

MANAGING SOCIAL WELFARE AND EVALUATING LIABILITIES

2023

SPAC Actuaires

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ABOUT US

SPAC Actuaires is the result of a 2006 merger between the “**Société Prospective Actuariat et Conseil**” (SPAC), founded in 1989, and another consultancy specialised in welfare and health.

The merged company is specialised in **consulting with businesses, occupational plans regarding social welfare**, which includes retirement, medical expenses, personal and group protection, social liability evaluation, employee savings, and more.

OUR TEAMS

A personalised team of around 20 people who guarantee the independence, **professionalism** and **confidentiality** of the work carried out.

An actuarial expertise (18 actuaries) which enhances the added value of our advice.

A know-how and experience recognised for many years in the world of social security, insurance and financial engineering.

OUR PARTNERS

A multidisciplinary approach based on a network of independent experts (lawyers, tax specialists, auditors, remuneration specialists, etc.).

Access to specialised information and professional exchanges on social welfare issues in France and abroad.

An international service through the **BUCK** network, specialised in the range of issues concerning human resources, with a presence in many countries.

OUR APPROACH

Actuarial techniques to provide **value-added consultation** and help clients develop their plans.

Integrating economic, social and regulatory evolutions in order to meet new needs and **facing the problem of social welfare funding as well as the consequent strategic decisions**.

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

Long-term support for clients in the implementation phase and in negotiations with social partners and executive managers (insurers, reinsurers, financial or administrative managers, ...).

OUR SERVICES

FOR BUSINESSES AND BRANCHES OF BUSINESS

Evaluation of social liabilities

- Valuation of the company's social liability (in accordance with international standards: **IAS 19**, ASC 715, ...) resulting from deferred commitments made to staff, including (but not limited to) retirement, early retirement, retirement benefit plans, welfare, health, and long-service awards.
- Assistance in the calculation of provisions for profit-sharing and of liabilities for time-savings accounts

Analysis of existing pension schemes

- Audit of existing pension plans and monitoring of their performance
- Study of the financial sustainability of additional plans by forecasting income and expenses. Assessing the suitability of these plans for the company's social and financial objectives
- Assisting companies in modifying these plans
- Reconciliation of different pension plans during corporate mergers

Analysis of existing health and welfare schemes

- Review of contractual terms, the adequacy of schemes and/or pre-existing contracts in terms of costs and guarantees; pricing analysis in relation to the claim experience within the company
- Ensuring compliance in the face of regulatory changes
- Suitability of the guarantees offered to the company or professional sector as well as for the needs and expectations of the insured population
- P&L analysis and/or profit sharing; statistical studies and pricing
- Harmonisation of coverage within a group of companies, particularly in the context of consolidation

Implementation of new plans (retirement, early retirement, welfare, health, employee savings...)

- Assistance to business executives in the definition of their objectives
- Design of a plan that meets these objectives and the company's financial and tax constraints
- Redacting all contractual terms (statutes, settlements, etc.)
- Implementation and analysis of calls for tenders with insurance companies, pension funds and/or insurance brokers in the case of external financing of the plan
- Organisation and supervision of staff information meetings

Communication with employees

- Design and production of brochures with information about the company's social plans
- Preparation of Individual Social Reports (ISR) on social issues (retirement and welfare)
- Organisation of tailor-made training sessions for some of the company's employees

OUR SERVICES

FOR INSTITUTIONS

Our services for pension funds and public institutions

- Review of the plan's medium and long-term **financial sustainability** through actuarial valuations and projections of income and expense
- Implementation of **control mechanisms** for the plan that allow to ensure its financial stability
- Simulation of the impact of **regulatory changes**
- Overall actuarial support for the modification, harmonisation and integration of existing social plans, or with the integration of the institution's current plan with other existing schemes
- **Mortality analysis** of affiliated members
- Guidance on installing a new social plan, assistance in various negotiations (social partners, ministries) and training of administrators
- Participation in the process of **informing** members

Our services for insurance companies

- **Actuarial function**
- Development and review of **custom mortality tables**
- **Statistical analysis of insurance contract results** and pricing
- **Technical support for actuarial department**
- **Audit of methodology** for pricing and for the evaluation of technical and mathematical provisions
- **Support for various negotiations** (social partners, ministries)
- Tailored **training**
- Accounting and regulatory statements
- Support under the three pillars of **Solvency II**
- Availability of in-house staff

CLIENT REFERENCES

PRIVATE SECTOR BUSINESSES AND BRANCHES

AIRFRANCE

AIRBUS
GROUP

Le Monde

iliad

ALSTOM

Auchan

Gerflor
theflooringgroup

elior

GROUPE
SEB

Culligan

THALES

Valeo

LAFARGE

ARKEMA

SAINT LOUIS SUCRE

saft

Mr.Bricolage

DHL

WALT DISNEY

XPOLogistics

keolis

econocom

GSK

GETLINK

HSBC

cora

SODIAL

Carrefour

Honeywell

Crédit Mutuel

invivo

autodistribution

Pierre Fabre

Europcar

Intermarché
Les Mousquetaires

Christian
Louboutin

COLLECTIVE BARGAINING AGREEMENT

- Pharmaceutical Industry
- Temporary Employment
- Furnishing

CLIENT REFERENCES

PUBLIC SECTOR BUSINESSES AND EQUIVALENT



INSTITUTIONS



OUR ASSOCIATES

Marc TOURTOULOU

President of SPAC Actuaire

- Actuary and graduate of the *Institut de statistique de Sorbonne Université*, aka ISUP (1991)
- He started his professional career with work in an insurance company and pension fund, working for UAP from 1991 to 1996 and then for the MEDERIC Group from 1996 to 1999
- In 1999, he joined PricewaterhouseCoopers (PwC) firm
- Since the end of 2003, he has worked at SPAC

Geneviève BERAUD-GRAVILLON

- Actuary and graduate of the *Institut des Actuaire Français* (IAF)
- Engineer as well as former student of *Supélec* and of ESSEC's Masters in Financial Techniques
- Following a track record of Financial Management within a life insurance company, she entered the consultancy for human resources management, Hewitt Associates, and then participated in the development of a similar activity within Arthur Andersen
- She became an associate of SPAC in 1997

Joffrey BURRI

- Actuary and graduate of the *Institut de science financière et d'assurances*, aka ISFA (2016)
- He has worked at SPAC since June 2014

Alexandre CALLE

- Masters Degree of Actuarial and Financial Sciences from ISFA (2011)
- Actuary and graduate of ISFA (2010)
- He has worked at SPAC since May 2009

Jean-Michel CLEMENT

- Actuary and graduate of ISFA (2005)
- He has worked at SPAC since 2004

OUR ASSOCIATES

Gilles ECARY

- Actuary and graduate of ISFA (1985)
- Following a career in the world of insurance, successively in health insurance abroad and then in property and casualty insurance within the French market, he was enlisted in 1995 by AXA as regards group insurance for the study, pricing and implementation of welfare, health, retirement and employee savings plans in the firm.
- He has worked at SPAC since July 2004

Louis LENGLIN

- Actuary and graduate of ISFA (2009)
- He has worked at SPAC since June 2009

Pascal MARON

- Actuary and graduate of ISUP (1989)
- Career of group insurance with UAP and then with AXA since 1989: firstly, with work in inventory, followed by technical services (pricing, results, etc.) and finally in sales as responsible for the monitoring of welfare, health and retirement plans.
- He has worked at SPAC since September 2010

Olivier SEGUIN

- Actuary and graduate of the *Conservatoire national des arts et métiers*, aka CNAM (2003)
- Holder of a DESS (Diploma of specialized higher education) in Applied Mathematics (1996) and a DESE (Diploma of economic higher education) in Actuarial Sciences (1999)
- He has worked at SPAC since October 1997