

## **Sarah Horan**

Director

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### **Background**

Sarah is a fully Accredited Professional Trustee 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 £10m to multi-billion and in a range of sectors including retail, banking, services and manufacturing.

### **Notable Client Achievements**

- Managed complex projects; significant risk transfer transactions (Pace (Co-op) total £2.75bn buy-ins), GMP equalisation and liability management 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.
- Completion of significant de-risking exercises including investment strategic change, buy-ins and implementation of pension increase exchange exercises.
- Managed trustees' advisory teams to deliver cost effective and high-quality advice.
- 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 enhance the effectiveness of trustee decision-making by mentoring trustees on technical subjects and implementing new trustee board structures.

### **Professional Qualifications/Awards**

Sarah is an Associate of the Pensions Management Institute (APMI) and an Accredited Member of the Association of Professional Pension Trustees (AMAPPT).

### **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
- ✓ Management of complex projects
- ✓ Expertise in all facets of Governance services
- ✓ Provider review