



# n - a c t u a r i a l

## Actuarial Valuation of Employee Benefits in Zimbabwe

We specialise in actuarial valuation for employee benefits to comply with accounting requirements according to local and international financial reporting standards.

### Our Range of Services:

- Accounting valuation ASC 715: Compensation – Retirement Benefits (US GAAP)
- Accounting valuation ASC 718: Compensation – Stock Compensation (US GAAP)
- Accounting valuation FRS 102: Employee Benefits (UK GAAP)
- Accounting valuation IAS 19: Employee Benefits (IFRS)
- Accounting valuation IFRS 2: Share-Based Payments (IFRS)
- Accounting valuation IPSAS 39: Employee Benefits (IFRS)
- Other services such as benefit design, asset liability management, experience analysis, funding valuation, automation & software etc

### Employee Benefits That We Cover:

- Gratuity benefits
- Pension benefits
- Retirement benefits
- Death and disability benefits
- Leave encashment benefits
- Post retirement medical benefits
- Long service award
- Share based payments (including employee stock option plans)

### About Us

Nicholas Actuarial Solutions is a leading actuarial firm in Asia. In 2019 we were awarded Top Actuarial Firm in Asia. In 2020 we received the Quality Assurance Scheme accreditation from the Institute and Faculty of Actuaries.

We have a large team of highly qualified professionals. Our processes are top-of-the-line and highly technology driven. This enables us to provide higher quality services at lower costs to our clients.

In the field of employee benefits, we have a complete range of expertise and experience. Our clients range from multinationals, public listed companies, large conglomerates, small medium enterprises to government and government related entities.

### Contact Us



Nicholas Yeo  
Founder & Actuary  
nicholas.yeo@n-actuarial.com  
+6012 502 3566



Lim Shu Yi  
Partner  
shuyi.lim@n-actuarial.com  
+6016 921 2187



Ng Eng Kheng  
Actuarial Analyst  
engkheng.ng@n-actuarial.com  
+6017 556 3652