

Thomas W. Ramagnano

Partner



Thomas W. Ramagnano is a Partner at Meridian Compensation Partners with nearly 20 years of experience providing guidance on a broad range of executive compensation matters, including short- and long-term incentive design, executive pay levels, employment agreements, executive retirement and deferral programs, change in control and severance, and proxy/CD&A disclosure. Tom also assists clients related to sound governance practices including effective meeting processes, stock ownership guidelines, clawback/recoupment policies and responding to proxy advisory firms.

Tom's clients generally include small- and mid-cap companies in diverse industries including pharmaceuticals, chemicals, industrials, technology, retail and transportation. His client relationships are typically with Compensation Committees, but also has experience working directly for management.

Tom has written articles for the Corporate Board Member Governance Series and eNewsletter and the National Association of Corporate Directors magazine. In addition, Tom coauthored a chapter titled "Executive Compensation Plans" in *The Handbook of Employee Benefits, Fifth Edition*, and a chapter in *Executive Compensation—The Professional's Guide to Current Issues and Practices*, entitled "Executive Compensation Issues in Spin-Offs, Divestitures, and IPOs."

Tom holds an M.B.A. from the Kellogg Graduate School of Management (Northwestern University), a J.D. from Loyola University of Chicago School of Law, and a bachelor's degree in accounting from Indiana University.

Tom is located at the company's Lake Forest, IL office.

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