



Driving and valuation of employee benefits plans

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WHO ARE WE ?

SPAC Actuaires results from the merger of two companies: **Société Prospective Actuariat et Conseil**, and **Négrin et Associés Actuaires** in 2006.

The company is specialised in consulting **corporates, professional schemes and social welfare institutions**: retirement, health, benefits, evaluation of social liabilities, saving plans...

OUR TEAMS

A small friendly team of 16 employees led by six associates which guarantees the **professionalism and confidentiality** of the work we do.

Our actuarial expertise (13 actuaries) allows us to offer the best advice.

Years of **recognised technical knowledge and experience** in the social welfare, the insurance and the financial engineering worlds.

OUR PARTNERS

A multidisciplinary approach based on a network of independent experts (lawyers, tax specialists, certified public accountants, compensation consultants, communication consultants...)

Access to specialized information and exchanges between professionals about social welfare issues in France and abroad.

Part of the **Pyramides Actuariat** network (in France), which offers all-around service in the different actuarial domains by the pooling of technical skills, experience and means.

SPAC actuaires is the french affiliate of **Buck Consultants** network (1,500 consultants in 43 countries). Buck is an innovator in the areas of retirement benefits, investment advice, health and welfare programmes, human resource management, compensation and employee communication.

OUR APPROACH

Supporting clients for their projects' development.

Incorporating economic, social and regulatory evolutions in order to answer new needs, **addressing social welfare financing issues and the resulting strategic choices**.

Tailor-made solutions: understanding the specificities and the background of each situation and finding innovative solutions adapted to each particular case.

We support our customers throughout operational implementation and **negotiations with unions and the various operators** (insurers, reassurers, administrative or financing managers...).

OUR SERVICES FOR COMPANIES AND OCCUPATIONAL SUPPLEMENTARY PLANS

Evaluating social liabilities

- Actuarial valuation and accounting of pension and other employee benefit plans (international standards: IAS 19, FAS 158...), generated by differed employee's benefits regarding pensions, early retirement, retiring allowances, health, incapacity and invalidity, long service awards, etc.

Analysing existing pension schemes

- Auditing existing pension schemes and accompanying their operations
- Analysing the **supplementary schemes' viability** by projecting benefit expenses and incomes
- Analysing the **compatibility of these schemes with the social and financial companies' objectives**
- Assisting companies in the schemes' **modifications**
- **Harmonizing** the different schemes when companies merge

Analysing existing social welfare and health plans

- Analysing **contractual agreements**
- Auditing the costs and the guarantees of the existing schemes : analysing insurers' underwriting in comparison with their loss ratios.
- Analysing the **compatibility of guaranties** with the companies' needs and the expectations of the insured population
- Analysing **the profit and loss account** and profit sharing.
- **Harmonizing** the schemes of different entities within a group, notably after a merger

Introducing new schemes (pension, early retirement, welfare, health, profit sharing...)

- Assisting the companies' top management for the **definition of their objectives**
- **Creating schemes** related to those objectives and to the financial and tax constraints of the companies
- Writing **contractual agreements** (status, rules...)
- Building and analysing requests for proposal for insurance companies, mutual companies, welfare institutions or brokerage companies
- Organising and presenting courses for **employee's information**

Informing the employees

- Creating and writing **informative brochures** about companies' employee benefits plans
- Establishing **individual total rewards statements**
- Organising tailor-made courses

OUR MAIN CLIENTS



Occupational
supplementary
plans :

Pharmaceutical industry
Temporary Work
Fitment

OUR SERVICES FOR PENSION FUNDS AND STATE-OWNED COMPANIES

- Studying medium and long term **financial viability** with actuarial valuations and profit and loss projections
- Simulating the impacts of **regulation changes**
- Assistance for design, harmonization and integration in other existing schemes.
- Analysing participant **mortality**
- Advising about the creation of new schemes, assisting in various negotiations (unions, management,...).

OUR SERVICES FOR INSURANCE COMPANIES

- Establishing and controlling **experience mortality tables**
- Analysing the **statistical results** and the ratemaking of the contracts
- **Assisting technical actuarial services**
- Auditing **underwriting and rating methods** and evaluating the technical reserves – Life and Non Life
- Assisting various negotiations (unions, management,...)
- Giving **tailor-made courses**
- Establishing mandatory accounting statements
- Making staff available for Companies' temporary assignment

OUR MAIN CLIENTS



OUR DIRECTORS

CEO

Brigitte ECARY

- Member of the French Institute of Actuaries
- Graduate of the Financial and Insurance Institute, I.S.F.A school, for actuaries. (1982)
- Member of the consultants and expert independant actuaries' syndicate (SACEI)
- Enable to certify experience mortality tables
- Entire career experience in consultancy: from 1982 to 1985 for TOWERS PERRIN in human resources management, from 1985 to 1989 for HRC France (now The WYATT Company)
- 1989: Creation of Spac Actuaires

CEO Adviser

Claude NEGRIN

- Member of the French Institute of Actuaries
- Graduate of I.S.F.A school for actuaries
- Vice-chairman of the du consultants and expert independant actuaries' syndicate (SACEI)
- Co-writer of the LAMY Social Welfare, from its creation in 1988 to 1993
- Experience at the top management of the Collective Insurance of a private company, then for TOWERS PERRIN where he was responsible for the entire Welfare, Pension and Actuarial departments
- 1997: Creation of Négrin & Associés Actuaires, a consultancy
- His experience in consultancy for big groups and professional schemes lead him to drive numerous schemes where management and unions are equally represented

OUR ASSOCIATES

Geneviève BERAUD-GRAVILLON

- Member of the French Institute of Actuaries
- Graduate of the engineer school Supélec and master degree in Finance of ESSEC economic school
- Member of the consultant and expert independant actuaries syndicate (SACEI)
- Experience in Financial Management for a Life Insurance Company (1986 – 1990) as well as consultant in human resources management with Hewitt Associates first and later with Arthur Andersen (1990 – 1997)

Gilles ECARY

- Member of the French Institute of Actuaries
- Member of the consultants and expert independant actuaries' syndicate (SACEI)
- UAP insurance and AXA (1985 to 2004), successively for life insurance international, casualty insurance french market, group insurance – life and non life - for the last 8 years : underwriting, saling, ... of welfare, health, pension and saving plans for corporates,
- Joined Spac Actuaires in 2004

Pascal MARON

- Graduate of the Statistics Institute I.S.U.P. in 1989
- First experience at UAP and then AXA from 1989 in collective insurance, first at inventory, then in technical services (pricing, reserving...) and finally in sales in charge of welfare, health and retirement
- Works for Spac Actuaires since 2010

Olivier SEGUIN

- Member of the French Institute of Actuaries
- Graduate of CNAM (Arts and Works National Conservatoire) (2003)
- Works for Spac Actuaires since 1997

Marc TOURTOULOU

- Member of the French Institute of Actuaries
- Graduate of the Institute of Statistics and master degree in mathematics of Dauphine University
- First experience in the insurance company UAP (1991 to 1996), secondly in the welfare institution MEDERIC (1996 to 1999), thirdly as an employee benefits consultant with PWC (1999 – 2003)
- Joined Spac Actuaires in 2003.