

JAMES SKEHAN - CHAIRMAN & PROFESSIONAL TRUSTEE

- Appointed to National Federation's Pension Scheme on 27/1/2020
- Qualifications:
 - FIIPM
 - QPT
 - Certificate in DC Pension Scheme Trusteeship (PTP).
- Experience:
 - 45+ years' experience in the group pensions industry.
 - Head of Pensions in New Ireland for 20 years.
 - CEO of General Investment Trust, one of Ireland's largest corporate trustees for over 10 years.
- Anti-Money Laundering
 - Authorised by the Dept of Justice & Equality - Ref APP/1273/2020



JOHN MCHUGO - VICE CHAIRPERSON

- Appointed as Trustee to the National Federation's Pension Scheme on 26/7/2016.
- Qualifications:
 - Chartered Accountant with over 40 years' experience in both a practice setting and in the Not-for-Profit sector.
- Experience:
 - Over 30 years as a Trustees of a Defined Benefit pension Scheme.
 - Former Director of Finance, Ability West.



PAULINE BRENNAN - TRUSTEE

- Appointed as Trustee to the National Federation's Pension Scheme on 1/8/2019
- Qualifications:
 - MBs Human Resource Management
 - BA Human Resource Management
- Experience:
 - Administrative Officer - County Council
 - Former Director of HR, Western Care Association
 - An experienced HR Practitioner in all areas relating to HR Management, including recruitment and retention, industrial relations and employee engagement. Experience of working in inspection and enforcement relating to HR legislation. (WRC)



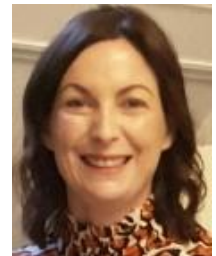
FRANCIS COUGHLAN - TRUSTEE

- Appointed as Trustee to the National Federation's Pension Scheme on 7/7/2017
- Qualifications:
 - Bachelor of Business Studies;
 - Diploma in Management and Industrial Relations
 - Registered Nurse (Intellectual Disability)
- Experience:
 - CEO, SOS Kilkenny CLG
 - Prior to CEO appointment with SOS Kilkenny CLG in 2003, Francis was employed as a staff nurse in a variety of different settings and was also CEO at St. Aidan's Services in Gorey, Co. Wexford.



DEIRDRE HERLIHY - TRUSTEE

- Appointed as Trustee to the National Federation's Pension Scheme on 10/9/2018
- Qualifications:
 - BA Human Resource Management
 - IBEC – Diploma in Employment Law
 - Mediation
- Experience:
 - HR Manager, Kerry Parents & Friends Association
 - An experienced Human Resource Professional with over 22 years' experience (Industry - 4 Years; Private Healthcare - 10 Years and Intellectual Disability Services - 8 Years).



BERNARD O'REGAN - TRUSTEE

- Appointed as Trustee to the National Federation's Pension Scheme on 30/10/25. Previously served as a Scheme Trustee from February 2013 - August 2019.
- Qualifications:
 - MA in Healthcare Management
 - BA
 - H. Dip in Education
 - Executive Diploma in Strategy and Innovation
- Experience:
 - Operations Manager and QSSI Lead in Western Care
 - Previously held roles as A/National Director in HSE; CEO and Director of Services in Western Care; Sector Manager in the Brothers of Charity Services.



MARIA MCMAHON - PENSION SCHEME MANAGER / SCHEME SECRETARY

▪ Qualifications:

- Certificate in DC Pension Scheme Trusteeship (PTP – recipient of Gold Medal Award);
- Diploma in Business Studies (Accountancy);
- IPASS – Certified Payroll Technician;
- Participates in all Trustees Training in respect of the National Federation's Pension & Life Assurance Scheme.



▪ Experience:

- 30+ years' experience in office administration
- Appointed full time Pension Scheme Manager to National Federation's Pension & Life Assurance Scheme in 2019
- PA to CEO, National Federation Secretariat - 20 years
- PA to CEO, HSE West - 4 years

PENSION TRUSTEES:

Mr. James Skehan (Chairman and Professional Trustee); Mr. John McHugo (Vice Chairman); Ms. Pauline Brennan; Mr. Francis Coughlan; Ms. Deirdre Herlihy and