

Carl Washburn has nearly thirty years' experience as a compensation consultant. Educated at Reed College, Brandeis University and the University of Chicago Graduate School of Business, Carl began his professional career as a college teacher and faculty administrator. By developing special expertise in the economic analysis of different components of executive compensation and by demonstrating skill in mathematical modeling and the presentation of statistical data, Carl has become at times a consultant to other consultants. In addition to providing compensation consulting services directly to his own clients, Carl regularly assists several other small consulting firms and independent consultants in the design, analysis and statistical testing of compensation programs. Carl sits on the board of West Virginia Holdings, a small investment and management firm with interests in the aluminum industry. He frequently analyzes production capabilities, staffing plans, operating costs, business plans, financing arrangements and import-export opportunities for aluminum processing and manufacturing facilities connected to the firm.



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- We analyze operations to promote increased productivity and improved service.
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In consulting assignments, we employ a variety of statistical analytical techniques, and we seek to make optimal use of a client organization's existing software and databases, in order to integrate information across the enterprise. Where a client chooses, we can conduct workshops for client personnel; and we can organize multiple-client work groups within and across different industries and trades.

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