



Cristelle Sary
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Cristelle Sary is a lawyer and the managing partner of Messier Sary & Consultants, which she founded in 2018. Specializing in pensions, benefits, employment, and executive compensation law, Cristelle brings over 20 years of experience from top Canadian law firms, multinational actuarial firms, and government roles. Her practice is uniquely positioned to advise enterprises and executives on a wide array of issues, including pensions, employment, employee benefits, governmental relations, political activities, public affairs, and media relations. Cristelle is adept at guiding clients through the transactional and litigious aspects of pensions, employment, and benefits matters, as well as group annuities and related legal areas. Clients frequently seek her counsel on pension plan governance and design, plan mergers and conversions, surplus management, wind-ups, group annuity purchases, pension plan administration, and tax-related matters. She also provides expert advice on the impact of French language laws on employment, pension plans, and group annuities. With the rapid evolution of artificial intelligence and information systems, Cristelle has developed a keen understanding of cybersecurity and privacy issues as they pertain to pension members, beneficiaries, committees, trustees, and pension plans. She is well-versed in the obligations and duties imposed on plan administrators and employers. Cristelle's extensive experience in the political and business arenas uniquely positions her to offer strategic insights and leadership to her clients. She was admitted to the Ontario Bar in 2003 and the Québec Bar, as a Canadian legal advisor, in 2011. Cristelle holds an LL.B. degree from the University of Ottawa and a bachelor's degree in business administration from HEC Montréal. She is fluent in both French and English and has a basic understanding of Italian and Arabic.