

# Compensation Services

*Delivering Excellence In Executive And Board Compensation Strategy For Four Decades.*

## WHY BEDFORD?

- Specialized compensation practice with deep industry knowledge across multiple sectors.
- Custom compensation studies uniquely tailored to each client's needs, with specific review of every named executive role and benchmarking against carefully selected peer groups.
- World-class executive and board compensation research and salary data repository.
- Annual, industry-wide executive and board compensation survey reports across several sectors. [View here.](#)
- Access to a global network.

With changing market dynamics and labour shortages across multiple industries, it is more important now than ever for organizations to build and implement executive compensation programs that attract, motivate, and retain top talent.

Our compensation expertise has been honed through decades of assisting clients with executive and board of director compensation reviews, cash and equity-based incentive compensation design, competitive market studies, and annual industry-wide compensation surveys.

## OUR PHILOSOPHY

We believe that your compensation strategy is one of the most powerful tools you have available. When done right, an effective compensation strategy heightens your ability to attract, retain, and motivate top talent; aligns pay with your organization's short- and long-term goals and strategic priorities; and creates a performance culture.

## We Deliver Results

**100s**

OF COMPENSATION BENCHMARKING STUDIES COMPLETED

**DECADES**

OF COMPENSATION RESEARCH ACROSS MULTIPLE INDUSTRIES

**#1**

PERFORMING OFFICE AMONG 60 GLOBAL LOCATIONS IN TRANSEARCH

**60**

OFFICES IN 40+ COUNTRIES

## Our Services



### Compensation Benchmarking

We specialize in peer-group executive and director compensation benchmarking, utilizing both publicly-available and proprietary salary data. Our peer groups are meticulously selected based on company size, market cap and asset value, geography, growth phase, and other factors.



### Executive & Board Compensation Strategy

For four decades, we have provided independent advisory to public and private companies on all aspects of executive and board compensation strategy including salary structure and incentive pay, long term incentives and share plans, termination and change in control provisions, and employee share purchase plans.



### Compensation Governance

We assist with all matters relating to compensation governance to ensure compliance with legislative and shareholder requirements and industry best-practices.



### Compensation Policy

We help align your compensation policy with your organizational goals and strategic priorities. When considering compensation policy, we also help you define the roles and responsibilities of various stakeholders (eg. the Compensation Committee, the Board of Directors, institutional investors etc.) within the compensation policy design and review process.

## Some of our Clients Include:



KIRKLAND LAKE GOLD



## OUR COMPENSATION TEAM

Our team of compensation consultants consists of dedicated professionals with extensive experience.



**Frank Galati, MBA, CPA**  
Managing Partner  
Bedford Resources Inc.



**Stephen Diotte, MBA**  
Partner Bedford  
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**Amrit Sandhu**  
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