

CLIFFORD STEPHAN, Compensation Expert Witness

Owner & Principal Consultant, OneCompensation
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EXPERT WITNESS SPECIALTIES

- Employee and executive pay/compensation (base pay, bonus, sales commissions, stock) and total earnings potential in wrongful death suit, wrongful termination suit, or other related cases
- Defensible testimony about employee pay, benefits, related earnings potential based on accurate market data, industry practices, and employment trends
- Retained as an expert witness in over a dozen cases, deposed in nearly half of them, and have gone to trial

AREAS OF EXPERTISE

- Compensation expert witness in wrongful death, termination, and other employment related cases, providing consultation about potential earnings for litigants
- Over 15 years' experience designing compensation programs for organizations in technology, pre-IPO, healthcare, and government in the Bay Area and across the US
- Over 10 years' experience as a consultant for employee pay plans, benefits, and job classification systems, Clifford Stephan consults for dozens of clients per year in wide-ranging industries within the US
- Offers clear, defensible assessment and insights on employee pay, benefits, earnings potential as adjusted to specific regions, markets, industries, and experiences
- Recognized subject matter expert and advisor for employee pay, incentives, and career development programs

QUALIFICATIONS

Trusted Advisor and Consultant with Broad Industry Experience

- Analyze, advise, and audit employee pay and benefits programs and mitigate employee risk issues
- Design and develop pay and benefits programs tailored to company needs and market trends
- Advise and consult with companies on best practices for attracting and engaging their employee workforce through competitive employee pay programs
- Provide guidance, findings, recommendations and supportive analysis to guide employee pay and reward programs and related decisions
- Ability to determine defensible compensation levels and expectations based on current positions held, performance, work history/experience, industry, and geographic market

Broad Industry Experience

Have provided expert compensation guidance to clients in the following industries:

- High Tech: Google, LinkedIn, Motorola Mobility, Nvidia, Brocade, Robert Half, Ebay
- Healthcare: Kaiser Permanente, Sutter Health, Stanford Health, UCSF, UCLA, UCSD
- Pre-IPO Clients: Eventbrite, Wickr, Trulia, PlayStudios, Tango, Tradeshift, Socionext
- Private Companies in Manufacturing, Distribution, ESOP Companies, Agriculture
- Other: Nonprofits, Government, and Higher Education

EXPERIENCE

OneCompensation

Founder and Principal Consultant

2006-Present

Compensation Consultant, Analyst, and Manager

Kaiser Permanente, Sun Microsystems, Lawrence Berkeley National Laboratory, Covad Communications, Alcatel-Lucent

1998-2006

EDUCATION

B.S., California Polytechnic State University, San Luis Obispo

PROFESSIONAL ASSOCIATIONS

SHRM Society of Human Resource Management