

Semler Brossy Grows Leadership Team: Austin Vanbastelaer Promoted to Partner

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Semler Brossy, a leading national independent consulting firm, announced today that Austin Vanbastelaer has been promoted to Managing Director.

“Austin brings a high level of ownership and thoughtfulness to every engagement,” said John Borneman, Managing Director. “He is a steady, trusted presence for his teams and is known for his creativity, clarity, and sound judgment. Austin’s embodiment of our firm’s values and his commitment to client excellence will elevate leadership across our firm.”

Austin helps boards make critical decisions about executive pay, especially in moments of rapid growth or reinvention. He’s built a reputation for crafting incentive designs that blend rigorous analytics, strategic intuition, and a deep understanding of board dynamics to deliver tailored, impactful solutions that are responsive to client needs and aligned with stakeholder interests.

In addition to his advisory experience, Austin is a member of Semler Brossy’s Marketing and Thought Leadership Committee and leads Semler Brossy’s Say on Pay and governance research. This research has a particular focus on understanding evolving investor voting policies and translating those insights into clear, actionable guidance for boards. His work has been cited in the *Harvard Law School Forum on Corporate Governance*, *Bloomberg*, *Reuters*, and the *Financial Times*. He has also spoken at industry events, including Corporate Board Member, WorldatWork, and Equilar.

ABOUT SEMLER BROSSY

Semler Brossy is a leading independent consulting firm. We believe leadership matters in creating economic prosperity and value for shareholders, customers, employees, and other stakeholders. We engage and focus leadership by developing thoughtful compensation, talent, and board stewardship strategies. We serve companies across industries, from the largest global corporations to smaller, privately held firms. Clients choose us for our partnership and creative thinking that brings strategic clarity. *We take off where other firms finish.* www.semlerbrossy.com