

Semler Brossy Grows Leadership Team: Sara Bourdouane Promoted to Principal

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Semler Brossy, a leading national independent consulting firm, announced the promotion of Sara Bourdouane to Principal.

Sara brings a decade of executive compensation consulting experience, serving as a strategic advisor to boards and compensation committees at clients ranging from Fortune 500 companies to pre-IPO startups. She has worked across industries, including retail, logistics, and technology. She applies nuanced thinking to her work, and clients value her input when it comes to building durable pay programs and performance goals, designing creative and unique incentive plans that preserve simplicity and culture, and proactively managing say-on-pay risk and shareholder engagement strategy.

"Sara has a rare ability to bring clarity to the most complex compensation challenges our clients face," said John Borneman, Managing Director. "Her creativity, technical rigor, and deep partnerships with clients and colleagues create tremendous value for our clients and firm. We're thrilled for Sara to expand her leadership role at Semler Brossy."

Sara is also a thought leader on a variety of compensation and governance issues. She has spoken at Equilar's Executive Compensation Summit and leads quarterly seminars for Extraordinary Women on Boards. She has also published articles on compensation strategies, resilient incentives, and succession planning and has been featured by *Corporate Board Member*, *NACD Online*, and *Directors & Boards*.

ABOUT SEMLER BROSSY

Semler Brossy is a leading independent consulting firm. We believe leadership matters. 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.*

We take off where other firms finish. www.semlebrossy.com