



ActuarialExponents
Actuaries & Employee Benefits Consultants

Results when you need it.

PROMPT RESULTS



PERSONALIZED SERVICE FROM QUALIFIED ACTUARIES



VALUED-ADDED SERVICES

INITIATIVE



TECHNICAL SERVICES Employee Benefits

COMPREHENSIVE SERVICES



SOCIAL RESPONSIBILITY



We give the greatest value.

CORPORATE PROFILE

ABOUT THE COMPANY

We are actuaries and employee benefits consultants specializing in retirement and other long-term employee benefit programs.

We also provide actuarial services for life insurance companies and other financial institutions.

We started operation in 2005 as a consulting firm for life insurance companies and financial institutions. We are now the leading actuarial consulting firm in this sector. In 2009, we expanded our services to employee benefits and now serving close to **a thousand** corporate clients.

VALUE PROPOSITION

We aim to be the service provider with the most satisfied clients. We provide the greatest value for our clients' resources. It starts with our acknowledgement that in engaging our services, clients make use of its resources – financial resources, human resources, time and even opportunities.

We give the **results promptly** (3-day standard turnaround time). No matter what time of the year, we give results as needed. We promptly answer your queries and your auditor's questions.

We offer **personalized service** from our consultants. We boast of a consulting team of three Fellows of the Actuarial Society of the Philippines, possibly the most among actuarial consulting firms.

We also give a lot of **value-added services** – seminars, copy of annual survey results on retirement program and funds as well as other relevant studies, advice on other related employee benefits.

We offer **comprehensive services**. We can assist clients for the whole retirement program setup process and beyond. We can render valuations compliant with various accounting standards (IAS, US GAAP, German GAAP...).

We take pride in our **technical expertise** and, with our extensive practice in life insurance product development, **creativity**. We tailor-fit retirement programs according to the client's objectives and needs and make the most out of cost constraints.

Most of all, we **initiate**. We do not only provide answers to questions you ask but answers to questions you are supposed to ask. We do not only do as you ask. We look at your company's needs – retirement plan review, retirement program set up, timely advice on events with significant impact, and more.

Finally, we **give back** to the society.

CONSULTANTS



Lyndon F. Fadri
Chief Consultant

Lyndon has more than 30 years of experience in the actuarial field and more than 20 years in employee benefits working for top group life

/ medical insurance providers and employee benefits consulting firms.

- ✦ Fellow, Actuarial Society of the Philippines
- ✦ Formerly Associate of the Society of Actuaries, North America

Formerly:

- ✦ First Vice-President & Chief Actuary, Great Pacific Life Insurance Corp.
- ✦ Vice-President and Chief Actuary, Sony Life Insurance Corp.
- ✦ Asst. Vice-President and Head of Corporate Technical Department (in charge of corporate retirement, medical and life insurance programs), Insular Life Assurance Co., Ltd.

Educational Background:

- ✦ BS Math major in Actuarial Science, UST, 1991, *Magna Cum Laude*

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CORPORATE PROFILE

Presenter:

- ✦ Various seminars on Design and Setup of Retirement Programs, Accounting of Employee Benefits (IAS / PAS 19 / PFRS for SMEs), Other Employee Benefit Programs
- ✦ International Group Program (IGP) Seminars (Singapore; Boston)

Publication / Papers:

- ✦ Seasonality of Medical Claims
- ✦ Valuation of Hybrid Retirement Plans
- ✦ Retirement Plan Accounting Section, ASP Review Notes
- ✦ Opportunities for Life Insurers in the Retirement Market



Jocelyn C. Fadri Consultant

Jocelyn has more than 30 years of experience in the actuarial field.

- ✦ Fellow, Actuarial Society of the Philippines
- ✦ Fellow, Life Office

Management Institute

Formerly:

- ✦ Executive Vice-President, United Coconut Planters Life Assurance Corp. (Cocolife)

Educational Background:

- ✦ BS Math, UP, 1991



Seraline L. Manguni Consultant

Sera has almost 40 years of experience in the actuarial field.

- ✦ Fellow, Actuarial Society of the Philippines
- ✦ Fellow, Life Office

Management Institute

Formerly:

- ✦ President & COO, Insular Health Care
- ✦ First Vice President, Insular Life Assurance Co., Ltd.

Educational Background:

- ✦ BS Stat, UE, 1980, Magna Cum Laude

OUR SERVICES

RETIREMENT PROGRAMS

1. Actuarial valuation for accounting purposes under the following standards;

- International / Philippine Accounting Standards No. 19 (IAS / PAS 19)
- Philippine Financial Reporting Standards for SMEs (PFRS for SMEs)
- Financial Accounting Standards No. 87 (FAS 87) as amended by FAS 158
- German GAAP

- Determination of the current service cost, present value of obligation and other actuarial values
- Preparation of the necessary financial statement disclosures (where applicable):
 - Movement in the Liability recognized in the Balance Sheet
 - Movement in the Present Value of Obligation
 - Movement in the Fair Value of Plan Asset
 - Component of the Expense Recognized
 - Component of the Liability
 - Sensitivity of the Defined Benefit Obligation to changes in major assumptions
 - Analysis of Actuarial Gains and Losses
 - Breakdown of the Present Value of Obligation as required by the standards
 - Maturity Profile of the Obligation
 - Movement in OCI
- Employee turnover study to determine the proper assumption to be used for the actuarial valuations.
- Give timely advice on changes in accounting standards and their implications.

We give the greatest value.

CORPORATE PROFILE

2. Actuarial valuation for funding purposes:

- Development of a Funding Policy
- Recommendation of amounts for periodic funding; Determination of the normal cost as a fixed percentage of payroll and the funded status of the plan

3. Asset-Liability Management (ALM) Study

- Determination of the proper allocation of retirement fund assets to match the maturity profile of the liabilities of the Retirement Program to minimize risk and maximize returns

4. Design, set up, improvement of retirement programs

- For setup, give guidance / advice in the design process: compliance with R.A. 7641 (minimum retirement benefit law) and R.A. 4917 (tax-qualification); information on market practice, benefit structures, benefit levels and their purpose; aligning benefit levels to company objectives and budget
- Review of existing retirement plan rules and give recommendations for improvement of benefits and rules.
- Determination of the long-term cost of the plan as well as the immediate cost impact to the company's current finances under the prevailing accounting standards
- Risk assessment
- Preparation of the retirement plan rules including explanation of suggested provisions and their rationale
- Employee turnover study to determine the proper assumption to be used for the actuarial valuations given that employee turnover has a **very significant impact** on retirement program costs.
- Projection of expected benefit payments to help assess the liquidity requirement of the plan, provide funding guidance and help formulate investment strategies.
- Provide a concise slide presentation for Management.
- Referrals of trust fund managers

5. BIR Tax-Qualification Service

- Assist in the preparation of documents for BIR filing for tax qualification
- Actual filing and periodic follow up

OTHER LONG-TERM EMPLOYEE BENEFITS

1. Actuarial valuation of long-term employee benefits (accumulating /convertible-to-cash leave benefits, jubilee benefits, post-employment medical/life cover, etc.) in compliance with the accounting standards

- Determination of the current service cost, present value of obligation and other actuarial values
- Determination of the cost to be recognized for the current accounting period

2. Cost calculation of long-term benefits that the employer intends to set up or improve

SEMINARS

We conduct seminars in-house or for organizations / institutions. Seminars currently being conducted are as follows:

- Retirement Programs
- International / Philippine Accounting Standards No. 19
- Financial Accounting Standards No. 87 as Amended by FAS 158
- Trends in Employee Benefits: Retirement, Medical, Life Insurance
- Managing Employee Benefit Costs

Our consultants may also serve as speaker or resource persons in employee benefit seminars or forums for free.

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CONSULTING SERVICES FOR LIFE INSURANCE COMPANIES & MUTUAL BENEFIT ASSOCIATIONS

1. Product Development

Develop product from start to finish given the features and parameters specified by the Company. It shall include the following:

- Pricing
- Determination of reserves and non-forfeiture values
- Preparation of policy provisions and other necessary forms
- Preparation of documents / certifications and submission to the Insurance Commission for approval.
- General consulting services relative to the product

2. Valuation of Reserves

- Conduct of valuation of policy other miscellaneous reserves
- Actuarial certification

3. Audit of Actuarial Items:

- Review the accuracy / reasonableness of statutory policy reserves, reserves for claims incurred but not reported and other actuarial items

REPRESENTATIVE LIST OF CLIENTS

Our clients are spread across industries. Multi-national or domestic, small or big clients, we provide the same level of quality service.

Life Insurance Companies

- Phillife Financial Assurance Corp.
- Country Bankers Life
- Paramount Life and General Insurance Corp.
- National Reinsurance Corporation of the Philippines

Pharmaceutical

- Boehringer Ingelheim (Phils.) Inc.
- BOIE Group

HMO

- PhilHealth Care, Inc.
- Kaiser International Healthgroup

Banks & Financial Institutions

- PNB Group of Companies
- Security Bank Group of Companies
- Eastwest Bank

NGOs

- CCT Group
- Girl Scout of the Philippines

Mining

- Agata Mining
- Marcventures

Manufacturing

- Laguna Autoparts Manufacturing Corp.
- Toyota Autoparts
- Cebu Mitsumi

Engineering

- Arcadis Consulting
- Ventech

Education

- Manila Archdiocesan & Parochial Schools Association
- Systems Technology Institute (STI) & Subsidiaries
- Philippine Women's University
- University of the East
- Silliman University

Distribution & Trading

- RSH Marketing
- JS Unitrade
- Citistores

BPOs / Call Centers

- Sutherland Global
- VXi
- Maersk Global Services

Information Technology

- Trends & Technologies Group of Companies
- Bayview Technologies Group

Construction / Real Estate Development

- State Investment Group
- 8990 Group
- Neltex Development

CORPORATE PROFILE

Energy

- Energy Development Corp. & Affiliates

Electric Cooperatives

- Palawan Electric Cooperative
- Bohol Electric Cooperative (I & II)

Manpower

- GROW, Inc.
- TSM Group
- V-Ships Group

Cooperatives

- ACDI Multi-purpose Cooperative
- Koop King Multi-purpose Cooperative

Various Services

- Rayomar Group of Companies
- Berjaya Group of Companies

Leisure

- Star Cruises
- Riviera Golf Club

CORPORATE SOCIAL RESPONSIBILITY

The Company practices corporate social responsibility through the **Lyndon F. Fadri Foundation** which aims to promote the welfare of Romblomanons and help in the development of Romblon.

Programs:

- **EDUCATION & YOUTH DEVELOPMENT PROGRAMS:** Pamusiag Scholarships, Adopt-A-School Project (provision of centralized school supplies)
- **PEOPLE EMPOWERMENT PROGRAMS:** Partnership Program with other Romblon-based Organizations
- **CULTURAL PROGRAMS:** Silak Publications; Sanrokan Project
- **TABANG SA KAHIRAPAN PROGRAMS:** Christian Calamity Assistance Program, Aniceto C. Fadri Pamaskong Handog

CONTACT US

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