



Kevin Talbot is a Managing Director & Practice Leader with Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc. As the practice leader of the Total Compensation and Rewards practice, Mr. Talbot leads one of the country's largest and respected consulting groups dedicated exclusively to compensation, benefits and governance in the healthcare industry. As practice leader, he manages a national client base of over 300 healthcare organizations and approximately 25 consultants.

Mr. Talbot is an experienced consultant to the healthcare industry, with an extensive background in executive compensation and benefits. He has worked with healthcare organizations ranging from some of the country's largest health systems to independent community hospitals to state hospital associations. Mr. Talbot regularly advises health care Boards and senior executives on all aspects of executive compensation and benefits. He has led a wide variety of consulting engagements including evaluating total compensation programs, designing performance-based incentive plans, developing global compensation philosophies, and educating trustees and executives on the latest regulatory issues and industry trends.

An expert on the governance of executive compensation, Mr. Talbot works closely with boards to help them remain compliant with regulatory requirements and establish best practices for governing their executive compensation programs. He frequently provides his expert opinion on the reasonableness of executive total compensation plans.

In an atmosphere of increasing transparency and scrutiny of executive compensation, Mr. Talbot is also regularly called upon by the boards of the nation's leading healthcare organization to navigate the complex relationship between the board and the organization's many stakeholders.

Mr. Talbot received a Masters of Business Administration from the Carlson School of Management at the University of Minnesota, and completed his Bachelor of Science degree at the United States Naval Academy.

### PROFESSIONAL HIGHLIGHTS

- Led a large, public safety-net hospital through a top-to-bottom assessment and redesign of its compensation, incentive, and performance management systems
- Developed a new management incentive plan for a major academic health system that increased collaboration between facilities and focused leadership on the common goals of its strategies and priorities
- Conducted and published the industries leading surveys of compensation and benefits practices for healthcare executives



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Managing Director &  
Practice Leader