



Progressive solutions

**Excellence in actuarial and
consulting services**

Eckler

CONSULTANTS + ACTUARIES



Introducing **Eckler**

Eckler's origins go back to 1927, making it one of Canada's first actuarial practices. Owned and operated by our active principals, we are a mid-sized company with offices located in major centres across Canada and the Caribbean.

Our corporate structure has changed and matured since the firm was founded over 80 years ago, but the continuity of our professional practice has remained unbroken.

In fact, one of our distinguishing features is the low turnover among our professional staff. Whether they have joined us early in their careers or come from the executive ranks of other organizations, few of our principals have left the firm. For our clients, this translates into a continuity of service that is increasingly rare. Our size and lack of turnover ensure a close and lasting relationship that combines personal involvement with a high standard of expertise.

Industry Leadership

Eckler has a tradition of leadership in the actuarial profession and in the benefits industry. Our consultants are involved in the committee work and governance of various national and international professional organizations. We are published in business journals, serve on government commissions, and speak at industry events. We believe that the special insight we gain through these activities gives our client service a competitive edge.

International Consulting

In 1978, we entered into an agreement to share expertise and work with Milliman Inc., a leading firm of consultants and actuaries. Abelica Global has developed from this base. Clients of Abelica Global are now served from more than 100 offices in over 30 countries around the world.

Abelica Global gives us a vital international perspective. It also means we can offer our clients the highest quality consulting services when their needs cross international boundaries.

Client Relationships

We operate on a fee-for-service basis linked to the hourly rates of our consultants. We are independent of firms offering insurance, investment management, accounting and legal services. Our advice is impartial and our clients' needs always come first.

Our client base is diverse in geography and type. The benefits consulting practice includes manufacturers, retailers, service organizations, financial institutions, insurance companies, governments, universities, member groups, labour organizations and multi-employer groups. Among our financial services clientele are insurance companies and other financial institutions, government agencies, and professional associations.

We believe our principal obligation is to render informed, expert, and timely advice.



Eckler Consulting Services

Eckler has evolved from a strictly actuarial practice to an integrated consulting practice spanning the full range of actuarial and related services.

Financial Services

Consultants from Eckler have been involved in a large variety of insurance and insurance-related projects in Canada and throughout the Caribbean. We provide services to life insurance companies, property & casualty companies, reinsurers, and other financial institutions such as banks, trusts, and credit unions. In addition, we serve governments, government agencies, insurance regulators, auditors, and other supranational banking and public policy agencies.

From our Caribbean offices, we also provide services to captive insurance companies and to international finance companies generally. In recent years, our financial services practice has been assisting our clients with their business opportunities in Latin and South America, and we are expanding our services to other international locations.

Our consulting services to the financial institutions sector include the following:

- > actuarial appraisal
- > insurance company start-up and restructuring
- > mergers & acquisitions, and independent actuary work
- > financial projections and modelling
- > demutualisation (involved in all major Canadian demutualizations)
- > embedded value calculations
- > financial reporting and valuation
- > dynamic capital adequacy testing
- > new product development and pricing
- > reinsurance negotiations
- > asset/liability management
- > strategic and tactical planning
- > risk management and performance management
- > capital allocation studies and optimization
- > system design and information technology
- > audit support and independent reviews
- > expert testimony at public hearings
- > market studies and research
- > actuarial software (EASy and AVE)

Pensions and Benefits

Our pensions and benefits consulting services can complement a client's in-house resources or act as a full-service support.

We offer advice on:

- > strategic planning
- > plan design (including flex plans)
- > actuarial valuations and costings
- > data collection tools
- > legislative compliance
- > tax planning
- > preparation of plan documents
- > market surveys
- > risk and funding analysis
- > asset-liability management
- > fund manager selection and performance appraisal
- > negotiation and review of insurance contracts
- > claim audits
- > benefit calculations
- > cost monitoring



Investment Consulting

With knowledge and experience, Eckler consultants offer independent, unbiased investment strategies and advice to guide fiduciaries in today's complicated investment marketplace. We help our clients:

- > determine reasonable and appropriate investment objectives
- > establish appropriate long-term asset allocation strategies
- > create and define investment structures and mandates
- > select investment managers to fit the structure
- > evaluate continued effectiveness of the managers and investment structure

We also provide regular monitoring services, asset/liability studies and portfolio analyses using a range of proven techniques, innovative computer-based tools and standard databases.

Communications

Eckler is a recognized leader in the communication of pension, benefit, and other reward programs. Some of our services include:

- > member and leader research
- > pension and benefit education
- > retirement and investment education
- > pension conversion communications
- > flexible benefits implementation

Our consultants work closely with clients to develop and implement effective, creative, and strategically positioned programs that support and drive the organization's business needs. We help our clients connect with their most valuable resource — their people.

Technology

Eckler has a well-established technology department with extensive experience in the delivery of effective, innovative technology solutions. Some of the services offered by our technology team include:

- > website development (personalized to member and generic)
- > on-line pension and benefit statements
- > sophisticated plan design and analysis tools
- > data collection and administration systems

The team works closely with all practice areas within Eckler to enhance existing programs — and to explore creative and economical ways of “raising the bar” on plan design, management and communication.

- > Vancouver
- > Winnipeg
- > Toronto
- > Montreal
- > Quebec
- > Halifax
- > Jamaica
- > Barbados