

James R. McMahon

President Analytical/FMI

Jim has been in the compensation field since 1970, when he was appointed Director of Compensation and Benefits for Armour-Dial, Inc. From there he joined the Management Compensation Services unit of Hewitt Associates. His first assignment was working with large Engineering and Construction companies to develop an executive compensation survey for the industry.

Among those early participants were Arthur G. McKee, Brown & Root, Burns & Roe, Dillingham, Fluor, Foster-Wheeler, Lummus, Morrison-Knudsen, M.W. Kellogg and several others. As a result of that initial survey published in 1976, MCS gained a great deal of visibility in the industry and won several projects from the E&C industry over the next two decades. Jim took early retirement in 1995 and formed the Analytical Consulting Companies, a compensation data services and consulting firm. In June of 2007, Analytical Consulting Companies was acquired by FMI Corporation to form Analytical/FMI.

The Analytical/FMI Compensation Database for Engineering, Construction and Environment organizations provides compensation reports to over 100 firms annually and their Homebuilders Compensation Survey provides data to 35 of the nation's largest residential builders. The firm consults with individual companies on all aspects of employee pay – base salary, short-term incentive design, long-term incentive design and director compensation.

Jim has served as the compensation consultant to the boards of Granite Construction and Washington International. He is a sponsor of the Human Resource Construction Council.

He co-authored Pay to Win – How Successful Companies Pay Their Executives and began the WorldatWork's successful Building Blocks of Compensation series with "Measuring The Market Place."

Jim has a B.S. in Labor Economics from the University of Illinois.



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