



**Rich Floersch**  
**Sr. Strategic Advisor, HRP**

Rich Floersch is currently a Sr. Strategic Advisor to the HR Policy Association's Center on Executive Compensation and its Health Transformation Alliance.

He recently announced his retirement with McDonald's effective the end of 2015, after a 12 year career as CHRO. Over the course of his McDonald's tenure, Rich worked on 4 CEO successions and provided critical support to two business turnarounds. With a focus on providing meaningful growth opportunities and the programs needed for success, Rich and his global team lead programs critical for engagement, retention, development and cultivating the next generation of McDonald's leaders.

In addition, Rich served as SVP Human Resources at Kraft Foods International from 1998 - 2003. Previously, he was VP Compensation at Philip Morris.

A leader in the broader HR industry, Rich was Vice Chairman of the HR Policy Association, a public policy advocacy organization representing the CHROs of over 370 leading employers across the US. He remains on the Executive Committee of the Peer Roundtable for CHROs.

He also serves on the Board of Directors at Skills for Chicagoland's Future, a non-profit organization dedicated to assisting the long-term unemployed gain employment.

Rich earned his bachelor's and master's degrees from the State University of New York at Buffalo.