
Bernie Martenson Joins McDowall Associates Leading Executive Compensation Team

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McDowall Associates a Division of Gallagher Benefits Services (Canada) Group, Inc. is a rewards consulting firm that delivers objective, credible and well-reasoned advice.

We are pleased to announce that Bernie Martenson has joined the McDowall Associates' team of compensation consultants as a Senior Consultant.

With more than 20 years of progressively senior compensation roles in the financial services and technology sectors, Bernie's expertise and knowledge encompass many facets of compensation, including:

- Design and implementation of effective executive compensation programs
- Compensation philosophy, governance and disclosure
- Short and long-term incentive design for executives and non-executives
- Sales compensation
- Performance management
- The financial services regulatory environment

Bernie has also worked with compensation committees, supporting and advising directors from a management perspective.

Prior to associating with McDowall Associates, Bernie Martenson worked with OpenText, a leading Canadian software company, and with BMO Financial Group and TD Bank Financial Group.

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