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Julien Ranger is a partner practicing in Osler's Pensions and Benefits group and Employment and Labour group. He has extensive expertise advising employers, pension fund administrators and service providers on issues such as pension plan governance and design, de-risking strategies, pension investments, plan mergers, plan conversions, use of surplus assets, administration expenses and retiree benefits matters. Julien assists them in their representations before regulatory authorities, administrative tribunals and courts. He also advises employers on a broad range of employment-related issues, including executive compensation, employee hiring and terminations, employment standards compliance and the development of human resources policies. Julien has significant experience advising clients on pension and employment issues arising in connection with various corporate events such as acquisitions, divestitures, mergers, insolvencies and corporate reorganizations. He is recognized as a Next Generation Lawyer in the area of Pensions of the Legal 500, 2018 and is recommended in The Canadian Legal Lexpert Directory, 2017 in the area of Pensions and Employee Benefits—Employer.