



**Ali Payne**

**President  
ethOs**

**Waukee, Iowa**

As the president for ethOs, Ali Payne leads a team of engagement and well-being experts who work with clients to not only develop a strategy to drive employee engagement but also help them focus on the right employee experience and resources for all of the demographics in their workplace. Ali has a wealth of knowledge and expertise in the organizational well-being, culture, and employee experience industries. Prior to joining ethOs, Ali spent 15 years with Gallagher Benefit Services as the divisional vice president and practice leader of well-being and engagement, building a team of well-being and engagement professionals. Through this experience, she understands first-hand the value and importance of integrating organizational goals with strategies to engage talent. She helps her clients improve their employee retention and productivity through successful strategy development, implementation, and execution. Ali is also an organizational engagement/culture expert and an award-winning thought leader. Recognized for her work in the industry, Ali was named the Employee Benefit Adviser's Wellness Adviser of the Year in 2018. Ali received her undergraduate degree in exercise physiology from The University of Iowa and her master of science degree in health promotion and human resource management from Nebraska Methodist College. She also holds a certificate in leadership from Harvard Business School. Outside of work, Ali enjoys spending time with her husband, Charlie; daughter, Olive; and twin sons, Fritz and Otto.