Pearl Meyer

Inside Director Compensation: Key Developments for 2026

Ryan P. Hourihan
MANAGING DIRECTOR

Tim Dupuis
PRINCIPAL

About the Authors

Ryan Hourihan is a managing director with Pearl Meyer. He has over ten years of experience advising boards and senior management on incentive compensation design, corporate governance, and performance measurement with the objective of supporting business strategy, value creation, and shareholder interests. Ryan is particularly experienced in compensation challenges unique to privately held firms seeking to compete with publicly traded firms. His clients have included Fortune 500 organizations, privately held companies, and pre-IPO ventures across an array of industries.

Tim Dupuis is a principal at Pearl Meyer. He specializes in executive compensation and works closely with boards of directors and senior management teams to design executive compensation programs that are aligned with the organization's business strategies, aid in the attraction and retention of key executive talent, and withstand external scrutiny. Tim has worked with a variety of companies across many industries, ranging from small entrepreneurial firms to Fortune 500 companies, with a particular focus on manufacturing, financial services, healthcare, retail, and not-for-profit organizations. His areas of expertise include executive and board of directors pay competitiveness reviews and annual and long-term incentive plan design.

About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.