

Paul Goings*Senior Consultant**Radford Valuation Services**Radford**An Aon Hewitt Company*

Paul Goings is a senior consultant with Radford Valuation Services (RVS), the equity valuation group of Radford.

Paul has more than eleven years of experience working with a wide variety of programming languages, tools, and hardware and software platforms, in both mainframe and client-server environments.

As director of technology, Paul is responsible for maintaining the RVS IT infrastructure. He supports the underlying technologies and develops tools for use by RVS and the wider Radford organization, and establishes best practices in data processing, modeling, and calculation for equity compensation.

Prior to joining Radford, Paul was an analyst and programmer at Computer Sciences Corporation, supporting the DuPont account as an Oracle DBA.

Paul majored in physics at Widener University and earned a diploma in computer programming from The Chubb Institute. Paul is currently pursuing a Certified Equity Professional (CEP) designation. He is based in Philadelphia.