



# Saado Y. Abboud, Ph.D.

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Saado is the founder of *Keystone Compensation Group LLC* with over twenty years of experience in the field of compensation. His experience involves all phases of compensation program development, strategy, design, and management. He serves client organizations in private, public, and nonprofit sectors. Saado also consults with top executives and board of directors on executive compensation design and management. His combined experience in managing compensation programs within a corporate function and as a professional consultant gives him a balanced view for working with compensation assignments.

Most recently Saado served as Vice President, Compensation Practice for Stanton Group, a regional consulting and survey research firm in Minneapolis, MN. He worked closely with business and HR leaders as well as Boards of Directors to develop rewards programs for executives, middle management, and other employees. Saado's compensation experience includes developing base pay, short-term, and long-term incentive programs to attract and motivate employees. He also helps his clients with communicating their reward programs.

Prior to joining Stanton Group, Saado spent several years in a senior leadership position at Best Buy Co. with responsibilities over corporate compensation programs as well as executive compensation. Among his other accomplishments was taking a key leadership role in restructuring the HR function and leading several technology initiatives to support business growth. He contributed articles and interviews to several trade publications, including *Workspan*, a monthly journal for total rewards professionals, *Minnesota Bankers News*, Minneapolis Star Tribune, and the *Twin Cities Business Journal*.

Early in his career, Saado taught at the college and graduate school levels, domestically and abroad. He has a doctorate and master's degrees from the University of Minnesota in Quantitative Analysis and received an MBA degree in Corporate Finance from the University of St. Thomas. Saado is a certified compensation professional (CCP), a member of WorldatWork, and the Chairman of the Local Network Leadership Council for WorldatWork. Saado also serves on the Twin Cities Compensation Network Board of Directors and is a member of the International City and County Management Association (ICMA).

Saado enjoys outdoors sports like running and golfing. He also coaches and sponsors girls softball teams in the local community. Saado is an avid reader and actively serves in his local community.