



**FRANK B. GLASSNER**  
Chairman and CEO

**FRANK B. GLASSNER** is the Chairman and Chief Executive Officer of Veritas Executive Compensation Consultants (**Veritas**). Additionally, he leads the Firm's executive compensation consulting practice. His consulting experience includes a wide range of assignments with specialization in: executive compensation; studies linking organizational strategy and compensation programs to business strategies; board of directors compensation and governance; bankruptcy and reorganization compensation and incentive plans; litigation support and expert witness services, tax-deferred compensation; wage and salary administration; job analysis and evaluation; surveys on compensation and organizational practices within specialized industries; sales and marketing compensation; incentive compensation and performance management; and performance appraisal and development.

Frank is a nationally recognized executive compensation and corporate governance expert with over forty years of experience in the field of compensation and strategy consulting. Prior to joining Veritas in 2009, Frank founded and was the Chief Executive Officer of Compensation Design Group, Inc. (CDG), assisting both domestic and international companies in developing unique and specific compensation programs linked directly to business, financial and strategic objectives. Prior to Veritas and CDG, he was the National Director of the Deloitte & Touche Strategic Rewards Practice, and led the Western U.S./Asia-Pacific compensation consulting practice for KPMG.

Frank is frequently quoted in major publications such as the Wall Street Journal, Fortune, Business Week, Time Magazine, Financial Times, London (UK) Times, Forbes, USA Today, Directors and Boards, Die Welt (GER), US News & World Report, Boston Globe, New York Times, New York Post, LA Times, La Prensa (MX), India Times (Delhi), Washington Post, China Times (PRC), The Standard (HK), South China Post (HK), TheStreet, MarketWatch, The Daily Mail (UK), The Telegraph (UK), The Globe and Mail (CN), Reuters, Associated Press, Barron's, the Chicago Tribune, and the San Francisco Chronicle. He also appears regularly on CNN, Bloomberg, CNBC, CBS, ABC, FOX, NPR, and NBC. He often speaks publicly on such subjects as executive pay, corporate governance, and strategic total compensation. He is a member of the Conference Board, World at Work, American Management Association, and is a Corporate Governance and Leadership Fellow of the National Association of Corporate Directors. Additionally, Frank proudly serves as a member of the Board of Directors of the United States Navy Memorial Foundation, the National Cryptologic Museum Foundation, the Cyber Center for Education and Innovation, and is a Corporate Governance and Ethics Advisory Board Member of The Harvard Law School.