

# ZACH HAKE

Communication Consultant

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## Current Responsibility

Zach Hake is a communications consultant for Milliman's Employee Benefits Administration and Consulting Practice. Zach consults with clients on creative, results-driven strategies to communicate benefits initiatives to employees. He joined Milliman in 2025.

## Professional Work Experience

Zach started in the communications industry in 2019, developing and executing strategic communication plans that drive digital transformation and align with organizational priorities. Zach's skills include crafting compelling narratives, engaging content creation, and managing complex projects in dynamic environments. Zach has a strong background in internal communications, content strategy, and change management. Before joining Milliman, Zach was a Change & Communications Specialist at Deloitte, supporting the Audit & Assurance practice with organizational change management and digital transformation initiatives, including generative AI. Additional experience includes internal communication roles at Burns & McDonnell, an engineering and construction firm in Kansas City, and Chevron Phillips, a petrochemical company in The Woodlands, Texas.

## Education

BS (Multimedia Journalism) Oklahoma State University