



Biography

Kathy Bonneville

Principal

SEABURY OCI Advisors, LLC

PROFILE Kathy is a principal in Seabury OCI's Compensation practice and the in-house expert on executive compensation. Kathy has extensive expertise in the design and implementation of base, annual incentive and equity-based compensation programs, sales incentive programs, supplemental executive benefit programs, executive employment/change in control agreements, and board of directors compensation. Kathy also has expertise in international and expatriate compensation.

Kathy's recent engagements include re-designing annual and long-term incentives for a global catering company to retain and motivate top talent during their financial turnaround, re-designing the sales incentive plans for a transportation company to maximize achievement of organizational sales growth and profitability improvement goals, and re-designing a Board of Director pay program for a telecommunications company to ensure total pay was competitive with the market, consistent with industry and corporate governance best practices and fairly compensated directors for the time, effort and expertise required. Kathy's clients include companies in the transportation, technology, hospitality, healthcare, retail and manufacturing industries.

PREVIOUS EXPERIENCE Kathy has more than 25 years of experience in human resources. Prior to Seabury OCI, she was Director of Compensation at Northwest Airlines with responsibility for developing and implementing executive compensation and benefit programs, base and incentive compensation, and reward and recognition programs. Kathy managed both U.S.- based and foreign-based executive compensation programs. Kathy also spent seven years in compensation at ReliaStar Financial Corporation.

EDUCATION AND PROFESSIONAL AFFILIATIONS

- B.A., Psychology and Sociology, University of MN
- M.A., HR/IR, University of MN
- Member, World at Work
- Board of Directors – WAMSO Volunteer Organization for the Minnesota Orchestra
- Member, National Association of Stock Plan Professionals (NASPP)
- Member, National Center for Employee Ownership (NCEO)
- Member, Society for Human Resource Management (SHRM)



"Driving business results through human capital."

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