



## **MICHAEL S. MELBINGER**

**Expert in: Board Governance • Regulatory Compliance  
Compensation & Benefits • Human Capital Management**

Mike Melbinger brings decades of experience as a trusted adviser to boards of directors, compensation committees, and senior executives in the areas of executive and director compensation, human capital management, regulatory compliance, and corporate governance. He has partnered with boards on matters of risk and incentive compensation, government and investor relations, indemnification, contract negotiation, succession planning and executive transitions, employee investigations, employee pension and health benefit plans, ESG compliance, equity and inclusion, taxation and accounting, compensation for multinational employees, and SEC reporting and disclosure.

Mike helps companies build and incentivize a diverse, high performance culture and strategy, and communicate with institutional investors. Mike has facilitated the fiduciary deliberation and decision-making processes of boards and committees of public and private companies in financial services, professional services, and a broad spectrum of other regulated industries, regarding day-to-day governance and operations as well as strategic planning in financing, change in control, initial public offering, and other transactional matters. He has drafted the agenda, materials, and minutes for numerous compensation and nomination and governance committee meetings.

Prior to his retirement January 31, 2021, Mike was a Partner in the Executive Compensation and Employee Benefits Practice Group of the international law firm of Winston & Strawn, LLP. He also served as a member of the Firm's Retirement Plan Fiduciary and Administrative Committee and its Insurance Committee. As Chair of his Practice Group for 24 years, Mike accumulated budgeting and operational experience in the professional services industry. He excelled in leadership, talent management, consensus building, deploying technology, branding, and networking. He is recognized for his business acumen, judgment, and work ethic.

Mike is the author of the treatise *Executive Compensation*, Wolters Kluwer, 3rd Edition. He also is an author and editor for various publications of CCR Corp., including *The Corporate Executive* and *Melbinger's Compensation Blog*, the most widely-read source for current information and analysis on compensation, compliance, and governance topics.

Mike was elected as a Fellow of the American College of Employee Benefit Counsel, as Chair of the ACEBC's Adjunct Law Professors Committee, and as a member of its Board of Directors. He also is a member of two other not-for-profit boards, including the Caroline and Ora Smith Foundation, and the Glenview Hangar One Foundation.

Mike is a member of Vitalize Venture Group (IrishAngels), a VC fund and angel network that invests in pre-seed and seed-stage startups. He is currently the Liaison Between the Executive Compensation and D&O Insurance and Indemnification Subcommittees of the ABA Business Law Section.

Mike began his career as an associate at McDermott Will & Emery, where he became a partner after five years. Schiff Hardin & Waite recruited Mike as Chair of its Executive Compensation and Employee Benefits Group. A few years later, Winston & Strawn recruited him for that role, and he served as Chair of his practice group until he stepped down from that role in 2017.

Mike is an Adjunct Professor of Law at the Northwestern University School of Law and the University of Illinois College of Law. He received a B.A. from the University of Notre Dame and a J.D. from the University of Illinois College of Law.