

MBWL International

Independent. Global. Experts.



Why MBWL?

We offer innovative, strategic retirement and benefits consulting for multinationals of all sizes, everywhere they do business.

Around the globe, our experts tailor our solutions to the precise needs of multinational professionals in finance, M&A, and HR.



Independent

With no shareholders to answer to and no products to sell, our only priorities are yours. Our independence lets us focus on what matters: productive, long-term client relationships.



Local everywhere

We provide both global coverage and local expertise. MBWL's global presence—with over 7,000 people across the planet and physical offices in over 30 countries—is supplemented by key partners, and our support extends wherever you do business.



Led by experts

You will work directly with our most senior experts. We will ask questions, listen, and challenge you where appropriate. We will bring strategic leadership and practical global know-how, and tailor it all to your specific needs—wherever you need it.



No distractions

Our model is simple. We provide seamless, consistent advice across your organization with a single point of accountability. No red tape, just results.

Contacts



Isabel Coles

Head of International Consulting,
MBWL International

isabel.coles@mbwl-int.com

A multilingual expert in employee benefits for multinational corporates. Isabel has vast experience in advising multinational organisations on their employee benefits arrangements around the world, with a focus on corporate sales and purchases, accounting disclosures and the financing, risk management, and design of benefit plans.



JP Augeri

Managing Director and Global EB
Consulting Leader, Milliman

johnpaul.augeri@milliman.com

A global human capital and risk management leader with wide-ranging technical and management experience. He has over twenty years' experience helping multinational clients to design, deliver, and manage programs globally across pensions, benefits, and M&A. He specialises in solving complex global issues and delivering value and innovation to multinationals and their employees.

Services



Strategy &
governance



Benefits
consulting



Administration



Actuarial
consulting



Mergers &
acquisitions



Employee insights
& engagement

Experience

Trusted by the best

We work with 33 of the Fortune 100 and 118 of the Fortune 500 Companies, over 15% of the companies in the UK's FTSE350 and a selected group of German DAX-companies.

Global reach

Our extensive global footprint means we can serve clients' retirement, benefits, and M&A needs all over the world.

We provide actuarial consulting services and valuations to over 4,000 retirement plans globally.

Independent global expertise

Global actuary for a number of multinationals including global coordination and local valuations—always with strategic advice.

Independent IAS 19 review and C-Suite advice for a Belgian multinational.

Global benefits strategy review and governance for a large German multinational, including customized and flexible plan inventory and governance platform.

M&A due diligence and integration partner across retirement, health and benefits and total rewards for a large German serial acquirer, including PM and on-site support.

Global retirement and benefits strategy reviews for a number of blue-chip multinationals.

Powerful global analytics across well-being, DE&I, and enterprise risk.

Employee communication and engagement projects around the world.

About MBWL

At MBWL, we harness the combined expertise, systems and experience of over 7,000 professionals across Milliman, Barnett Waddingham, Lurse and Normandin Beaudry.



Milliman is among the world's largest providers of actuarial and related products and services. The firm has consulting practices in healthcare, property and casualty insurance, life insurance, financial services, and employee benefits. Founded in 1947, Milliman is an independent firm with offices in major cities around the globe.



Barnett Waddingham is a leading independent UK professional services consultancy at the forefront of risk, pensions, investment, and insurance. The firm acts as a trusted partner to a wide range of clients, including almost 25% of the FTSE 100. They have over 1,700 people in nine offices, including over 90 partners, each delivering on the values and the promise of the firm, ensuring the highest levels of trust, integrity and quality.



Lurse is a leading independent German advisory and solution company focusing on compensation, pensions, and talents. They manage and administrate pension schemes, optimize HR systems, and cultivate talents. In every interaction and with every solution, Lurse acts in its clients' best interest.



Founded in 1992, Normandin Beaudry is a leader in actuarial and total rewards consulting services. Nearly 350 employees serve clients across Canada in eight areas of expertise: Pension and Savings, Pension Plan Administration, Investment Consulting, Group Benefits, Compensation, Health, Performance, and Communication. The firm helps clients achieve their human capital and financial performance objectives by offering practical and innovative total rewards solutions, enabling them to stand out with creative strategies for talent attraction, engagement, and retention.