

## WYNFORD GROUP ASSOCIATE: PAUL BOKENFOHR, MBA, CHRP

Paul is an associate of the Wynford Group. He is a seasoned Human Resources executive with depth of knowledge in the areas of compensation, benefits, pensions, labour relations and recruitment & selection. He has over 25 years of experience in a number of industry sectors including:

- Technology - CV Technologies Inc., Biomira Inc. and the Westaim Corporation
- Telecommunications - TELUS
- Brewing – Labatt's
- Petrochemical - Suncor Inc.
- Construction – Construction Labour Relations Association, Alberta

His range of functional expertise includes:

- Executive Compensation –experience in revising existing plans and establishing new plans.
- Compensation – responsible for the corporate plan at TELUS as well as creating new plans in other companies. Familiar with variable pay plans.
- Benefits – responsible for the corporate plan at TELUS as well as creating and revising plans in other companies. Familiar with flex plans.
- Labour Relations – member of the Labour Relations Board. Experience in negotiations as lead spokesperson, grievance handling and arbitration.
- Recruitment & Selection – experience recruiting all positions including executive roles.

Paul received his MBA for the University of Alberta and is also a Certified Human Resources Professional (CHRP) and a member of the Alberta Labour Relations Board.



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