




# ALEX GARDNER

SENIOR DIRECTOR

LONDON

## quick facts

- 13+ years of experience
- Advises remuneration committees on executive compensation 
- Expert in incentive design, target setting and comparator group selection



Alex Gardner is a Senior Director with Alvarez & Marsal Tax in London. He brings more than 13 years of experience advising remuneration committees on all areas of executive compensation, including incentive design, target setting, comparator group selection, consulting with shareholders and setting pay levels with reference to benchmarks.

Mr. Gardner has worked with clients in various industries, including asset management, biotech, insurance, mining and natural resources, real estate, retail, semiconductors and technology.

Mr. Gardner's notable assignments include helping companies address executive remuneration issues when preparing and completing the IPO process, designing bespoke incentive schemes and managing the related shareholder consultation to gain shareholder support, writing shareholder communication materials, benchmarking pay to take account of sector and geographical considerations, and designing the unwinding of share schemes in corporate actions such as demergers.

Prior to joining A&M, Mr. Gardner spent seven years with Aon in London, serving most recently as a Director in Executive Compensation. Previously, he worked for three years at Kepler Associates, a small consultancy specialising in remuneration committee advice.

Mr. Gardner earned a bachelor's degree in mathematics from the University of Cambridge. He has passed Level I and II of the Chartered Financial Analyst examinations.