



Kati Miller

Executive Consultant

As a consultant with the Jackson Hole Group, Kati provides organizations with business driven HR and OD solutions that help advance their culture, strategy and objectives. She delivers highly focused support to ensure knowledge transfer and build the long-term capabilities of her clients. With extensive experience in multiple business segments, Kati is recognized as a strategic and results driven human resources executive. She brings her business acumen, and a breadth and depth of technical expertise to her consulting practice, which allows her to readily gain credibility with senior business leaders and Human Resources professionals.

Since becoming a consultant, Kati's assignments have been in the areas of change management, organization and leadership assessment, coaching, and executive compensation and performance management program design for professional services, not for profit, internet, and alternative energy organizations.

During her corporate career, Kati led the HR function at Calpine Corporation, then the largest publicly traded independent power producer in North America with an employee base of 3,500. Kati served as a principal advisor for the executive team and Compensation Committee of the Board of Directors on strategic issues including organization transition, executive compensation, succession planning, and employee communications.

As a member of the leadership team, she:

- Designed and led a major organization restructuring effort at time of intense industry change.
- Designed and implemented a new stock option program to respond to a dramatic change in stock price.
- Developed an innovative ethics "toolkit" to support a culture of the highest ethics and integrity.

Prior to joining Calpine, Kati spent over fifteen years at Bank of America where she was the senior HR executive for several major business units. Kati also oversaw the compensation and executive compensation functions and served as a line manager in the Private Bank during her career at the bank. While there, she:

- Planned and led cross-functional organizational design and development projects to support Bank of America's transformation from a regional to national retail bank.
- Worked with Corporate Development and line executives to successfully acquire and integrate a wide-range of mergers and acquisitions.
- Led the design and implementation of two major compensation programs; a corporate-wide broad band pay system, and a new long-term equity plan for senior executives.

In addition, Kati has held senior HR positions at Del Monte Corporation and Pacific Gas and Electric Company.

Kati holds a Bachelors degree in Psychology and a Masters in Business Administration from the University of California at Berkeley. Kati is also Vice President of the Board of Directors of the Pacific Autism Center for Education (PACE) and serves as a board member of the University of California, Haas School of Business Development Council.

Connect with Kati:

Email: kmiller@jacksonholegroup.com

