



Biography

Cindy Hayes

Consultant

SEABURY OCI Advisors, LLC

PROFILE Cindy is a consultant in the Seabury OCI Compensation practice responsible for a variety of projects encompassing total compensation planning, design and implementation.

Cindy's recent engagements include the redesign of a sales incentive plan to achieve higher revenue goals for a specialty hospital; an executive compensation review for a non-profit organization including recommendations for design changes in base and variable compensation plans; a review and analysis of a stock awards program for a semiconductor equipment manufacturing company providing scenarios that introduced restricted stock awards and related stock plan implications; and a global total compensation review including the US, Europe and Asia. She also developed an expat policy and side by side analysis for a transportation company to determine the cost of expat assignment-related positions in the Middle East.

PREVIOUS EXPERIENCE Cindy has over 20 years experience in compensation and benefits. Prior to Seabury OCI, she was an independent compensation consultant for 6 years. Before that, Cindy held professional and leadership positions at companies in the high tech and healthcare industries. She has had the opportunity to be the project leader in many initiatives related to total compensation analysis and design, sales incentive plans, performance management, mergers and acquisitions, and international HR policy, compensation and benefits plan design and implementation.

EDUCATION AND PROFESSIONAL AFFILIATIONS

- B.A., Psychology, University of Minnesota
- B.S., Social Work, University of Minnesota
- M.A., HR/IR, University of Minnesota
- Member, World at Work
- Member, Twin Cities Compensation Network
- Member, University of Minnesota Alumni Association



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