

Thomas S. Tilghman

Thomas Tilghman is a Founder and Managing Director of Forensic Employment and Compensation Consultants, LLC which was formed in 2005. The firm provides litigation support for attorneys in matters relating to:

- executive compensation
- executive pay and benefits
- outplacement
- career/vocational assessment
- earnings capacity
- employability

Mr. Tilghman has more than 40 years of senior consulting and management experience in compensation, executive and international compensation. He currently provides compensation consulting related services through Tilghman Associates LLC. He has conducted compensation and human resources related projects in a wide variety of industries including high tech, pharmaceuticals, banking and oil industry. He has worked with start-ups to Fortune 100 companies. He is experienced with all aspects of compensation (base salary, bonus, long-term incentives, executive perquisites and) and employee benefits (medical, retirement, insurance) including competitive comparison, and, plan design and time-based valuation both domestically and internationally.

Earlier in his career, he was a senior consultant with Towers Perrin specializing in international compensation and a Director in Ernst & Young's Human Resources Consulting Group managing the executive compensation and compensation survey activities. He was Assistant Vice President of Compensation at Continental Grain and Manager of Compensation at Baxter managing their executive and employee compensation programs.

Mr. Tilghman received his AB from Harvard College and an MBA from Amos Tuck (Dartmouth College). He is a member of WorldatWork (formerly the American Compensation Association), Society of Human Resource Management (SHRM) and ERC (Employee Relocation Council.)

Thomas S. Tilghman

<i>Education</i>	<i>Harvard University</i>	<i>Cambridge, MA</i>
	A.B. 1968	
	Tuck Graduate School of Business Administration	
	Dartmouth	Hanover, NH
	MBA 1970	

Work Experience

Thomas Tilghman specializes in compensation and benefits in terms of strategy development, competitive analysis, pay-for-performance, plan design and implementation and administration support.

2004 – Present **Forensic Employment & Compensation Consultants, LLC**
Managing Director/Founder

Consultancy providing litigation support and expert testimony to law and tax/accounting firms nationally. We focus our efforts on matters related to human capital issues, including compensation and employability.

2001 – Present **Tilghman Associates, LLC**
Partner/Founder

Mr. Tilghman has worked on projects with ECA (Employment Conditions Abroad), Expaticore, Identix, Mruk & Partners, Santos, SABIC, Testa, Hurwitz & Thibault, LLP, Strategic Rewards, Willis Towers Watson and World Learning as an independent consultant on compensation and international mobility issues.

Prior to forming Tilghman Associates, LLC, he has been:

- Senior Consultant at Willis Towers Watson formerly Towers Perrin (1995-2001) where he worked on international compensation issues for Towers Perrin clients
- AVP compensation at Continental Grain (1990 to 1995) with global compensation and HRIS responsibilities.
- Director at Ernst & Young (1978 to 1990), where he managed executive and international compensation projects and the firm's compensation survey activities.
- Manager of Compensation at Baxter (1976 to 1978) with responsibility for salary administration, executive compensation and expatriate policies
- Senior Compensation Analyst at Cummins Engine Company (1973 to 1976) with executive and international compensation project responsibilities
- Consultant with Irwin Management Company (1970 to 1973)

He has made numerous presentations on international compensation and benefits matters to organizations such as the National Foreign Trade Council, WorldatWork (American Compensation Association), the Conference Board, and the Employee Relocation Council.

He is the author of:

- Compensation and organization of Corporation Legal Departments; published by the Association of the Board of the City of New York; authored by Edwin S. Mruk and Thomas S. Tilghman, 1978-1985 each year.
- Executive Compensation International published by Business International Corp (1985)
- Executive Compensation (15th, 16th, 17th and 18th Editions) published by Ernst & Young (1987 to 1990)
- "HR Legislation in the '90s: The New Challenges" in *The Human Resources Professional*, May 1990
- "Beyond the Balance Sheet: Developing Alternative Approaches to International Compensation" in the *ACA Journal*, Summer 1994
- "Alternatives to Tax Equalization: Responding to New Challenges for Multinational Companies" in the *ACA Journal*, Summer 1996;
- "Paying People in Crisis Economies in the Global Era", Towers Perrin International Update 1998
- "Paying International Employees in Hard Currency" in *ACA News*, July/August 1999
- "The Expatriate Challenge: Building Global HR Capability", *International HR Journal*, Summer 1999
- "The Impact of Globalisation on Expatriate Careers" in *Pay Magazine*, August 2000.

Forensic Employment 
Compensation Consultants, LLC

- “Bridging the cultural and legal gaps between U.S. and Latin American Severance Practices” in Workspan, September 2002
- “Localization: The end product of globalization” in Expatriate Advisor, 2003

Affiliations

Mr. Tilghman is a member of WorldatWork (formerly the American Compensation Association) and FEWA (Forensic Expert Witness Association). A former member of Society of Human Resource Management (SHRM) and ERC (Employee Relocation Counselors)