

COMPANY PROFILE QUESTIONNAIRE

Name of Firm: Mercer Ltd.

Cities where Actuarial departments are located: Vancouver, Calgary, Winnipeg, Toronto, Montreal, Quebec City and Halifax

Questions specific to the location responding to the questionnaire

(We have elected to respond to these questions nationally)

Location: Canada

Number of Actuarial staff:200+

Type of actuarial work performed at this location:

RETIREMENT, RISK and FINANCE

Mercer is the global provider of retirement services and solutions, offering the most complete end-to-end retirement approach. We employ a unique financial approach to retirement plan management that looks at the benefits, accounting, funding and investment aspects involved, all in the context of business objectives and governance requirements.

This gives our clients the assurance that every factor that could influence their retirement plans is taken into consideration. We are industry thought leaders with the most experience working on complex retirement plans and state-of-the-art tools and administration capabilities. We also have an understanding of both sides of the balance sheet, so we can help clients redesign their plans and either advise on how best to fund these liabilities or manage the assets for them. We have offices in more countries than any other HR consulting firm and over 4,800 retirement consultants and actuaries worldwide.

Mercer provides a wide range of strategic and compliance-related retirement services with an emphasis on financial management of retirement programs. We help clients worldwide design the retirement plans to meet business objectives, including maximizing employee satisfaction while controlling costs.

Our Retirement Financial Management framework, supported by state-of-the-art tools, enables us to produce measurable retirement plan improvements for our clients. We also help clients manage plan policies by instituting a robust governance structure that connects policies to strategic business objectives. Our global actuarial and global benefits offerings – with offices in more than 40 countries – give multinational

companies easy access to our broad, deep expertise worldwide. Bundled consulting and administration services are available through Mercer Retirement Solutions™.

HEALTH & BENEFITS

Our consultants deliver innovative consulting and brokerage solutions to help clients manage cost, improve health and productivity, design post-retirement medical plans, manage their vendors and deliver value to their employees.

Average number of internships offered during the year: 15

Say a few lines to a prospective actuary about your company:

Your career is a journey – and it's as unique as you are. Mercer provides a vast array of opportunities – and support for exploring them – so that your career can unfold in an organic way within our company.

You can progress within one career path, growing and increasing your skills in that area. Or, you may decide to try a new direction and move to another career path. You might even want to move from one office to another.

With Mercer's global reach, wealth of professional options, and commitment to your learning and development, the sky's the limit for your career.