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Stéphanie Mariamo is a principal in Mercer's wealth business in Montréal. As a specialist in capital accumulation plans, including defined contribution (DC) plans, she provides consulting services to clients on design, governance, wellness and investments. Stéphanie has an excellent understanding of members' needs and has developed strong competencies in employee communications. As part of her current responsibilities, she regularly participates in internal and external focus groups for the purpose of promoting innovation and developing best practices relating to DC plans. Before joining Mercer in 2015, Stéphanie was an actuarial consultant in the area of defined benefit pension plans, which allowed her to acquire expertise in pension management.