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Richard R. Floersch Joins Center On Executive Compensation

Respected Senior HR Executive to Provide Strategic Guidance to Chief HR Officers at America's Largest Companies

Washington, D.C. — The Center On Executive Compensation, representing a cross-section of America's large employers, announces the addition of Richard R. Floersch as Senior Strategic Advisor. In this new capacity, Mr. Floersch will focus on providing his valuable experience and perspective to help shape the Center's program of work and education initiatives, representing the Center at conferences involving chief human resource officers (CHROs) and corporate board members, helping conduct CHRO and board briefings, and otherwise providing strategic guidance to members of the Center and HR Policy Association.

The Center is a research and advocacy organization that seeks to provide a principles-based approach to executive compensation policy from the perspective of the senior human resource officers of leading companies. The Center is a division of HR Policy Association, which represents the chief human resource officers of over 360 large companies, more than 120 of which are Center subscribing companies represent a broad cross-section of industries.

Charles G. Tharp, CEO of the Center On Executive Compensation and Executive Vice President of HR Policy Association said, "As founding Chair of the Center On Executive Compensation, Rich has overseen the organization's growth as well as the Center's unique balance between the development of leading practices and policy research and advocacy. During his tenure, the Center has served as an independent voice for companies and helped promote advances in program design and disclosure practices. With his tremendous executive leadership and board experience, Rich will help us build on the success and scope of the Center and the HR Policy Association."

Mr. Floersch served as Executive Vice President and Chief Human Resources Officer of McDonald's Inc., for over a decade, leading the company's commitment to its people during a critical and successful period for the company. Mr. Floersch and his global team led programs critical for retention, development and cultivating the next generation of McDonald's leaders. He also oversaw the resources and opportunities offered to employees at company-owned restaurants to help them reach their personal and professional goals.

In addition to his 12 years with McDonald's, Mr. Floersch served as Senior Vice President of Human Resources for Kraft Foods International from 1998 to 2003. Previously, he was Vice President of Corporate Compensation at Philip Morris. A leader in the broader HR industry, Mr. Floersch served as the Chair of the Center On Executive Compensation from 2008-2015, as Vice Chair of the HR Policy Association from 2009-2015, and on the Board of Directors at Skills for Chicagoland's Future, a non-profit initiative to match local employers with qualified unemployed job seekers in the Chicago metro area. He also served on the board of the Personnel

Roundtable and was elected a fellow of the National Academy of Human Resources in 2009. Mr. Floersch earned his bachelor's and master's degrees in Business Administration from the State University of New York at Buffalo.

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The **Center On Executive Compensation** is dedicated to developing and promoting principled pay and governance practices and advocating compensation policies that serve the best interests of shareholders and other corporate stakeholders. Headquartered in Washington, DC, the Center was created at the direction of the Board of Directors of HR Policy Association, which represents the senior human resource officers of more than 360 of the largest corporations in the United States. For further information on the Center On Executive Compensation, please visit www.execcomp.org.

HR Policy Association is the lead organization representing chief human resource officers of major employers. The Association consists of more than 360 of the largest corporations doing business in the United States and globally, and these employers are represented in the organization by their most senior human resource executive. Collectively, their companies employ more than ten million employees in the United States, nearly nine percent of the private sector workforce, and 20 million employees worldwide. They have a combined market capitalization of more than \$7.5 trillion. These senior corporate officers participate in the Association because of their commitment to improving the direction of human resource policy. Their objective is to use the combined power of the membership to act as a positive influence to better public policy, the HR marketplace, and the human resource profession. For more information visit www.hrpolicy.org.