

## Tamara Pawlachka

Sr. HR Consultant | HR & Compensation Consulting

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### Experience

Tamara Pawlichka is a Senior Human Resources Consultant with Gallagher's Human Resources & Compensation Consulting practice. Tamara has more than 30 years of HR and consulting experience in the financial services, transportation, and Pharma industries. She has led strategic and tactical delivery of HR services for complex, cross-functional projects as part of M&A, integration, restructuring and change management initiatives. She has provided consultation and support to employers in the areas of HCM strategy and execution, HR policy, process & system design, compensation, total rewards, performance management, talent management strategies, and communication strategy and deployment.

Prior to joining Gallagher, Tamara spent 12 years at UPS, the world's largest package delivery provider with over 481,000 employees globally (399,000 in the U.S.). She held several positions including Global Cash Manager, Director, Investor Services and Director, Compensation. She supported the company's many strategic initiatives, including a sales force restructuring and integration affecting over 5,000 employees (at the time, largest enterprise-wide project in company history). She has also held positions in the financial services industry in treasury management and consulting. Her passion is to leverage her diverse experience to assess business issues and problems and then deliver practical people solutions that balance the best interests of management, employees and shareholders.

### Education & Certification

LaSalle University, BSBA

Senior Professional in Human Resources (SPHR)

SHRM Certified Professional (SHRM-CP)

World at Work Compensation Professional