

# The Executive Workshop on IAS 19

(And IAS 26)

TUESDAY, 23 MARCH 2010  
THE CYPRUS HILTON HOTEL  
8:30AM – 17:30PM

**Organized by:**



With the support of The Muhanna Foundation and  
In cooperation with the PWC Academy

**Dear Sir or Madam,**

In view of the recent challenges with funding and accounting valuations of pension and provident funds we organize this executive workshop on International Accounting Standard 19 (and IAS 26). The workshop will go through the retirement system in Cyprus and the main challenges and risks faced which affect both the funding as well as the accounting valuations.

The Managing and Senior Actuaries of i.e. Muhanna & Co will present the practical implementation of IAS 19 along with case studies and real examples. A study case will also be presented for comparing IAS 19 and FASB 158.

IAS 26 and IAS 19 will also be discussed by IFRS experts from PWC. PWC will give an overview and will present the requirements of IAS 26. The main challenges and debates on the disclosures, the discount rates, the gains & losses recognition as well as other recent challenges, will also be discussed. This session will also be supported by specialist from Muhanna. The profile of the instructors is attached.

**This workshop is designed and reserved only for Senior Accountants,**

**Financial Managers and Controllers, Internal Auditors and Finance Directors from organizations or corporations that operate pension or retirement gratuity schemes or provident funds with guarantees.**

In line with our tradition to be innovative, we are organizing this event firmly believing that this is an important seminar and will contribute to an effective dissemination of our expert knowledge. The workshop will not only attempt to present the requirements of the Accounting Standards but also aims to discuss with you the recent changes and the future challenges. We believe that the discussions between us and the executive participants will reveal interesting issues. Please note that participants will be awarded a 6 hour training CPD certificate.

For participation, please fill in and return the attached registration form by the 16<sup>th</sup> of March 2010. Please note that participations are limited to 24 people. We look forward to your participation and contribution to make this event a successful and fruitful workshop.

**George M. Psaras, Deputy Managing Director & Managing Actuary for Pensions and Social Insurance**

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## The Executive Workshop Program

### Morning Sessions

<u>Time</u>	<u>Subject</u>	<u>Instructor(s)</u>
8:15–8:30	Registration and Coffee	
8:30–8:45	<b>Welcome and Introduction</b>	<b>George Psaras</b>
8:45–9:30	<b>High Level Overview of Pension and Provident Funds in Cyprus</b> <ul style="list-style-type: none"> <li>▪ Social Insurance</li> <li>▪ Government / Semi Government / Local Authorities</li> <li>▪ Banks</li> <li>▪ Private Company Pension Funds / Provident Funds</li> </ul>	<b>George Psaras</b>
9:30–10:30	<b>Corporate Retirement Systems Risk Profile and Actuarial Valuations' Main Objectives and Results</b> <ul style="list-style-type: none"> <li>▪ <u>Risk Profile</u> <ul style="list-style-type: none"> <li><input type="checkbox"/> Social Insurance</li> <li><input type="checkbox"/> Government / Semi Government / Local Authorities</li> <li><input type="checkbox"/> Banks</li> <li><input type="checkbox"/> Private Company Pension Funds / Provident Funds</li> </ul> </li> <li>▪ <u>Funding Valuation vs Accounting Valuation</u> <ul style="list-style-type: none"> <li><input type="checkbox"/> Funding Valuation: Impact on Cash Flows and Contributions (Funds)</li> <li><input type="checkbox"/> Accounting Valuation: Impact on P&amp;L and Balance Sheet (IAS 19)</li> </ul> </li> </ul>	<b>George Psaras</b>
10:30–10:45	Coffee Break	
10:45–12:15	<b>IAS 19 – Financial Statements for Pension Fund Sponsors</b> <ul style="list-style-type: none"> <li>▪ IAS 19 Introduction and Scope</li> <li>▪ Overview of Employee Benefits Schemes</li> <li>▪ Defined Contributions vs Defined Benefits</li> <li>▪ Assumptions &amp; Methodology</li> <li>▪ Actuarial Gains &amp; Losses</li> <li>▪ Main Results &amp; Disclosures</li> <li>▪ Practical Implementation <ul style="list-style-type: none"> <li><input type="checkbox"/> Government / Semi Government / Local Authorities</li> <li><input type="checkbox"/> Bank (Gratuity Scheme/End of Service) <ul style="list-style-type: none"> <li>▪ Cyprus and Greece</li> </ul> </li> <li><input type="checkbox"/> Private Company Pension Fund / Provident Fund</li> </ul> </li> <li>▪ Impact of Special Events/Circumstances</li> </ul>	<b>Iyad Hourani and Marinos Theodosiou</b>
12:15–13:15	<b>Comparison of IAS 19 vs. FASB 158</b> <ul style="list-style-type: none"> <li>▪ Overview</li> <li>▪ Main differences</li> <li>▪ Case Study</li> </ul>	<b>Iyad Hourani and Marinos Theodosiou</b>
13:15–14:30	Lunch and Coffee	

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## The Executive Workshop Program (continued)

### Afternoon Sessions

<u>Time</u>	<u>Subject</u>	<u>Instructor(s)</u>
14:30–15:00	<b>IAS 26 Overview and Requirements</b> ▪ It's time to resolve the confusion with IAS 19.	<b>Costas Seraphim</b>
15:00–16:30	<b>IAS 19: Main Challenges, IASB Discussions &amp; Changes Ahead</b> ▪ New Contemplated Disclosures ▪ Debate around the Discount Rate ▪ 10% Corridor and Immediate Recognition of G&L ▪ Joint Discussions with FASB ▪ Other issues and Practical Considerations	<b>Costas Seraphim</b> <b>Tasos Nolas</b> <b>and</b> <b>Iyad Hourani</b>
16:30–17:00	<b>Closing and Coffee</b>	Instructors will be available for any further discussion until 17:30

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**Every session includes time for questions and discussion**

**We reserve the right to change the program, if needed**

## **I.E. MUHANNA & CO ACTUARIES AND CONSULTANTS**

i.e. Muhanna & co was established in 1986 in Nicosia and today is one of the leading companies in Cyprus, Greece and the Middle East region offering actuarial and other management consulting services. Muhanna & co is in Cyprus for 24 continuous years.

Our company's clients are government and semi-government organizations, local and international banks, trade unions, multinational oil companies and other private companies that offer pension or provident funds. We also provide services to governments or private organizations who administer social insurance schemes.

Our company has developed experts and experience on the application of IAS 19 and IAS 26 for funded and unfunded pension schemes as well as on schemes that use the book-reserving method. We have considerable experience on the assumptions that should be used in these cases so that they are accepted by the auditors. IAS 19 was implemented on the 1st of January 1999 and we have consulted many companies in Cyprus and elsewhere in order to implement the standard. We have worked with the largest auditing firms (PWC Cyprus, PWC UK, KPMG and Deloitte) as well as the Office of the Auditor General of the Cyprus Government for the smooth implementation of these standards. We were the first in the region to issue an educational manual on the implementation of IAS 19 or IAS 26 and have organized specialized seminars on the same topics in Cyprus, Oman, Lebanon and elsewhere. The firm through its Foundation has organized no less than 16 Regional Conferences and numerous other seminars, workshops and provided actuarial, insurance, and social insurance education and training to the region.

**For more information on the Muhanna Foundation please visit [www.muhanna.org](http://www.muhanna.org).**

In 2011 i.e. Muhanna will be celebrating quarter of a century of highest quality actuarial and management services to the region.

## **PwC Academy Profile**

PwC Cyprus has a long-standing commitment towards knowledge and continuous professional training. It has always been our firm's policy and objective to share our knowledge and experiences with colleagues, clients, young and future professionals and all those who wish to be up-to-date with current professional developments and practices.

Our objective is to support the professionals and the businesses that believe in the value of continuous professional development.

Consequently, PwC Academy ([www.pwcacademy.com.uk](http://www.pwcacademy.com.uk)) has been launched in September 2009 to cater for the needs of today's professionals. The Training Programme of PwC Academy is designed to include courses/seminars that are addressing a broad range of professionals and firms. The courses are delivered by senior executives of our firm and other professional trainers who are considered experts in their field, both from Cyprus and abroad, with long experience in their subject field and strong instructing skills.

## INSTRUCTORS PROFILE

Instructor	Profile
<p><b>George M Psaras, FCAA</b>  <b>Deputy Managing Director</b>  <b>and Actuary</b>  <b>i.e. Muhanna &amp;co</b></p>	<p>George Psaras (<a href="mailto:george.psaras@muhananna.com">george.psaras@muhananna.com</a>) graduated from the University of Texas at Austin with a BA (Hons) in Mathematics and Actuarial Science. He also holds a Post graduate degree in Actuarial Science from City University in London. He joined i.e.Muhanna &amp; co in 1987 and today is the Deputy Managing Director and Managing Actuary in charge of Pensions and Social Insurance advising in excess of 90 pension and social insurance schemes in the region. George Psaras is a founding fellow and ex President of the Cyprus Association of Actuaries (2004-2008) and a founding member of the Social Security Committee and a member of the Professionalism Committee of the International Actuarial Association and a member of the Pensions Committee of the Actuarial Consultative Group of the European Union. He acted as the leading consulting actuary for social security schemes in Middle East and GCC (Oman, Bahrain, UAE, Lebanon, Saudi Arabia, Jordan, Yemen, Sudan). He is the consultant actuary for most of the semi-government pension funds and provident funds with guarantees in Cyprus and in other countries in the region. He is an authorized Appointed Actuary for life and non-life insurance companies in Cyprus and Bahrain. George Psaras is the Immediate Past President of Round Table International (<a href="http://www.roundtableinternational.org">www.roundtableinternational.org</a>)</p>
<p><b>Iyad Hourani, FSA, FCIA</b>  <b>Managing Actuary</b>  <b>i.e. Muhanna &amp; co</b></p>	<p>Iyad Hourani (<a href="mailto:iyad@muhananna.com">iyad@muhananna.com</a>) graduated in Actuarial Sciences from Laval University in Quebec, Canada. He is a Fellow of the Society of Actuaries, the Canadian Institute of Actuaries and the Lebanese Actuarial Association. He joined <i>i.e. Muhanna &amp; co.</i> in 2005 and today is a Managing Actuary specialized in Employee Benefits and Corporate, Retirement Schemes. Prior to joining i.e.Muhanna &amp; co, Iyad Hourani worked 9 years in Canada with two international HR and actuarial consulting firms (AON and Watson Wyatt) as well as at Metropolitan Life Insurance co. His experience includes actuarial, HR, pension fund asset allocation and management consulting services to multinational companies, private corporations and para-public organizations in the following countries: Canada, USA, France, Lebanon, Kuwait, Saudi Arabia, Jordan and other countries in the Middle-East. Throughout his career, he has also actively participated in the development and delivery of several specialized training programs including training on IAS19.</p>
<p><b>Marinos Theodosiou,</b>  <b>FCAA</b>  <b>Senior Actuary</b>  <b>i.e.Muhanna &amp; co</b></p>	<p>Marinos Theodosiou (<a href="mailto:marinos.theodosiou@muhananna.com">marinos.theodosiou@muhananna.com</a>) graduated from the Leicester University with a BSc in Economics followed by a post graduated diploma in Actuarial Science from Heriot Watt in Scotland. In 2003 he obtained an MSc in Actuarial Management from City University. He is a fellow of Cyprus Associations of Actuaries and a member of the Institute of Actuaries. Marinos Theodosiou worked for 2 years at Paneuropean Insurance Company as an investment advisor. He then worked for a year for the University of Cyprus as a postgraduate associate working on a project investigating the financial cost of the Turkish Invasion to Cyprus and its allocation. Marinos Theodosiou is working for i.e.Muhanna &amp; co for the last 12 years. He is now a Senior Actuary in Pensions and Insurance. He has advised many semi-government organizations as well as private companies in Cyprus and the Arabian Gulf on funding and accounting actuarial valuations for pension funds. He is a member of the Solvency II committee of the Cyprus Association of Actuaries and has given many seminars on the implementation of IAS19 and 26 to corporations and seminars on Solvency I for insurance companies in Cyprus.</p>
<p><b>Costas Seraphim</b>  <b>Head of the PwC</b>  <b>Academy</b>  <b>PricewaterhouseCoopers</b></p>	<p>Costas Seraphim (head of the PwC Academy) graduated from University of Essex with a BA (Hons) in Economics. He has been trained as a Chartered Accountant in the UK. When he returned in Cyprus in 1992 he has joined Deloitte for a year and then Intercollege as a senior officer responsible for the Chartered courses. Coast from 1998 and until September 2009 he was a Director in the School of Professional Studies of Cyprus College. In September 2009 he has joined PwC Cyprus as the Head of PwC Academy. He has been a member of the Council of Institute of Certified Public Accountants of Cyprus (SELK) for 6 years and the president of the Accounting Standards Committee of SELK for 2 years. He is currently member of the Ethics committee of SELK.</p>

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**Tasos N Nolas**  
**Partner - Assurance**  
**PricewaterhouseCoopers**

Tasos is an assurance partner in Partner PricewaterhouseCoopers (PwC) in Cyprus. He started his career with PwC in 1993 and throughout his career he has been working on IFRS. He has substantial international experience and has worked for two years (2004/2005) in London in the Global Accounting Consulting Services (ACS) of PwC where he gained substantial expertise in International Financial Reporting (IFRS). He is a member of PwC's Global ACS partner community specialising in IFRS related issues on financial instruments. He also acts as the ACS leader on the PwC Global Real Estate Industry Accounting Group of PwC. Finally he is the team leader of the Cyprus ACS services. He has extensive experience on Initial Public Offerings acting both as an ACS partner responsible for the financial statements reviews and as an audit engagement leader. He has written a number of articles and publications (including PwC's IFRS Manual Of Accounting) and has been a presenter on a number of seminars on IFRSs. Tasos has extensive assurance experience with a number of quoted and high profile entities in the shipping; banking, and real estate industries. He is a member of the Institute of Chartered Accountants in England and Wales and The Institute of Certified Public Accountants of Cyprus.

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## REGISTRATION FORM

PLEASE RETURN BY 16<sup>TH</sup> MARCH 2010

BY FAX: +357 22 456046

### The Executive Workshop on IAS 19 (and IAS 26)

TUESDAY, 23 MARCH 2010  
 THE CYPRUS HILTON HOTEL  
 8:30AM – 17:30PM

**ORGANISATION / COMPANY:** \_\_\_\_\_

**NAME:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

Address:

Telephone:

Email:

Fax:

Participants Name	Position	Email
1.		
2.		
3.		

Number of Participants \_\_\_\_\_ X €750+VAT = \_\_\_\_\_ Total

### Rules, Deadlines and Method of Payment

The registration confirmation will be sent upon receiving your completed registration form via fax. We will issue and send all invoices by the 16<sup>th</sup> of March 2010. Please issue checks on **I. E. Muhanna & co Ltd** and send to the following address: P.O. Box 24949, 1355 Nicosia, Cyprus. The deadline for paying the fees is the 19<sup>th</sup> of March 2010 the latest. Cancellations will need to be made even for registrations for which a payment was not made. Cancellations should be written in order to be able to return the fees or not make a charge. In the event of written cancellations before the 16<sup>th</sup> of March 2010, we will return 50% of the registration fee which was paid or 50% of the due amount. For written cancellation after the 16<sup>th</sup> of March 2010 no refunds are possible.

Due to the limited number of participants please restrict your company's participation to a maximum of 3 participants.