

## **SIMON PATTERSON**

Simon is founder of Patterson Associates LLP. Previously, he was a Worldwide Partner with Mercer HR Consulting, based in London, where he led the executive compensation service line of Mercer's Performance, Measurement and Rewards (PMR) Practice. He is actively engaged as advisor to the Remuneration Committee of several FTSE100 companies, and consults widely on the topic of executive compensation and performance measurement.

### **Experience**

Simon left Mercer at the end of 2004 after a three year period following the acquisition of SCA Consulting in 2001, where he led SCA's European practice - a business he co-founded in 1994. He has been widely quoted in the business press, and is a regular speaker on the subject of pay and performance at conferences in Europe. He was a member of The Economist's panel on Pay and Performance at their Corporate Governance conference, for example.

Simon is key advisor to the Boards of a number of organisations, where he provides independent advice on Corporate Governance and Shareholder Value performance. As part of that effort, he remains in close contact with key investor groups, editors of the leading business media, and the Government.

At Mercer, he was a member of Mercer's Global Expertise Faculty on performance measurement. He is co-author of "The Gold Standard in Incentive Remuneration", and was Chairman of The Transparency Steering Group, set up to foster the development of a UK industry standard for communicating executive pay. Prior to joining SCA, Simon was a director of a UK venture capital firm. Previously, he held senior positions in the European Corporate Finance and in the Financial Services consulting practice of Price Waterhouse, and was a consultant with Booz Allen & Hamilton in their San Francisco and London offices.

### **Education**

Simon received his MBA from the Anderson School of Management, UCLA and holds a BSc from University College, London