



## Leandro Tane

VP, Total Rewards  
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**Leandro Tane, CCP, GRP, GPHR**, is a Total Rewards strategist with over 18 years of global and U.S. experience. He leads compensation, benefits, and recognition strategy for more than 8,200 employees across 13 states in the American West. Leandro believes that when employees thrive holistically—physically, emotionally, and financially—organizations unlock stronger engagement, performance, and growth.

At Swire Coca-Cola, USA—one of the largest Coca-Cola bottlers—Leandro has modernized Total Rewards by redesigning benefits to elevate wellbeing and enhancing compensation transparency to support a performance-driven culture. His efforts have delivered more flexible, meaningful programs aligned to business goals and employee needs.

Originally from São Paulo, Brazil, Leandro lives in Salt Lake City, UT with his wife and son, and enjoys cooking, traveling, the outdoors, and audiobooks.