



## **Cristelle Sary**

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Cristelle Sary is a counsel in McCarthy Tétrault's Pensions, Benefits, and Executive Compensation Group based in Montréal, and she is the director of Strategy and Market Intelligence for the Québec Region. With more than 15 years of experience working with multinational human resources firms and governments, Cristelle brings a unique perspective to her work advising enterprises and governments on pensions, employment and employee benefits matters, governmental relations, political activities, public affairs, and policy and media relations. Cristelle's deep understanding of all aspects of the pensions and benefits landscape allows her to provide strategic, industry-focused advice on clients' most pressing matters. She regularly advises clients on the transactional aspects of pensions, employment and benefits matters, and related areas of law including pension taxation. Additionally, clients turn to Cristelle for counsel on pension plans, governance and design, plan mergers and conversions, wind-ups, group annuity purchases, pension plan administration, retirees and spousal benefits, and pensions and benefits tax-related matters. She also advises on pension disputes. As the director of Strategy and Market Intelligence, she works closely with the regional managing partner and the Québec Region's partners to move forward various strategic market initiatives and coordinate regional stakeholder relations. Cristelle brings a wealth of experience in the political and business world that uniquely positions her to play a leadership role and provide key strategic insight to partners and clients. She collaborates closely with the Clients and Markets Team both regionally and nationally. Cristelle was admitted to the Ontario Bar in 2003 and the Québec Bar as a legal advisor in 2011. She earned her LL.B. from the University of Ottawa in 2002. Cristelle is fluent in English and French.