

Terry Adamson*Senior Vice President**Radford Valuation Services**Radford**An Aon Hewitt Company*

Terry Adamson is a senior vice president at Radford with more than 17 years of consulting experience. As National Practice Leader for Aon's employee equity consulting practice, Terry is involved with all phases of equity compensation, including the valuation and accounting for stock options, performance equity, and ESPP programs under ASC Topic 718. Terry has worked extensively in the design of long-term incentive programs, the valuation of compensatory arrangements during a change in control under IRC 280G, and sabbatical valuations under Topic 710.

He has recently co-authored articles in the Tax Management Compensation Planning Journal entitled "Golden Parachutes – New Planning Opportunities" and "Executive Compensation Audits – Planning Now to Avoid Trouble Later"; Benefits Quarterly entitled "Employee Stock Options – New Valuation Responsibilities and Planning Opportunities"; *WorldatWork* Journal entitled "Performance Equity Plans: The Design and Valuation Under FAS123(R)"; The Journal of Employee Ownership Law and Finance entitled "A Technical Roadmap to Expense Allocation Under FAS123(R)"; and Compensation and Benefits Review entitled "No Vacation on Sabbatical Plan Accounting".

Terry is a frequent speaker about equity valuation at various conferences, seminars, and webcasts, most recently with the CPE, the American Institute of Certified Public Accountants (AICPA), the Conference Board, the NASPP Conference, E-Trade's *Directions2010*, and with the Joint Board of Enrolled Actuaries. Terry was on the FASB Round Table on Employee Share Options, and is the Chairman of the Society of Actuaries taskforce on stock option valuation. He is also a Certified Equity Professional (CEP) and serves on the CEP Curriculum Committee. In 2010, Terry received the 2010 Individual Achievement award by the NASPP.

Prior to joining Aon, Terry was employed as an actuary at The Hay Group in New York City. Terry graduated from Georgetown University where he obtained a bachelor of science degree in mathematics.