



**Nathalie Joncas, FSA, FICA**

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Nathalie Joncas is a senior consultant at SAI Actuarial Services. She advises her clients on various issues related to pension plans and group insurance. Joncas has more than 30 years of experience as a consulting actuary. In 1995, she joined the CSN where she became the main advisor on the funding of pension plans and social programs. In September 2021, Joncas joined the actuarial firm SAI Actuarial Services. As actuary of the CSN, she was involved in several major negotiations, such as the working conditions of public sector employees and the turnaround of corporations, such as AbitibiBowater. Joncas worked at the introduction of several major pension plans in Quebec, including a plan for paramedics and another for the workers of early childhood centres. Joncas has been named to the board of directors of Retraite Quebec and Quebec Parental Insurance Plan, which she helped implement. From 2008 to 2021, Joncas participated to the working party on private pension plans of the Organisation for Economic Co-operation and Development (OECD), where guidelines on the governance, funding and development of pension plans in the private sector are developed. In 2008, she was involved in the government's working committee with the goal to quickly find solutions to the financial crisis that shook pension plans at the time. She was also involved in the redesigning of pension plan funding in the private sector and, most recently, the implementation of target benefit plans in Quebec. Joncas holds a bachelor's degree in actuarial studies and is a fellow of both the Canadian Institute of Actuaries and the Society of Actuaries. She also holds the title of Certified Corporate Director.