



International Retirement and Savings Solutions



1 Introduction

An international pension plan (IPP) or an international savings plan (ISP) typically provides benefits for internationally mobile workers of a multinational employer. Both IPPs and ISPs are elegant and tax efficient ways to provide retirement savings benefits for workers that might otherwise have little or no formal retirement provision due to their working location or their mobile lifestyle.

IPPs can also be used to provide retirement benefits for local workers in countries with inadequate or less effective local options because of under developed markets for local pensions. ISPs are often used to fund in advance for mandatory end-of-service payments, or to enhance them. Either type of plan serves as a centralised fund in a stable currency regardless of where employees are based.

Comparing Guernsey IPPs and ISPs

| FEATURE | INTERNATIONAL PENSION PLAN | INTERNATIONAL SAVINGS PLAN |
|---------------------|---------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| Guernsey Tax Status | Section 40(o) recognition or formal Section 154A approval regime | Section 40(nn) recognition |
| Regulatory Status | Regulated by Guernsey Financial Services Commission | Regulated by Guernsey Financial Services Commission |
| Target Members | Expatriates and mobile employees working in any country; local employees where no good local benefits options exist | Employees working in copuntries with mandatory end-of-service payments |
| Age for Benefits | Benefits generally not available before age 50 | Benefits available when leaving service at any age |
| Benefit Payments | Benefits are typically paid as a lump sum in a currency chosen by the member | Benefits are typically paid as a lump sum in a currency chosen by the member |
| Plan Design | Fully flexible | Fully flexible |
| Investment Options | Range of investment options often with default option being lifestyle investing targeting expected retirement date | Range of investment options; may have shorter term focus and more emphasis on capital preservation |
| FATCA/CRS Reporting | May be exempt from reporting | Probably subject to reporting |

2 Our services

BWCI can help employers with any or all of the following:



Alternatively, we can provide employers with off-the-shelf solutions, the Blue Riband International Retirement Plan and the Blue Riband International Savings Plan.

Blue Riband⁺
Positive Retirement Solutions

An "off-the-shelf" solution which is cost-effective, flexible and well designed. Our **Blue Riband International Retirement Plan** and **International Savings Plan** provide positive retirement savings solutions for international employers and employees.

2 The answers lie with BWCI

Do you find yourself asking any of the following questions? If so BWCI can provide the solution.



How can I provide an attractive retirement savings package for my internationally mobile workforce?

Do our pension and savings arrangements meet the expected standards of good governance?

How do I ensure that my international employees value the retirement savings package that we provide?

Am I offering suitable investment options to my international employees?

Is there a simple and cost effective way to provide all the retirement savings services in one neat package?

How can I fund in advance for mandatory end-of-service payments?

How can I find a benefits package that offers the flexibility that our international workforce demands?

Can I consolidate all of our pension and savings arrangements for our worldwide workforce?

How can I provide my workers with a retirement benefits plan when there is no suitable provider in the country in which they work?

How can I find an attractive, simple and flexible retirement savings package to offer my staff that would help me improve retention and recruitment of my worldwide employees?

Our decades of specialist experience provide solid foundations, allowing the solutions you need to be found under one roof.

3 Our approach

Our products and client service solutions are built specifically with our clients in mind.

HELP FOR EMPLOYERS

It is important that you are able to run your business without distractions and do what you do best. We can do all the administration in a simple and trouble free manner.

We take the strain

PRODUCT SIMPLICITY

Too much choice and complexity confuses everybody.

We keep it simple

EXPERTISE AND EXPERIENCE

We provide access to an experienced and diverse group of consultants that understand the varied needs of employers - not sales people.

We support you

WEB ACCESS FOR ALL

We provide 24 hours a day secure access with up to date valuations, projections and the ability to switch between investment funds

We are just a click away

FLEXIBILITY

From our simple "off the shelf" Blue Riband Plan to tailored plans and any conceivable variation in between, our solutions come with a range of costs designed to fit any budget.

We let you choose

SECURITY

BWCI is based in Guernsey, a leading international finance centre. We provide trust-based solutions which allow investment in a stable currency regardless of where employees are based.

We are secure

TRANSPARENCY OF CHARGING

To help rebuild the "trust" in pensions and retirement savings, we believe it is vital that charges are simple and transparent.

We tell you

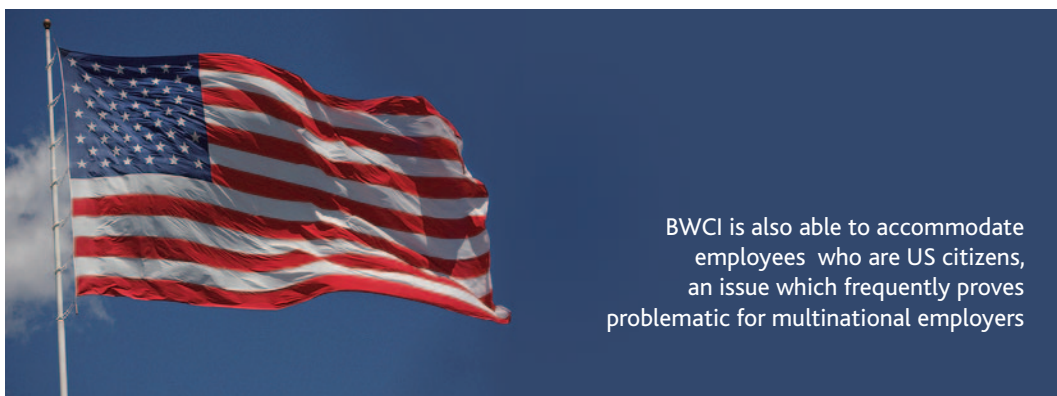
SIMPLE COMMUNICATIONS

Product descriptions are in simple terms. We can tailor sample communications in English or other languages, as needed.

We make it clear

4 More detail

| EMPLOYER ASSISTANCE | EMPLOYEE ENGAGEMENT | DESIGN SIMPLICITY |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| Acts as a tool for recruitment, motivation and staff retention | Simple and easy to understand | Defined contribution or defined benefit |
| Easy to setup and cost-effective with the ability to choose who pays the ongoing fees | Member's Booklet sets out the benefits and an Investor's Guide sets out defined contribution investment options, where provided | Lifestyle Strategy (where provided) which automatically switches investments as the member gets closer to retirement |
| Allows for flexible benefit structures to meet local requirements | Allows insured benefits to be added | Blue Riband International offer the choice of 11 core funds with the ability to add an enhanced range selected from over 50,000 additional funds |
| Coordinate administration of pan European and International Plans on one platform | Dedicated website | Ability to add additional countries as needed |
| Dedicated client team and e-mail facility to answer all member questions | Current value and future projections available to help plan for retirement | Full transparency on costs, no hidden charges |



5 About Us

The BWCI Group was established in 1979 and is the largest firm of actuaries and consultants in the Channel Islands, and one of the largest such teams located in any international finance centre. We have been providing services to all types of international pension and savings plans for **over 40 years**, and it is one of our core areas of expertise. Our current clients include **30 of the Financial Times Global 500 companies**.

These clients have a wide range of plan sizes and benefit structures, including some of the largest and most complex IPPs and ISPs in the world. Our many long-standing relationships are testament to the hard work we put in to providing the right solutions and good service that keeps our clients happy.

Although we are an independent firm, we are also the Channel Island member firm of Abelica Global (www.abelicaglobal.com), an international organisation of independent actuarial and consulting firms in principal cities worldwide. Our Abelica Global links enable us to provide a truly global service to our clients whilst enabling us to retain our independence as BWCI.

6 About Guernsey

There are a number of reasons why Guernsey is the leading jurisdiction for IPPs and ISPs. It is a **global centre of excellence** for international finance activities, with a well-established history of providing a comprehensive range of financial and investment services. Guernsey has its own pensions, gratuity and trust legislation complemented by strong but fair regulation and supervision. IPPs and ISPs are exempt from local taxation in Guernsey, both on investment income, and on the benefit payments, whether in pension or lump sum form.

There are no exchange controls to restrict the flow of income or outgoings. An IPP or ISP established via a Guernsey trust has few restrictions on the location of members.

Guernsey meets or exceeds all OECD, EU and UK standards on tax transparency and information exchange.

7 Contact Details

If you require any further details concerning International Pension or Savings Plans, please contact:

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