



Services Offered:

- Executive Compensation/Benefits
- Sales Compensation
- Salary Management
- Company-wide Incentive Plans

Industry Sectors Served:

Services • Financial
 Manufacturing • Entertainment
 Energy • Pharmaceutical • Biotech
 Defense • Aerospace • Agriculture
 Food Processing • Technology
 Education • Healthcare

Larry Comp Executive Advisor

Larry Comp serves as the LTC Performance Practice Leader for *High Performance and Total Compensation Solutions*. Larry is a widely recognized authority in the field, having led hundreds of related initiatives with over 200 leading organizations across 50+ industry segments. These include the design, development, and implementation of:

- Executive Compensation/Benefits
- Sales Compensation
- Salary Management
- Company-wide Incentive Plans

Larry's passion is leveraging pay-for-performance relationships to creating healthy, "high-performance" cultures. Client organizations frequently report increased productivity and profitability, as well as improved teamwork and ownership.

Prior to joining LTC, Larry held progressively responsible leadership roles with Baxter Healthcare, Nissan, and Babcock and Wilcox.

Larry holds a Masters Degree in Human Resources Management, has been accredited as a Senior Professional in Human Resources (SPHR), and is recognized as a Certified Management Consultant (CMC).

In addition, Larry has co-authored over 50 publications and taught undergraduate/graduate coursework for several universities. He serves on the Compensation Committee for 2 prominent private corporations.