



Brent Perdue

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PROFESSIONAL SUMMARY

Total rewards professional with depth of expertise, breadth of experience, and future mindset overseeing employee and executive compensation, pension plans, benefits and well-being programs; design; governance; analytics; committees.

DISCIPLINES

- Compensation
- Pension Plans
- Benefit Programs
- Well-being Programs
- Systems & Analytics
- Communications
- Governance & Policies
- Board Material & SME
- Committee Secretary

WORK HISTORY

MANAGER, PENSION & BENEFITS 06/2021 – PRESENT

Canadian Utilities Inc. (ATCO) Calgary AB

- Developing international total rewards philosophy; crafting strategy; designing and delivering international programs, cost impacts, benchmarking, vendor oversight, communication, and execution of total reward programs.
- Chair of pension committee; SME for company-wide total rewards initiatives.
- Strengthening well-being by pursuing programs that support the financial, physical, emotional and social wellness of employees.

HUMAN RESOURCES CONSULTANT 07/2020 – 12/2020

Alberta Energy Regulator Calgary AB

- Deep overhaul of existing HR policies and procedures, including learning & development, recruitment, relocation and compensation.
- Creating dynamic communication material tackling complex subject matter.

MANAGER, COMPENSATION 10/2014 – 06/2020

MANAGER, PENSION & BENEFITS

SENIOR COMPENSATION ADVISOR

Ovintiv Services Inc. (formerly Encana Corporation) Calgary AB

- Leading international compensation, pension and benefits functions: base salary, short- and long-term incentive programs, executive compensation, pension plans (DB, DC, SERP, 401K), plus CA and US benefit programs;
- Preparing and presenting compensation and benefits material for committees of the board of directors, including robust analyses, financial modelling, compelling metrics, and annual information circular (proxy).
- Providing equitable and appropriate compensation recommendations while overseeing international compensation and benefits renewal programs;
- Crafting engaging materials to heighten the perceived value of compensation and benefit plans while maintaining program costs.

GLOBAL EXECUTIVE COMPENSATION LEAD 12/2012 – 10/2014

REGIONAL COMPENSATION SPECIALIST

Talisman Energy Inc. Calgary AB

- Leading the international executive compensation practice, supporting the design & delivery of executive comp programs, proxies, policies and projects;
- Ensuring compensation practices align with pay-for-performance philosophy and industry trends.

WORK HISTORY (CONT'D)	MANAGER, PENSION & BENEFITS	06/2008 – 12/2012
	SENIOR COMPENSATION SPECIALIST	
	ENMAX Corporation	Calgary AB
	<ul style="list-style-type: none"> ○ Leading pension and benefits function while creating a dynamic compensation review system for non-unionized management; ○ Pension Manager to the Pension Management Committee and SME to the Human Resources Committee of the Board of Directors; ○ Vendor and consultant management, cost containment through negotiated benefit premiums, and partnering with Finance, Legal, and Regulatory; ○ Overhauling entire suite of pension governance policies to ensure efficiency and compliance with corporate and government regulations. 	
	PENSION ANALYST (CONTRACT)	06/2006 – 01/2008
	Petro-Canada	Calgary AB
EDUCATION	SENIOR PENSION ADMINISTRATOR	06/1998 – 05/2005
	Mercer Consulting	Calgary AB
	PENSION BENEFITS SPECIALIST	06/1995 – 05/1998
	Hospitals of Ontario Pension Plan	Toronto ON
	HR Management and Analytics	2019
	The Wharton School Philadelphia PA	
	Practitioner of Change	2016
Converge Group Calgary AB		
Certified Employee Benefit Specialist (CEBS) GBA1	2009	
Dalhousie University Halifax NS		
Feature Film Writers Certificate Screenwriting	2005	
Canadian Film Centre Toronto ON		
Pension Plan Administration Certificate (PPAC)	1997	
Humber College Toronto ON		
Bachelor of Arts Psychology	1994	
Queen's University Kingston ON		
HIGHLIGHTS	<ul style="list-style-type: none"> • Engaging people-leader, bringing fun and creativity to professional programs • Agent of change capable of creating engagement for initiatives • Comfortable engaging with employees, senior leaders and committees • Systems-thinker adept at streamlining both systems and board material • Expert communicator overseeing comprehensive training and communication strategies, and comfortable explaining complex subject matter to anyone • Humble guru in the Microsoft Office suite (Excel, Word, PPT) 	
	<ul style="list-style-type: none"> • Published author, experienced speaker, proud husband and father 	