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Rick has over 25 years of experience in employee benefits consulting, during which he has provided tax, audit and business advisory services on a variety of subjects, including employee stock ownership plans, equity-based plan design and compliance, deferred compensation structuring, multi- and single-employer pension and welfare plans, and non-qualified executive compensation plans in both the for-profit and not-for-profit sectors. Rick has served on the AICPA Oversight Board for employee benefits and is a frequent presenter for professional organizations on a variety of subjects, including long term incentive plan design, FAS123R/ASC718, Code Section 409A, ESOPs and other employee benefit related topics.

Prior to starting Customized HR Solutions, Rick spent four years as a lead consultant for Denver Compensation and Benefits, was a Partner with BDO Seidman, LLP, lead the Western Region Compensation and Benefits practice for Grant Thornton LLP, worked in the Employee Benefit Consulting practice at Deloitte & Touche LLP, and practiced law.

Rick received his Bachelor of Science in Finance from the University of Southern California, his Juris Doctorate from the University of California at Davis, and his Certified Equity Professional (CEP) from Santa Clara University.

His Affiliations include; Western Pension Benefits Conference, National Association of Stock Plan Professionals

ESOP Association, and Colorado Society of Human Resource Professionals.