



TAMMY MICHALAK

Senior Consultant

Areas of Expertise

Executive Compensation

Director Compensation

Non-qualified Deferred Compensation

Performance-based Variable Compensation

Compliance

Defined Contribution Plan Design & Implementation

Tammy is a Senior Consultant with 20+ years of experience in the design, implementation, communication, and administration of compensation, retirement, and executive benefit programs. Tammy partners with members of HR, management, legal and the Board of Directors at manufacturing, healthcare, financial, and nonprofit organizations to ensure that compensation and benefit programs support the organization's strategic objectives, provide meaningful benefits, and comply with all legal requirements.

Tammy's central focus has been in the areas of executive and non-qualified deferred compensation. She applies her experience and technical knowledge to strategically evaluate and design competitive and rewarding plans that drive long-term business results and align with the interests of investors and key stakeholders. Tammy also conducts training sessions and internal audits with her clients on the administrative complexities of non-qualified deferred compensation plans to ensure compliance and avoid costly tax penalties under Internal Revenue Code §409A.

Education

The University of Toledo, Toledo, Ohio — M.B.A., Business Administration, B.B.A., Finance

What's Your Passion?

I enjoy spending time with my husband, son, and our two dogs. This usually involves participating in one of our old house restoration projects, hanging out at car shows, or watching as the guys tinker with their hot rods. I also enjoy spending time in the garden, baking, bike riding, and walking our dogs.

Professional and Community Involvement

- The Women of the Old West End, Treasurer, 2004 to present
- National Association of Stock Plan Professionals, 1998 to present
- City of Toledo Urban Beautification Partner, 2004 to present
- Junior Achievement Volunteer Teacher, 2007 to 2013

Contact Me

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for a changing workforce*