



Mr. Hopkins is a Principal Consultant at Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc., specializing in Executive Total Compensation. Mr. Hopkins works with healthcare organizations providing executive compensation consulting services, including salary and incentive compensation analyses, governance of executive compensation, total compensation evaluations, incentive plan design, CEO performance appraisal, executive employment agreements, and formal reasonableness opinions. Mr. Hopkins routinely works with boards and compensation committees to help them comply with the requirements for establishing a rebuttable presumption of reasonableness, and counsel them regarding the impact of governance reform initiatives and regulations.

Mr. Hopkins works with a broad spectrum of healthcare organizations, including multi-hospital systems, academic medical centers, community hospitals, state hospital associations, quality improvement organizations, and some of the country's largest and most prestigious integrated health care delivery systems.

Mr. Hopkins has over twelve years' experience in executive compensation consulting. He recently rejoined Gallagher Integrated after spending five years at Grant Thornton consulting with for-profit firms. Before first joining Gallagher Integrated, Mr. Hopkins practiced as an attorney with a Minneapolis law firm specializing in collections, clerked for Marshfield Clinic's general counsel, and worked for the Blue Cross Blue Shield of Wisconsin's legal department. Mr. Hopkins received his J.D. from the Marquette University Law School and his B.S.B. in management and insurance from the Carlson School of Management at the University of Minnesota.



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