



**Frank Monahan**  
*Principal*



## Compensation Consulting LLC

Frank Monahan devoted more than 15 years to the management of the compensation function from inside the organization. As an independent consultant, Frank now leverages that experience to help organizations make and execute cost effective and strategic compensation decisions from the outside.

With a highly inquisitive mind, Frank challenges organizations to move beyond fads and critically assess their compensation plans and approach. With the growing scrutiny being given to all aspects of compensation, Frank's tenacious objectivity delivers the kind of tough minded strategic rationale organizations need to thrive in an environment demanding greater cost effectiveness, accountability and transparency.

His career highlights include serving as Vice President of Compensation for Cendant Corporation, a global organization with more than 17 business units and over 90,000 employees. Cendant's intense history growing from a small company to a large conglomerate which culminated in it's

break-up into four stand-alone companies proved to be a career development goldmine.

In addition to Cendant, he has also held vice president level positions at Realogy, Travelport, and Peoples United Bank, experience involving multiple industries, types and sizes of organizations. Thriving in dynamic and fast paced environments, Frank's achievements include successes in stock option program redesign, the incorporation of performance based long term incentives, implementation of enterprise compensation systems and management of a very lean but highly effective global compensation team. His unique experience includes the experience rich demands of leading the organization through a major conglomerate break up, new company start ups and the transition from public to private.

In addition he brings extensive design experience to variable pay programs and sales compensation. His prowess with spreadsheets and data is well recognized as he consistently demonstrates a knack for developing power-

ful decision making tools projecting costs and linking pay to performance. Frank's passion for analyzing data, developing decision-making models and utilizing all things quantitative challenges the kind of uncritical acceptance of the latest flavors of the month. He resists the kind of herd instinct that can lead companies in the wrong direction.

His well developed sense of humor comes out in his avocation of cartooning. Frank has created his own website, called Franktoons where he displays and markets his single panel cartoons for all within earshot of the Google search engine. He also loves golf and has been known to make executives look very good out on the golf course. He can be described as a no nonsense guy with a tinge of nonsense.

Frank holds a Bachelors degree in History from Eastern Connecticut State University, a Masters Degree in Divinity from Trinity International and a Masters of Business Administration from Benedictine University.

### Helping organizations to...

- Find creative ways to do more with less while retaining the best talent
- Drive increased sales through more effective sales compensation plans
- Design cost effective strategies for dealing with underwater stock options
- Evaluate the CD&A and Executive Compensation approach
- Model bonus / variable plans to ensure they are linked to performance
- Debunk myth from reality in understanding pay program effectiveness
- Customize communications for greater impact and effectiveness
- Conduct a comprehensive audit and analysis of pay philosophy and structure
- Ensure competitive positioning in the marketplace
- Integrate new acquisitions
- Provide interim leadership for special projects

*Independent*

*Objective*

*Cost-effective*

*Flexible*

*Data driven*

*Creative*