

# María Noel Ache

AIVA



“ I saw an opportunity to make investment and insurance companies more efficient. ”

<b>COUNTRY</b>	Uruguay
<b>INDUSTRY</b>	Business/Professional Services
<b>EMPLOYEES</b>	150
<b>YEAR SELECTED</b>	2007
<b>WEBSITE</b>	<a href="http://www.aiva.com">www.aiva.com</a>

## COMPANY SNAPSHOT

María and Federico, a mother-son team, founded AIVA TPA while she was working at Blue Cross Blue Shield Uruguay. The company began as an insurance broker and grew to provide Business Process Outsourcing (BPO) technology and services that reduce administration and market penetration costs for investment and insurance companies in the Latin American, Caribbean and Pacific Rim regions. Clients include Skandia, Allianz, Old Mutual, American Fidelity, BUPA, and Swiss Life.

Since selection by Endeavor, the number of jobs at AIVA has grown by 606% from 3 employees to over 200.

## ENDEAVOR AND AIVA

AIVA's participation with the Endeavor network has allowed the company to professionalize its HR division and grow substantially without diminishing the quality of its staff.

Global services have included the Ernst & Young Fellows program (which established a culture of budgeting in the company), Immersion Tour, and Entrepreneur Summit.

María Noel often speaks at Endeavor events.