

WYNFORD GROUP ASSOCIATE: GRAEME DOAK

Graeme Doak of Vancouver-based *Total Compensation Services*, has over twenty years of experience in all aspects of the Compensation field and has direct experience in various industry sectors such as Telecommunications, Manufacturing, Energy and Utilities. He has been selected for panels relating to leading edge compensation practices in North America and has been a presenter at various professional association events (HRMA, CEBS, American Compensation Association, Pacific Coast Gas Association).

In designing new programs he has worked closely with senior management, line departments and unions. Many of the projects have included joint management-union initiatives in such areas as flex benefits, pension plans and gain sharing. He has also acted as an independent chair and advisor to plan committees.

Graeme has particular skills in the areas of strategic awards, executive compensation, stock option plans, and the design of pension, Group RRSP and benefit plan design including flex benefits.



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