



William Tompkins

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Bill Tompkins is a dynamic Global Total Rewards Executive with deep experience in both large and small corporations & iconic brands across many industries, including retail, consumer products and financial services.

As Vice President, Total Rewards & Payroll for MillerKnoll, a leading furniture design company, Bill is responsible for creating sustainable reward strategies and maintain strong Board governance practices for this \$3.6B global organization. In this role, Bill has led the development and implementation of MillerKnoll's global career framework, including the building of competitive salary structures. Bill has also delivered enhanced maternity benefits, and a global recognition platform.

Prior to joining MillerKnoll, Bill led the Total Rewards and Operational Excellence organization at SmileDirectClub, a B2C tele dentistry and aligner organization. Bill managed all global aspects of Total Rewards, post IPO, building the rewards strategy and organization.

Earlier in his career, Bill has led Total Rewards for organizations such as Nordstrom, Macy's, The Coca-Cola Company, Gap, and American Express. Outside of work, Bill is currently serving as Chairman of the Human Resources Committee for United Way of Southern Nevada.

Bill earned a Bachelor of Arts in Psychology from Queens College, City University of New York. He resides in Las Vegas, NV, and enjoys hiking

Bill has spent most of his career leading the Total Rewards function at major companies such as The Coca-Cola Company, Macy's, Gap, Inc., and currently with SmileDirectClub. He has extensive experience leading the total rewards function

designing and delivering effective strategies, HR transformation and systems, and building relationships with Boards of Directors.