

Jannice (Jan) Koors

Senior Managing Director



“I believe that a well-designed compensation program can be a tremendous driver of company performance and differentiation, not just a cost of doing business. An incentive compensation plan can’t replace a thoughtful business strategy or a talented management team—but it can reinforce both of those things. My role as an advisor starts with making sure my clients have all the information necessary to make an informed decision, but it doesn’t end there. Ultimately, my goal is to translate my client’s unique value proposition into a tailored compensation program that increases the company’s long-term success.”

Biography

Ms. Koors is a senior managing director with Pearl Meyer and head of consulting services for the firm. She has over 30 years’ experience in executive compensation and governance, and has consulted to companies of all sizes and industries. She advises company boards and management teams on all aspects of strategic human capital decision-making. As an advisor, she helps companies deconstruct their long-term value creation objectives into tailored HR strategies that go beyond simple competitive parity—designing programs that consider a company’s specific business strategy, management talent, and corporate culture. Current clients include Hormel Foods, Interdigital, Korn Ferry, Patterson Companies, Shutterstock, Solo Brands, and Tennant.

A noted expert in the field, Ms. Koors has been quoted in publications such as *The New York Times*, *The Wall Street Journal*, *Marketplace*, and *Financial Times*. She has appeared on *CNN’s MoneyLine*, *NBC Nightly News*, and has spoken at numerous seminars on executive and director compensation issues.

Ms. Koors is an NACD Governance Fellow and serves as faculty for the NACD’s Director Professionalism and Master Class programs. She leads Pearl Meyer’s annual Director Compensation Study, published in conjunction with the NACD. In 2022, she was named for the fifteenth time to the NACD D100 list of the most influential people in corporate governance.

Expertise

- Retail and Apparel
- Consumer Products
- Director Compensation
- Board Governance

Board Member

- Big Shoulders Fund

Education

- B.A., Wellesley College

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