

There, in black and white

At a glance

Firm founded in 1992

Entirely owned by 24 of its professionals

Largest Quebec-owned actuarial consulting firm

Close to 110 employees, including more than 90 consultants

About us

Normandin Beaudry was founded in 1992 and is today owned by 24 of its professionals. The firm is, and has always been, entirely Quebec-owned. Over the last few years, it has maintained an annual rate of growth greater than 20%.

The Normandin Beaudry team is comprised of some 110 employees, including more than 90 professionals, to better serve our clients across Canada and around the world. We provide actuarial and total compensation consulting services in five main areas:

Pension and savings

Asset management consulting

Group benefits

Compensation and performance

Communication and organizational development

As we continue to grow, we have remained first and foremost a firm with a human dimension, devoted, attentive, accessible and committed to straight talk.

What sets us apart

Normandin Beaudry offers bilingual services to clients across Canada and around the world from its head office in Montreal.

Normandin Beaudry's consulting team is made up of professionals, Fellows of the Canadian Institute of Actuaries, members of the Ordre des conseillers en ressources humaines agréés, people with an MBA, M.Sc., or CFA, and promising recruits, all motivated by the same passion and committed to excellence.

With tailor-made teams, a client-oriented approach, a guarantee of clarity, an innovative vision, high-calibre research and reasonable fees, Normandin Beaudry keeps its objective in sight: To provide the best consulting services in Quebec, in all its sectors.

Pension and savings

With a thorough understanding of pension and savings plan regulatory frameworks, Normandin Beaudry can provide practical and advantageous solutions for your defined benefit and defined contribution pension plans and your savings plans.

We are confident that our expertise will enrich your experience.

We provide services to more than 60 pension committees. Our level of transparency in presenting issues to the pension committee trustees we work with surpasses that of all other benefits consulting firms.

While our opinions may be strong and colourful, they are always well-reasoned.

Practice leader:

Martin Gélinas, CFA, FSA, FCIA

Partner

mgelinas@normandin-beaudry.ca

514 285-1122 #239

Asset management consulting

Normandin Beaudry is fully aware of all pension fund and institutional fund investment issues. Our *Guide des gestionnaires de placement au Canada* and our *Revue annuelle des gestionnaires* attest to the considerable efforts we dedicate to monitoring investment management firms. We meet frequently with investment management firms and custodians.

Our experts propose innovative and pragmatic investment strategies while considering clients' risk tolerance. Moreover, we have developed industry-leading expertise for investment policy analysis in a liability-driven investment framework.

We also use our expertise to help pension and investment committees be at the forefront of the best governance practices in the industry.

Practice Leader:

Pierre Parent, CFA, FSA, FCIA

Partner

pparent@normandin-beaudry.ca

514 285-1122 #221

Group benefits

In addition to the services normally provided by a group insurance broker, Normandin Beaudry actuaries offer customized financial solutions. In order to communicate clearly and to ensure your employee benefits programs are thoroughly understood, we also develop customized and efficient communication tools.

You can rest assured that your programs are built around a solid foundation.

Whether related to design, financing, accounting, communication or administration, our recommendations take into account your financial, accounting, administrative or other constraints, and aim to optimize the perceived and real value of the programs.

Practice leader:

Nicolas-Pierre Bergeron, B.Sc., CHRP, Group insurance plans advisor

Partner

nbergeron@normandin-beaudry.ca

514 285-1122 #247

Compensation and performance

Our team of compensation and performance specialists has always approached situations from a targeted results standpoint.

Whether through very specialized contributions or on-site interventions, our approach is based on simple and innovative solutions, specifically adapted to your strategic and tactical needs.

Our knowledge of market practices includes every aspect of direct compensation (base pay and incentive pay) as well as elements of indirect compensation (paid time off, employee benefits plans and retirement plans).

Practice leader:

Geneviève Cloutier, M.Sc., CHRP

Senior Consultant

gcloutier@normandin-beaudry.ca

514 285-1122 #258

Communication and organizational development

Our team of communication specialists provides tailor-made solutions that promote a return on investment. Our strength is improving the effect and perceived value of the strategies and programs adopted by your organization.

Our team will accommodate your needs by developing tools and strategies adapted to your current situation.

The multidisciplinary synergy that exists between our experts and all of the Normandin Beaudry professionals makes us one-of-a-kind.

Practice leader :

Marie Anik Aussant, MBA

Partner

maaussant@normandin-beaudry.ca

514 285-1122 #267