



Andre Rooks

**Principal
Mercer
Chicago, Illinois**

Mr. Rooks is a principal at Mercer where he is responsible for developing strategies that help organizations attract, retain and motivate their workers. He provides expertise on topics such as total rewards strategy, job architecture, base pay structure and incentives. Mr. Rooks has published for and presented to industry groups such as WorldAtWork, the National Association of Stock Plan Professionals, Financial Executives International, AAIM Employers' Association, Twin Cities Compensation Network and the Design Finance Officers Group. He has also been a guest speaker at Loyola University Chicago and DePaul University. Prior to joining Mercer, Mr. Rooks was a senior consultant at Aon Hewitt. He earned a bachelor of science degree in economics from the University of Illinois and a master of business administration degree from the University of Chicago Booth School of Business.