



## JAY O. ROTHMAN



PARTNER

JROTHMAN@FOLEY.COM

777 E WISCONSIN AVENUE  
MILWAUKEE, WI 53202-5306

(414) 297-5644



Jay O. Rothman is a partner and a member of Foley & Lardner's Management Committee. Mr. Rothman serves as the chair of the firm's national Transactional & Securities Practice and practices primarily in the areas of mergers and acquisitions, securities law, takeover defense, and general corporate and business law. Among other transactions, he has structured and negotiated numerous acquisition transactions in various industries and has represented both underwriters and corporate issuers in various public offerings of both debt and equity securities. Mr. Rothman also regularly counsels publicly held companies regarding compliance matters under federal and state securities laws. He is also a member of the firm's Energy Industry Team.

Mr. Rothman was among 113 attorneys nationwide who made The BTI Consulting Group's coveted Client Services All Star Team for 2007 and one of only five attorneys recognized as a "Super All-Star" for being nominated by more than one client. This honor is bestowed upon individual attorneys who deliver outstanding client service according to corporate counsel interviewed at Fortune 1000 companies. Mr. Rothman was named to the Client Service All Star Team in 2005 as well. In addition, Mr. Rothman is listed in *The Best Lawyers in America*® (2005-09); *Chambers USA: America's Leading Business Lawyers* (2005-07); and *Wisconsin Super Lawyers* by *Law & Politics Media, Inc.* (2005-07) for his securities and corporate finance work.

Mr. Rothman is a member of the Milwaukee Bar Association, the State Bar of Wisconsin, and the American Bar Association. He is a frequent speaker on SEC compliance and corporate disclosure and governance matters.

Prior to joining Foley in 1986, Mr. Rothman served as a law clerk to the Hon. Harlington Wood, Jr., United States Court of Appeals for the Seventh Circuit. He graduated, *cum laude*, from Harvard Law School in 1985. He received his B.A., *summa cum laude*, from Marquette University in



1982, where he was elected to membership in Phi Beta Kappa.



## RANDOLPH K. (RANDY) HARRISON

DIRECTOR  
HUMAN CAPITAL

RANHARRISON@DELOITTE.COM

DELOITTE CONSULTING LLP  
111 SOUTH WACKER DRIVE  
CHICAGO, IL 60606

(312) 486-5740

### **Relevant Experience**

Randy has 25+ years of corporate and consulting experience in Human Capital Strategy, Talent Management and Rewards:

- Executive compensation advisor for boards and management
- Restructuring talent and reward programs to reflect new business structures and goals
- Development of new work processes, governance, organization design, job design
- Transition planning in mergers and acquisitions
- Variable incentive pay design for all types of employees
- Litigation support and expert witness in reasonable compensation, FLSA and IRS matters
- Market pricing and benchmarking of base, total cash and long term compensation
- Development of salary structures and pay administration processes to optimize compensation investments by reducing costs or increasing value

### **Representative Projects**

Global consumer goods manufacturer/distributor – redesign of integrated total rewards programs based on new operating model, performance expectations and required competencies which supported improved margins and net income growth

Hospitality and real estate compensation benchmarking and various plan design – executive compensation advisor, general managers for global hotel chain; executives and hotel managers for private hotel and real estate holding company; executives for real estate investment trust; employees for real estate investment management company

Global energy company – benchmarking and development of new pay structures for administrative and



professional personnel to reduce grade inflation driven costs and increase retain key personnel

National transportation logistics firm – payroll practices review, analysis of overtime and FLSA classification, job analysis, wage and hour litigation support resulting in seven figure savings versus states attorney general and DOL claims

Consumer goods manufacturers – executive compensation advisor, expert witness deposition for reasonable compensation dispute among private shareholders resulting in abandonment of complaint; compensation plan benchmarking and design on behalf of counsel for owners to avoid IRS action; expert witness report for CEO to sustain reasonable compensation claim and void IRS claim

International tool manufacturer/distributor – developed new sales and service delivery model, processes, job requirements, candidate selection processes and rewards programs all of which supported 15% growth and improved margins after seven quarters of no growth

International office equipment manufacturer/distributor – developed and implemented shift from generic marketing to industry verticals through new marketing processes, organization restructuring, job redesign, success metrics and variable pay plans improving growth and profits

Multiple hospital systems – executive compensation advisor, cash compensation benchmarking, structure design, incentive plan design, pay practices review for clinical care personnel, physician compensation, succession planning, board performance management processes for senior management

Regional newspaper – redesigned sales roles and compensation plans to increase growth and reduce variable compensation focused exclusively on account maintenance

**Eminence**

Speaker – World at Work Conference, “Employee and Role Segmentation for Improved Rewards ROI”



Speaker – National Association of Real Estate Investment Managers Conference, “Leadership Development and Succession Planning”

Instructor – University of Chicago, Executive Education, “Value Based Resource Management – An Investment Approach to Talent Deployment and Management (Research Report)”

**Education:** Kenyon College, B.A.



## TED BUYNISKI



SENIOR VICE PRESIDENT

TBUYNISKI@RADFORD.COM

RADFORD SURVEYS + CONSULTING  
2 WILLOW ST., SUITE 102  
SOUTHBOROUGH, MA 01745

(508) 460-2008

Ted Buyniski has more than 30 years of tax, legal and human resources experience. He is a leading practitioner in the areas of executive compensation, equity, and corporate governance. For more than a decade, his practice has focused on serving domestic and global clients in the high technology and life science communities, particularly software, semiconductor, and medical device companies.

Prior to joining Radford Surveys + Consulting, Ted led the high technology compensation practice for Mellon Human Resources and Investor Solutions, managed the East Coast practice of iQuantic; oversaw the compensation function for AlliedSignal (now Honeywell); and practiced law as a tax attorney.

Ted earned a bachelor of science in foreign service from Edmund A. Walsh School of Foreign Service at Georgetown University and a juris doctorate from Boston University School of Law. In addition, to being a member of the Massachusetts Bar, he is a certified employee benefits specialist, and served on the FASB's Equity Expensing Roundtable. Ted regularly contributes to industry and business publications and is a frequent speaker on compensation topics. He is based in Boston.



## EVELYN DILSAVER



BOARD OF DIRECTOR  
LONGS DRUGS, AEROPOSTALE AND  
TAMALPAIS BANK

EDILSAVER@AOL.COM

415-279-1204 (CELL)

Evelyn Dilsaver is a recognized leader in building highly motivated teams in both the public and non-profit sector. As President and CEO of Charles Schwab Investment Management, she was responsible for all facets of the business from portfolio management to product development, sales, operations and technology, growing the assets from \$137 Billion to over \$200 Billion in 4 short years while generating \$1 Billion in revenue. At the same time, she was Chair of the Board for Women's Initiative, a non-profit organization that helps lower income women become economically independent, by providing a one-stop organization for training, micro-finance and savings to help them start their own businesses. She took this organization through a founder transition, restructuring the board and its finances after the dot-com bust, to a healthy and growing organization serving over 2000 women annually.

Starting her career as a Certified Public Accountant with Ernst & Ernst, Evelyn spent the first 17 years of her career in the finance function as Controller for First Nationwide Bank and for The Charles Schwab Corporation and 3 years as CFO and Chief Administrative Officer for U.S. Trust, a wealth management subsidiary of Schwab. Deciding to move into general management, Evelyn was given the opportunity to hone her skills in marketing, business development, strategy, mergers and acquisition and product development, culminating in the role of Executive Vice President of Charles Schwab, member of the Management Committee and President and CEO of Charles Schwab Investment Management.

Evelyn has been recognized in the community for her leadership, receiving the 2003 Filipinas Magazine Corporate Award, the San Francisco Business Times "100 Most Influential Woman" award for 2004, 2005, 2006 and 2007, the California Women's Leadership Alliance Award, 2006 and Legal Momentum's Women of Achievement award, 2007.



A sought after speaker on leadership and strategy, Evelyn has been a guest lecturer at Stanford's Senior Executive Program for the last 10 years and has appeared on CNBC and Bloomberg TV. Evelyn is also a frequent speaker at leadership conferences such as the professional Business Women's Conference, The Governor's Conference for Women, California Diversity Council and the Financial Women's Network.

Evelyn is a Boardroom Bound San Francisco friend and serves on the public company boards of Longs Drugs, Aeropostale and Tamalpais Bank; the board of High Mark Funds; and three non-profit boards, Women's Initiative for Self-Employment, The Commonwealth Club, and Bishop O'Dowd High School.



## MATHEW GORRINGE



PARTNER

MATHEWGORRINGE@EVERSHEDS.COM

EVERSHEDS LLP  
BRIDGEWATER PLACE  
WATER LANE  
LEEDS  
WEST YORKSHIRE  
LS11 5DR  
UNITED KINGDOM

+44 113 200 4140

Mathew is a partner and Head of Employee Share Incentives specialising in employee share option schemes and all forms of equity and non-equity based incentives.

He has a wealth of experience in implementing all forms of share schemes and bespoke equity incentive arrangements and his clients range from FTSE 100's to large private companies.

Mathew has particular expertise in advising upon and project managing the implementation of multi-jurisdictional share schemes around the globe for international corporates.

He is a member of the Share Schemes Technical Advisory Committee of the Quoted Company Alliance and is a contributory author of updates to the World Law Group's publication "International Employee Equity Plans - Participation Beyond Borders".