

Hay Group through the years: 1943 – 2008

1943	<ul style="list-style-type: none"> ▪ Edward N. Hay and Associates, Management Consultants, established as a sole proprietorship in space rented from First Pennsylvania Bank ▪ First major compensation project secured with General Foods ▪ E. N. Hay purchases Personnel Journal, providing a platform for his new views on work, people, and the work place
1946	<ul style="list-style-type: none"> ▪ Hay incorporates as E. N. Hay & Associates, Inc.
1949	<ul style="list-style-type: none"> ▪ <i>Annual Billing Passes \$100,000</i> ▪ Dale Purves hired for high-level management consulting and job evaluation projects; Milton L. Rock hired to develop psychological assessment practice
1950	<ul style="list-style-type: none"> ▪ Hay begins publication of “Men and Management”—one-page thought pieces for executives on current issues
1951	<ul style="list-style-type: none"> ▪ Hay Guide Charts invented by Dale Purves
1954	<ul style="list-style-type: none"> ▪ Hay starts the Hay Compensation Survey Comparisons (HCC) with eight companies
1957	<ul style="list-style-type: none"> ▪ <i>Annual Billing Passes \$500,000</i>
1958	<ul style="list-style-type: none"> ▪ Edward Hay dies at age 67; E. N. Hay Associates becomes a partnership, with Co-Managing Partners (Milt Rock and Dale Purves)
1960	<ul style="list-style-type: none"> ▪ First office outside of Philadelphia established in Toronto to serve U.S. subsidiary clients and develop the Canadian market
1963	<ul style="list-style-type: none"> ▪ First overseas consulting operations established in London in partnership with MSL, a management selection company
1965	<ul style="list-style-type: none"> ▪ <i>Annual Billing Passes \$1 Million</i> ▪ Second U.S. office opened in San Francisco

1966	<ul style="list-style-type: none"> ▪ Dale Purves dies; Milt Rock becomes Managing Partner
1968	<ul style="list-style-type: none"> ▪ Hay acquires Marketing Management, Inc., a Chicago-based training business ▪ Chicago office opens
1970	<ul style="list-style-type: none"> ▪ <i>Annual Billing Passes \$5 Million</i>
1971	<ul style="list-style-type: none"> ▪ <i>Psychological services unit integrated within Applied Behavior Sciences Center to create “management climate analysis” practice</i>
1974	<ul style="list-style-type: none"> ▪ <i>Annual Billing Passes \$15 Million</i> ▪ <i>Business strategy practice established</i> ▪ <i>Hay acquires Huggins & Co., Inc., a benefits and actuarial services firm</i>
1976	<ul style="list-style-type: none"> ▪ Research for Management becomes business unit responsible for business culture studies and employee surveys
1979	<ul style="list-style-type: none"> ▪ Hay Italy acquires ISSO, which provides management training programs ▪ Hay France acquires Gamma International, which designs and develops management information systems ▪ Hay Career Consultants, provider of outplacement services, established
1980	<ul style="list-style-type: none"> ▪ Hay acquires communications businesses: Hay Communications Limited, Information for Industry, Pentacle
1984	<ul style="list-style-type: none"> ▪ Saatchi & Saatchi Company, PLC, acquires the business of the Hay Group for \$125 million. Milt Rock named Chairman of Saatchi Consulting. ▪ <i>Annual Billing Passes \$100 Million</i>
1985	<ul style="list-style-type: none"> ▪ Hay combines with Saatchi-owned McBer & Company, a human resources planning & development firm ▪ Milt Rock retires; Charles Fiero becomes Hay CEO
1986	<ul style="list-style-type: none"> ▪ Robert Rock succeeds Fiero as CEO
1987	<ul style="list-style-type: none"> ▪ Chris Matthews appointed CEO

1990	<ul style="list-style-type: none"> ▪ Management buyout by internal Hay management group ▪ <i>Annual Billing Passes \$200 Million</i>
1997	<ul style="list-style-type: none"> ▪ Seven Lever, Integrated Change Management Model developed ▪ Hay PayNetSM, first interactive, on-line compensation information system is introduced ▪ Hay Group conducts first annual survey of “The World’s Most Admired Companies” for <i>Fortune Magazine</i>
1998	<ul style="list-style-type: none"> ▪ New worldwide headquarters opens in Philadelphia, USA
1999	<ul style="list-style-type: none"> ▪ Using Hay Group research, author Daniel Goleman publishes <i>Working With Emotional Intelligence</i>
2002	<ul style="list-style-type: none"> ▪ Hay Group adds annual America’s Most Admired Companies study to World’s Most Admired Companies for FORTUNE. ▪ WorldatWork honors Edward N. Hay with its annual Keystone Award for his innovation and service to the human resources profession.
2003	<ul style="list-style-type: none"> ▪ Hay Group celebrates 60 years in business.
2004	<ul style="list-style-type: none"> ▪ Hay Group now has offices in 43 countries, most recently opening in Johannesburg, New Delhi, Seoul, and Tel Aviv.
2005	<ul style="list-style-type: none"> ▪ Hay Group conducts study of <i>Chief Executive</i> magazine’s “Best Companies for Leaders” ▪ Hay Group completes 18-month long study on the competencies of successful Indian CEOs. The findings of the study were released by the Indian Prime Minister, Dr. Manmohan Singh.
2006	<ul style="list-style-type: none"> ▪ Hay Group expands its global footprint to 85 offices in 47 countries with new offices in Spain (Bilbao), Romania (Bucharest), South Africa (Cape Town and Pretoria), and Ukraine (Kiev).
2008	<ul style="list-style-type: none"> ▪ <i>Senior Leadership Teams</i> by Deb Nunes, Ruth Wageman, Jim Burruss and Richard Hackman is published globally by Harvard Business School Press. ▪ The first WSJ/Hay Group Executive Compensation Report is released. ▪ Hay Group celebrates its 25th International Client Meeting in Rome.