

Curriculum Vitae for Mike Sullivan

Personal Details

Name: Mike Sullivan FPMI

Telephone: 07801 677273

Email: info@spotserviceslimited.com

Overview of Experience

- I have been involved in the pensions and wider employee benefits industry for over 30 years and have worked in-house and in consultancy
- I am a Past President of the Pensions Management Institute having held office from July 2009-2011
- I am currently Chairman of the PMI's Professional Standards Committee
- In my 14 years at Veolia the company had three different identities and my role constantly changed having started as an HR role and then through international pensions to my latest role (see below)
- Previously I spent 14 years in consulting and account management at Mercer (and previous entities)

Education and Qualifications

- I studied Business Studies at (what is now) the North East Surrey College
- I qualified as an Associate of the Pensions Management Institute (PMI)
- I was granted Fellowship of the PMI in 1991
- I have completed the Pensions Regulator's on-line training for Trustees
- I have attained the PMI's Award in Pension Trusteeship (Level 3)

Career History

April 1999-August 2013 – Head of Employee Benefits & Pensions, Veolia Environnement UK Limited (VE)

- Most recently I worked primarily with the corporate side, advising Veolia's various businesses on pension and benefit strategy issues including liability management and was very involved in the many corporate acquisitions, sales, restructurings, contract bids etc.
- I was also responsible to the Trustee for its award winning governance standards and the in-house team that enabled the Trustee to achieve its Business Plan and objectives
- I also ran a range of non-pension benefit schemes including share plan, private medical insurance, employee assistance programme, health-screening etc
- I reported directly to Head of European Finance in Brussels and Worldwide Head of Compensation & Benefits in Paris

- I managed a pension budget of c£4m (excluding investment management fees) and a department budget of £750k

1980-1999 – Various roles at Mercer (previously Noble Lowndes and Sedgwick Noble Lowndes)

- I started in Administration and ran a large and consistently top performing administration team.
- I then became Consultant to the industry-wide Water Companies' Association Pension Scheme and saved the account when the Trustees wanted to sack Noble Lowndes. I then turned it in to a multi £m income generator
- In 1996 I took on a client management role as Account Director and also supervised the Regional Consultancy team.

Key Achievements

- Reduced 32 Trust based DB and DC schemes at Veolia to 9
- Established Veolia Common Investment Fund
- Implemented major revisions to the Veolia investment strategy
- Achieved cost efficient solutions for employers in Veolia's multiple acquisitions/contract bids/disposals/restructurings
- Closed Veolia's DB schemes to future accrual
- Implemented Veolia's auto-enrolment
- Implemented switch away from spouse's pensions to save Veolia c£5m over next 5 years
- Implemented pension changes world-wide across the Veolia Group
- Played major part in setting up Veolia's HR "clubs" in UK and USA
- Architect of Veolia Trustee's award-winning Governance structure
- Moved the PMI from management by a committee of 13 to an executive Board of 5 to gain focus and efficiency
- Restructured the PMI's executive team
- Introduced business governance structures to the PMI
- Turned loss making single-service client in to a profitable multi-business line group of clients at Mercer/SNL

Closing Comments

- I am passionate about pensions and am looking for activities where I can draw on my existing skills and knowledge and make a valuable contribution to new organisations either on a one-off basis or through a longer term relationship.
- I am enthusiastic, flexible, determined, committed, pragmatic, and knowledgeable, am a good team player and leader and believe work should be fun and stimulating whilst still being totally professional.