

**WYNFORD GROUP ASSOCIATE:
ANN BLACKWOOD, BCOMM, CCP
SENIOR CONSULTANT**

Ann is an experienced leader and total rewards consultant with over 20 years of experience in the design, development and implementation of rewards strategies. Her expertise encompasses Executive Compensation, Board and Compensation Committee support, design and implementation of incentive programs, compensation due diligence and management support and reporting.

She has developed her skills through increasingly responsible roles to Director Total Rewards at several major organizations in the Construction, Energy Services and Energy sectors.

She has consulted to various clients proving expertise as follows:

- market data survey submission and analysis for both office and field staff
- analysis, management support and reporting for annual merit pay and bonus (STI) cycles
- executive compensation competitive analysis and recommendations
- compensation committee material production
- management proxy circular completion and analysis
- design and delivery of compensation related training to HR, management and line staff
- systems implementation for base pay and incentive modules
- providing day-to-day compensation support for HR business partners
- compensation due diligence for acquisitions and divestitures
- leading and mentoring junior compensation and other HR staff

She has been a leader in developing, designing and implementing medium and long-term incentive programs and best practices benchmarking.

Ann is a Certified Compensation Professional (CCP), an experienced Practitioner of Change (POC) and holds a Bachelor of Commerce from McMaster University.



Aligning Human Capital with Business Strategy

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