

Forensic Employment   
Compensation Consultants, LLC

**Richard D. Sbarbaro**

Richard D. Sbarbaro is a Managing Director of Forensic Employment and Compensation Consultants, LLC. The firm provides litigation support for attorneys in matters relating to:

- executive compensation
- employability
- executive search
- career/vocational assessment
- outplacement
- earnings capacity

Mr. Sbarbaro has been accepted and testified as an expert in state courts. He testified in circuit court for the plaintiff in an Illinois employment case of breach and defamation, which resulted in a verdict in excess of \$13,000,000. The award at the time was believed to be one of the largest in U.S. history for this type of case and was subsequently affirmed by the Illinois Appellate Court citing Mr. Sbarbaro's testimony in their opinion. The case was eventually resolved in the Illinois Supreme Court in favor of the plaintiff. Mr. Sbarbaro has opined on numerous cases nationwide regarding compensation, employment, labor law, family law and civil matters.

Mr. Sbarbaro is Chairman of Lauer, Sbarbaro Associates/EMA Partners Chicago, and currently US Practice Leader and former Chairman of EMA Partners International. The firm provides consulting services to clients nationally and internationally. Services to senior management include executive search, organization strategy, executive compensation, management assessment, executive mentoring, in addition to other industry or organization specific projects. Clients include the spectrum from Fortune 100 organizations to small privately held companies. The firm also assists clients in higher education, as well as in not-for-profit. As a generalist firm, client organizations include a broad range of industries such as consumer products, direct marketing, financial services, healthcare, insurance, law, manufacturing, publishing, retail, venture capital and others. Mr. Sbarbaro has supervised and conducted over 1,800 assignments for over 600 organizations, ranging in size from start-ups to multi-billion-dollar, global entities. Mr. Sbarbaro has also conducted over 100 organizational reviews and compensation studies.

Under his direction, the firm has obtained a widely recognized national and local reputation in executive search and organizational consulting. The firm has been named repeatedly as one of the top executive search organizations in the world by *Executive Search Review*. Mr. Sbarbaro has been named as one of the top 150 executive search recruiters in "The Career Makers" published by HarperCollins and is the primary consultant listed for EMA Partners International in *Hunt Scanlon's Global 40* top executive search organizations worldwide.

Prior to joining Lauer, Sbarbaro Associates in 1979, Mr. Sbarbaro was a principal with Booz, Allen and Hamilton and a Senior Vice President of the Chicago Stock Exchange (formerly the Midwest Stock Exchange) and its subsidiaries located in Chicago.

Mr. Sbarbaro has been a resident of the Chicagoland area all his life, having received a Bachelor of Science degree in Commerce and a master's degree in Business Administration from DePaul University in Chicago. Over the years, he has remained active with DePaul University, serving on a variety of boards including the Athletic Board (13 years), the President's Club Board and the Special Gifts Committee. In 1982, he received the DePaul University Distinguished Alumni Award and the Beta Gamma Sigma Alumni Award in 1989. He served as a member of the Graduate School of Management Advisory Council and has been an adjunct professor in the Graduate School of Business. He also served for four years on the Association of Executive Search Consultants' board of directors as an executive committee member.

**CURRICULUM  
VITAE OF:**

**RICHARD D. SBARBARO**

Office:  
1250 Executive Place, Suite 102  
Geneva, IL 60134  
(708) 531-0100

**EDUCATION:**

DePaul University – B.S.C., Marketing 1967  
DePaul University – M.B.A., Marketing 1971

**EXPERIENCE:**

2005 – Present

**FORENSIC EMPLOYMENT AND COMPENSATION CONSULTANTS, LLC**

**MANAGING DIRECTOR**

Consultancy providing litigation support and expert testimony to law and accounting firms nationally. Provide expertise in matters of executive search, employability, and earnings capacity. Accepted and testified as an expert in state courts.

1979 – Present

**LAUER, SBARBARO ASSOCIATES/EMA PARTNERS CHICAGO**  
Management Consultants

**CHAIRMAN**

Provide management consulting services to clients nationally and internationally including executive search, organization strategy, executive compensation, management assessment, executive mentoring, and other specific projects.

Current US Practice Leader and prior Chairman of EMA Partners International, a global executive search organization ranked in the top 40 worldwide

Supervised and conducted over 1,800 senior level assignments in industry, education, and not-for-profit sectors.

1978 – 1979

**BOOZ, ALLEN & HAMILTON**  
Management Consultants

**PRINCIPAL**

Managed the Midwest region's technology consulting practice. Responsible for a broad range of client assignments including Fortune 100 organizations.

1971 – 1978

**MIDWEST STOCK EXCHANGE (renamed Chicago Stock Exchange)**

**SENIOR VICE PRESIDENT**

Responsible for the management and direction of various exchange subsidiaries including for-profit divisions servicing brokerage and banking organizations nationwide. Managed P&L, technology, marketing and sales for trading systems, back-office accounting, stock transfer and exchange services.

1969 – 1971

**FRY CONSULTANTS**

Management Consultants

**SENIOR CONSULTANT**

Managed and assisted in the conduct of various technology consulting assignments for clients in a broad range of industries nationally.

1967 – 1969

**ILLINOIS BELL TELEPHONE COMPANY**

**SALES MANAGER**

Responsible for sales and installation coordination of medium and large-scale business communications systems.

**DIRECTORSHIPS:**

**EMA Partners International**

Past Chairman and Director

**PROFESSIONAL ACTIVITIES:**

**DePaul University**

Intercollegiate Athletic Board—Prior Member, 13 years

Management Advisory Board—Prior Member

President's Club Board—Prior Member

Adjunct Professor, Graduate School of Business—Recruitment and Selection

Distinguished Alumni Award Recipient

Beta Gamma Sigma Alumni Award Recipient

Graduate School of Business Management Advisory Council—Prior Member

**Association of Executive Search Consultants**

Past Board Member/Treasurer/Executive Committee Member

**Illinois Executive Recruiters Association**

Past President

**National Association of Corporate and Professional Recruiters**

Past Member

**Primary Partner contact in *Hunt Scanlon Global 40* Executive Search Organizations**

**Named one of the top 150 executive search recruiters in *The Career Makers*, published by HarperCollins**