



Cristelle Sary

**Counsel and Director of
Strategy and Market
Intelligence for the Québec
Region**

Montréal

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t. 514-397-4167

Bar Admission

Ontario 2003

Québec, Canadian Legal Advisor 2011

Law School

University of Ottawa

Practices

Labour & Employment

Labour

Employment

Mergers & Acquisitions

Pay & Employment Equity

Pensions, Benefits, & Executive

Compensation

Public Law

Tax Planning

Industries

Pension Funds Group

Public Sector

Cristelle Sary is a counsel in McCarthy Tétrault's [Pensions, Benefits, and Executive Compensation Group](#) based in Montréal, and is the Director of Strategy and Market intelligence for the Québec Region. With more than 15 years of experience working with multinational human resources firms and governments, Cristelle brings a unique perspective to her work advising enterprises and government on pensions, employment and employee benefits matters, as well as governmental relations, political activities, public affairs, policy and media relations.

Cristelle's deep understanding of all aspects of the pensions and benefits landscape allows her to provide strategic, industry-focused advice on clients' most pressing matters. She regularly advises clients on the transactional aspects of pensions, employment and benefits matters, and related areas of law including pension taxation. Additionally, clients turn to Cristelle for counsel on pension plans, governance and design, plan mergers and conversions, wind-ups, group annuity purchases, pension plan administration, retirees and spousal benefits, in addition to pensions and benefits tax-related matters. She also advises on pension disputes.

In addition to her active practice, Cristelle acts as the director of Strategy and Market intelligence for McCarthy Tétrault's Québec Region. In this capacity, she works closely with the Regional Managing Partner and the Québec Region's partners to move forward various strategic market initiatives and coordinate regional stakeholder relations. Cristelle brings a wealth of experience in the political and business world that uniquely position her to play a leadership role and provide key strategic insight to our partners and clients. She will collaborate closely with our Clients and Markets team both regionally and nationally.

Cristelle was admitted to the Ontario Bar in 2003 and the Québec Bar as a Legal Advisor in 2011. She earned her LL.B from the University of Ottawa in 2002. Cristelle is fluent in English and French.

Recent Experience

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- **Capgemini acquires Unity's Digital Twin Professional Services arm**
April 30, 2024
- **Clariant acquires Lucas Meyers Cosmetics for an Enterprise Value of US\$810M**
April 2, 2024
- **mdf commerce enters into definitive agreement to be acquired by KKR for C\$255M**
March 11, 2024
- **Silver Lake, a global technology investment firm, makes US\$6.4B equity investment in Vantage Data Centers**
March 6, 2024

Recent Insights

- **Key Takeaways from the 2023 Pension & Benefits Seminar**
December 5, 2023
- **What Federal Employers Should Anticipate with Bill C-13 When it Comes to Employees, Pensions and French Language Obligations**
August 16, 2023
- **Bill C-13's French language requirements in Québec or regions with a strong francophone presence: Implications for federally regulated entities in Canada**
July 13, 2023

Events

- **13th Annual Pension & Benefits Seminar**
November 29, 2023