



Marilyn Kern is a Senior Consultant in the Total Compensation and Rewards practice of Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc.

She is an experienced executive compensation consultant who works with a wide variety of healthcare organizations, including some of the largest healthcare systems, academic medical centers, independent community hospitals and healthcare associations.

Ms. Kern works with health care boards and senior executives on all aspects of executive compensation and benefits, including helping them comply with regulatory requirements and governance best practices. Areas of expertise include total compensation analyses, retention program development, executive and physician benefit plan design, supplemental executive retirement plan design; severance plan development, employment contract review, and formal reasonableness opinion development.

Ms. Kern has over twelve years of consulting experience with Gallagher Integrated. Prior to becoming a consultant, she was Chief Financial Officer and Director of Human Resources for Digital Visions. With over 14 years of human resource generalist experience, she is certified by the Society for Human Resource Management as a Senior Professional in Human Resources (SPHR).

Ms. Kern earned a MA in human resources and industrial relations from the Carlson School of Management at the University of Minnesota, a mini-master's in human capital management from the University of St. Thomas, and a BS in human resource development and certification in adult education from the University of Minnesota.

#### PROFESSIONAL HIGHLIGHTS

- Specializes in retirement benefit review and design for top executives to ensure reasonableness and encourage retention
- Expert in performing market research and comparing executive and physician compensation to healthcare industry market benchmarks
- Adept in compensation model simulations and testing for regulatory compliance
- Highly experienced in human resource management, executive compensation analysis, physician benefit analysis, health care reform, and health care industry trends



**Marilyn Kern**  
Senior Consultant