

## **Sarah Horan**

Director

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### **Background**

Sarah is a Director of ITS with over 30 years' pensions experience, representing the firm as a professional trustee and as a scheme governance expert.

She has extensive experience of working with pension scheme trustee boards and sponsoring employers on a range of complex issues. This experience has been gained both as a consultant, including roles at Mercer and KPMG, and in-house as Head of Trustee Services at the Co-op where she was Scheme Secretary to the £11bn Co-op Pension Scheme.

An Associate of the Pensions Management Institute, she has worked with Trustee Boards in developing and implementing their long-term strategic objectives. She has experience of working collaboratively with sponsoring employers and key stakeholders, including extensive experience of working on schemes with Pensions Regulator involvement.

Sarah has experience of working with schemes of all sizes from £1m to multi-billion and in a range of sectors including retail, banking, services and manufacturing.

### **Notable Client Achievements**

- Completion of significant de-risking exercises including investment strategic change, buy-ins and implementation of pension increase exchange exercises.
- Worked with sponsors to successfully devise new funding strategies in line with corporate aims and the Trustee's long-term objectives with associated Pensions Regulator involvement.
- Worked with a sponsor and multiple trustee boards to reach agreement for the merger of five schemes into one.
- Worked with sponsors and trustee boards to change the composition of the board, enhancing effectiveness, also with associated Pensions Regulator involvement.

### **Professional Qualifications/Awards**

An Associate of the Pensions Management Institute (PMI).

### **Areas of Expertise**

- ✓ Working to agree long term objectives, journey plans and derisking
- ✓ Mentoring lay trustees
- ✓ Ongoing trusteeship of DB/Hybrid schemes
- ✓ Ongoing trusteeship of DC
- ✓ Ongoing trusteeship of large and/or complex schemes - including common trustee boards/rationalising advisers
- ✓ Expertise in Special situations
- ✓ Scheme mergers and demergers
- ✓ New scheme establishment
- ✓ Scheme/sponsor under TPR investigation
- ✓ Difficult Valuation Exercises
- ✓ Working with a Challenging Covenant review
- ✓ Repairing/rebuilding trustee relationships
- ✓ Expertise in all facets of Governance services
- ✓ Provider review