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Tom McMullen is a senior client partner based in Korn Ferry's Chicago office. He has more than three decades of experience as a Total Rewards practitioner and consultant. As a leader in Korn Ferry's global Total Rewards solution group, Tom is accountable for a wide variety of reward solution design, thought leadership, innovation and capability development initiatives. His consulting work focuses on developing innovative and practical Total Rewards solutions, including rewards strategy, base salary, variable pay, performance management systems, work measurement and organizational design. Tom holds a bachelor of science degree in mathematics and a master of business administration degree from the University of Louisville. Previously, he held senior roles with PepsiCo and Humana. Tom has served on the Chicago Compensation Association Board, the WorldatWork Compensation Advisory Board, and the Advisory Board for Compensation & Benefits Review. He has been quoted widely in the global media and has contributed to a number of articles and books on topics related to rewards and organizational effectiveness.