

MICHAEL CAPUTO, Managing Partner **Lane Caputo Compensation Inc.**

Michael is a trusted advisor to executives in the energy, energy services, mining, and life sciences industries. For almost 20 years, Michael has advised the boards of directors and management teams of both publicly traded and privately held companies on compensation matters.

In 2006, he founded Lane Caputo Compensation, with partner Russell Lane, to meet the needs of mid-market companies as they face an increasingly complex and often-contentious executive compensation environment. He understands the human capital needs and growth challenges of his clients and is passionate about providing true value — acting quickly to help clients interpret regulatory and governance influences, and to design compensation programs that address the needs of executives and shareholders.

Michael's early career progressed through increasingly strategic roles with global human resource consulting firms Mercer, Towers Perrin and Watson Wyatt. At Watson Wyatt, Michael led the Executive Compensation Practice for Western Canada. Michael received his Master of Business Administration from the University of Calgary in 1997. He graduated from the University of Alberta in 1992 with a Bachelor of Science.