



## JEANETTE KOPMANIS

Senior Consultant

### Areas of Expertise

Compensation and Rewards  
Design  
Executive Compensation  
Compliance

Jeanette Kopmanis is a Senior Consultant in Findley Davies' Compensation and Rewards Practice. Prior to joining the firm, Jeanette held compliance and administrative management positions within the banking and business sectors.

Her primary areas of expertise and focus are executive compensation and the design and implementation of market-based compensation plans. Some of Jeanette's recent projects include the design of salary administration plans for various publicly-held and privately-held companies based in the Midwest and Southeast regions of the U.S.

Her work includes researching and analyzing compensation data, conducting competitive market analysis studies, and designing market-based salary structures, in addition to performance-based, short-term and long-term compensation plans for organizations.

### Education

The University of Toledo, Toledo, Ohio — B.B.A., Finance

### Professional and Community Involvement

- Big Brothers-Big Sisters of Monroe County, Past Board President
- National Association of Professional Women
- SHRM
- World@Work

### Contact Me

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