



**Mark T. Firman**

**Partner**

**Blake, Cassels & Graydon LLP  
Toronto, Ontario**

Mark T. Firman is a partner in the Pensions, Benefits & Executive Compensation group at Blake, Cassels & Graydon LLP in Toronto, where he advises on all aspects of pensions and benefits law. Having worked in both private practice and as in-house counsel to the Ontario Teachers' Pension Plan, Firman brings a unique blend of skills to his practice, including practical, stakeholder-minded advice to pension and other trust funds and their boards that draws on his experience from "both sides." In particular, he regularly advises pension and other trust fund boards and staff on governance, strategy, stakeholder relations and fiduciary issues. In addition, he is passionate about ongoing education in the pensions and benefits space, including for boards, plan staff and governments. Beyond Firman's frequent teaching engagements for the International Foundation of Employee Benefit Plans, he contributes to numerous industry publications, including *Benefits Canada*, *Benefits and Pensions Monitor*, *Taxation of Executive Compensation and Retirement* and *International Pension Lawyer*. In 2013, the International Pension and Employee Benefits Lawyers Association awarded Firman its biennial Tony Thurnham Award for his article "Canadian Employee Life and Health Trusts," based on Firman's experience establishing Canada's first ELHT (for Chrysler Canada). He is also ranked for pensions and benefits law expertise in *Chambers Canada: Canada's Leading Lawyers for Business*, the *Canadian Legal Lexpert Directory* and *Best Lawyers in Canada*. Firman received his B.A. degree from Queen's University and his J.D. degree from the University of Toronto.