John Schultz

Managing Director
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John Schultz is a Managing Director with Alvarez & Marsal Tax in Denver. He co-leads the Compensation and Benefits practice.

Mr. Schultz brings more than 24 years of experience providing on-going consulting to many organizations regarding benchmarking, designing and implementing compensation structures (both executive compensation and broad-based compensation), including base salary, bonus structures and long-term incentive plans. Mr. Schultz consults regularly on all types of employee benefit and executive compensation programs as well as executive employment and change-in-control agreements.

An expert in all aspects of equity compensation, including tax and accounting implications, Mr. Schultz regularly coordinates employee benefit and executive compensation issues in connection with mergers and acquisitions, including analysis of golden parachute issues, employment agreement/change in control payments, and other potential benefit plan liabilities. He has provided litigation support services in connection with executive compensation matters, including reasonable compensation analysis, and has provided expert witness testimony on executive compensation.

Prior to joining A&M, Mr. Schultz was a co-founder and managing partner of Compensation & Benefit Solutions, a leading provider of compensation and benefit services based in Denver. Previously, he was partner-in-charge of KPMG's Denver Compensation and Benefits practice and the national Partner-in-charge of the Executive Compensation practice for Smart Business Advisory and Consulting, LLC.

Prior to that, Mr. Schultz was the practice leader for the Denver Compensation and Benefits practice of Deloitte and Touche, LLP, where he focused on executive

compensation and oversaw a small retirement plan administration practice.

Mr. Schultz earned a bachelor's degree in finance from the University of Florida, a Juris Doctor from the Florida State University College of Law, and a LL.M. in taxation from the University of Denver. He is licensed to practice law in Colorado and Florida. Mr. Schultz is a member of the Colorado, Denver, and Florida Bar Associations and the Western Pension & Benefits Conference. He is a former steering committee member of the Denver Chapter.