



## ***Ruth Ann Looney***

Ruth Ann is a Director and is Aon's Southeast Region Broad-Based Compensation Practice Leader, based in Atlanta, GA. Ruth Ann has over 15 years of compensation consulting experience working with many different companies on various aspects of Broad Based Compensation. Ruth Ann's expertise includes establishing total compensation strategies and practices that align with business objectives, designing rewards programs (e.g., base salary, performance-based/variable pay, other cash compensation plans), and developing job architecture and career frameworks.

Prior to consulting, Ruth Ann worked for more than 12 years in the health care industry where she specialized in compensation, benefits, and retirement.

Ruth Ann has consulted for a variety of clients including, technology, manufacturing, insurance, automotive parts, health care, educational institutions, foundations, associations, and other general nonprofits. The sample list of her clients includes AMB Sports and Entertainment, Permanent General Companies, Southern Farm Bureau, Red Lobster, Kumho Tire, Cornerstone Chemical Corporation, Genuine Parts Corporation, Tennessee Valley Authority, Canaveral Port Authority, HELP USA, Institute of International Education, Community Foundation of Greater Atlanta, Florida Blue, University of North Carolina – Chapel Hill, Spelman College, Empath Health, and Methodist Health Systems.

Ruth Ann has a M.S. degree in Human Resource Development, from the University of Tennessee, in Knoxville, TN. Her graduate thesis research, Spirituality in the Nursing Workplace (predictor of Job Satisfaction) was published in the International Academy of Business Disciplines Business Research Yearbook. She also received her bachelor's degree from the University of Tennessee, in Knoxville, TN.