



INTEGRATED HEALTHCARE STRATEGIES™

Mr. Nelson is an Executive Vice President and the Executive Total Compensation Practice Leader at Integrated Healthcare Strategies.

Mr. Nelson brings over 25 years of compensation consulting to Integrated Healthcare Strategies' clients. Prior to joining Integrated Healthcare Strategies, he was a partner in a regional compensation consulting firm. He has worked extensively in the areas of executive and employee compensation and benefits with privately held, publicly traded companies and non-profit organizations. For the last 18 years he has focused exclusively on total compensation planning for health care executives and physicians.

BIO

Mr. Nelson's consulting experience at Integrated Healthcare Strategies encompasses the entire spectrum of clients. He has designed compensation, benefit and retention plans for large integrated health systems, academic medical centers, hospitals, HMOs, physician groups, health care associations and health system boards. He has also consulted to a number of organizations in the midst of mergers about integrating their compensation plans.

During Mr. Nelson's 18 years at Integrated Healthcare Strategies, his responsibilities have included project management and plan design. He has published and lectured extensively on compensation issues and qualified and non-qualified benefit plan topics throughout his career.

Mr. Nelson received his degree from the University of St. Thomas and his Chartered Financial Consultant designation from the American College.



JAMES C. NELSON

TITLE:

Executive Vice President &
Practice Leader

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