



## Thomas Tilghman

### Managing Director

413 West Palm Drive

Lakeland, FL 33803

Phone: 863-687-3388

Fax: 863-687-3388

tilghmant@forensicecc.com

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

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

Mr. Tilghman has more than 35 years of senior consulting and management experience in 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. He has worked with start-ups to Fortune 100 companies. He is experienced with all aspects of compensation (base salary, bonuses, long-term incentives, executive perquisites) and employee benefits (medical, retirement, insurance) including competitive comparison, 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 BA from Harvard College and an MBA from Amos Tuck (Dartmouth College). He is a member of World at Work (formerly the American Compensation Association), Society of Human Resource Management (SHRM) and ERC (Employee Relocation Council).

He has made frequent presentations to organizations such as World at Work, American Management Association, and National Foreign Trade Council. He is based in Florida.