



Anand Parsan

B.Com., C.Dir.

Vice President

Compensation Consulting



895 Don Mills Road, Tower One, Suite 700

Toronto, ON M3C 1W3

T: 416.355.5465

F: 416.445.7989

E: aparsan@morneaushepell.com

Education and Professional Designation

- The Chartered Director (C.Dir.) Program — DeGroote School of Business, McMaster University
- University of Toronto — (B.Com.), Bachelor of Commerce, Double Major, Finance and Economics
- Global Professional of Human Resources (GPHR) designation — Human Resource Certification Institute, Virginia

Career and Work Experience

- Anand is currently a Vice President and leads the National Compensation Consulting Practice at Morneau Shepell. Most recently, he was the Practice Leader for Compensation and a Senior Vice President at Accompass. Prior to that he was the Toronto Practice Leader for Executive Compensation and a Senior Client Partner at Korn Ferry Hay Group. He was also a Vice President with PricewaterhouseCoopers in their Advisory Practice.

Qualifications

Anand is a Vice President at Morneau Shepell and is responsible for growing the Compensation Consulting Practice in Canada. Anand joined Morneau Shepell in 2018 and brought over 20 years of experience with him.

Anand Parsan has practised as an HR professional both locally and internationally, and offers a combination of strategic and technical skills based on his many years of consulting and industry experience. He is a trusted advisor to Board members and management and is an expert in the design and implementation of corporate governance and compensation programs that support organizational strategy and objectives, as well as stakeholders' interests.

Anand employs a business-forward approach to advising companies on creating executive incentive programs that support their strategy. He has advised Boards and executives at a number of leading public and private organizations working across multiple sectors, including financial services, insurance, mining, energy, chemical, consumer products, construction, manufacturing, retail, public sectors and private equity. His extensive knowledge in using performance metrics in incentive design helps organizations to strike the right balance between retention and performance.