Advisory Panel, Branding Strategy Task Force, CCP course content contributor

Academic Instruction

Instructor, 1996 - Present
“Accounting and Finance for HR Professionals”
“Principles of Executive Compensation”

WorldatWork
Certified Compensation Professional (CCP) Program
Classroom instructor, virtual (webcast) instructor

Lecturer, 1997 - 2001
“Compensation Planning for Entrepreneurs”

UCLA Anderson Graduate School of Management
Price Center for Entrepreneurial Studies Lecturer
Management Development for Entrepreneurs Program

Guest Lecturer, 1999 - 2001
“Remuneration Strategy as Competitive Advantage”

UCLA Anderson Graduate School of Management
MBA Program Lecturer
Special Topic Course

Instructor, 1997 - 1998
“Financial Aspects of HR Management”
“Performance Management”

UCLA Extension – Course Developer and Instructor
Certificate in Human Resources Management Program
Managing for the 21st Century Program

Publications

The New Equity Compensation Roadmap: How Do We Get There From Here...And Where is “There”?

WorldatWork Journal

Expensing Stock Options: I Still Don't See Any Elephants (Editorial)

WorldatWork WorkSpan: Viewpoint

Stock Option Expensing
(Online chat transcript and WorkSpan article)

WorldatWork Point/Counterpoint Chat

Indexed Stock Options: A Solution to the Excessive Pay Issue

ACA News (American Compensation Association)

Changing Behavior in a Changing Workplace

Compensation and Benefits Management

Designing Shorter-Term Cash Incentive Programs
(book chapter)

Incentive Compensation in Employee Ownership Companies
(National Center for Employee Ownership)

The Future of Human Resources Management

ACA Journal (American Compensation Association)

Employee Ownership in Initial Public Offerings
(book chapter)

The Stock Options Book
(National Center for Employee Ownership)

Building a Workforce of Owners
(online magazine article)

Leading Companies
(Foundation for Enterprise Development)

Publications (continued)

Stock-Based Compensation in the Biotech Industry	<i>San Diego Business Journal</i>
CEO Herb Kelleher Discusses Southwest Airlines' People Culture (interview)	<i>ACA Journal</i>
Lessons in Employee Ownership: The Airline Industry	<i>ACA Journal</i>
Expanding the Phantom Stock Concept	<i>Compensation and Benefits Review</i>
Human Resource Strategies for Exiting the Recession	<i>Journal of Compensation and Benefits</i>
Ten Common Compensation Mistakes	<i>Compensation and Benefits Review</i>
Managing Compensation to Improve Cash Flow	<i>Journal of Compensation and Benefits</i>

Presentations at Annual Conferences

WorldatWork (formerly American Compensation Assn.)	Revisiting Ownership without Stock-Based Plans Total Rewards Professionals in a Changing Environment Changing Behavior in the Wealth Economy Expanding the Phantom Stock Concept What Motivates and Demotivates Employees
National Association of Stock Plan Professionals	Opening Keynote Address, 1996 Annual Conference Performance-Based Stock Plans: Concepts and Case Studies Designing Stock Plans: Getting it Right the First Time Stock Plan Terminology and Concepts
Global Equity Organization	The New Share Plan Metrics (June 2005) What the Market Data Really Tells Us Upheaval in Global Stock Plan Design Extreme Employee Ownership: Case Study Equity-Based Compensation in the New Economy
National Center for Employee Ownership	Rethinking Stock Option Design Communicating Stock Option Plans Designing and Implementing Broad-Based Stock Option Plans Gainsharing, Profit Sharing, and Short-Term Incentives Employee Ownership and the Internet
Foundation for Enterprise Development	Case Study: Extreme Employee Ownership Building a Workforce of Owners: Restructuring Strategy Designing Performance-Based Stock Programs

Other Presentations

American Bar Association	Mid-South Compensation Association
American Society for Training and Development	Northwest Compensation Forum
Bay Area Compensation Association	Orange County Compensation and Benefits Association
Entrepreneur Network's Entrepreneur University	Orange County Public Company Forum
E-Trade Business Solutions Annual Conference	Rocky Mountain Compensation Association
European Center for Employee Ownership (Davos)	Seattle University MBA Program
Human Resources Magazine (Istanbul)	The Conference Board
International Foundation of Employee Benefit Plans	The Executive Committee (TEC)
ISCEBS Annual Conference	Transcentive/Computershare "Free Smarts" Webcast series