

William M. Gerek

Chicago, IL USA

Senior consultant, U.S. Regulatory Expertise Group Leader – Executive Compensation

Bill is the U.S. Regulatory Expertise Leader of Hay Group's Executive Compensation Practice and heads our regulatory and technical team. An attorney by background, Bill helps corporations and executives obtain a clear understanding of executive pay arrangements, consequences and alternatives and provides guidance in satisfying applicable requirements.

Experience

- The main focus of Bill's practice is on the tax, corporate, securities, accounting, and other regulatory matters that can impact executive compensation and the reasonableness of executive pay packages.
- Bill designs executive compensation packages, drafts employment agreements, incentive plans and deferral programs, and critiques both existing and proposed executive pay arrangements.
- Bill also addresses the relevant issues involved in design and implementation of executive pay programs, including base pay, annual incentives, long-term incentive programs (especially those based on or settled in equity), deferred compensation, severance and change-in-control arrangements, executive benefits, and perquisites.
- Immediately prior to joining Hay Group, Bill was a partner in the executive compensation and employee benefits practice of the 100-plus attorney Chicago-based law firm of Ungaretti & Harris.
- Bill also was a partner for many years in the executive compensation and employee benefits department of the 600-plus lawyer national law firm now known as Katten Muchin Rosenman.

Education

- Bill earned his Juris Doctor degree from the University of Michigan Law School after graduating magna cum laude and Phi Beta Kappa from Dartmouth College with a bachelor of arts degree in psychology.
- Bill's post-graduate studies earned him a master of laws in taxation degree from the DePaul University School of Law.

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Professional Activities

- Understanding Executive Compensation: A Practical Guide for Decision Makers (2009) – co-editor (with Irv Becker of Hay Group) of book published by WorldatWork
- Workspan – “*Executive Compensation Under Attack: The Impact of Legislative Restrictions and Recent Trends*” (June 2009)
- Editor of The Executive Edition, Hay Group’s quarterly publication on executive compensation topics (2000 – 2010)
- Published articles in professional journals on a wide variety of executive compensation and employee benefits topics
- Speaker on executive compensation subjects at various professional forums, including Chicago Bar Association Executive Compensation Institute (2009), Chicago Chapter of National Association of Stock Plan Professionals (2008, 2009), WorldatWork National Conference (2007), Association of Bioscience Financial Officers National Conference (2007), Midwest Employee Benefits Conference, Illinois CPA Society, and Midwest Business Group on Health