



# The Vantage International Corporate Pension Plan

Dest		
Phuket		
Shanghai		
Shanghai/PK		
Hangzhou		
Taipei		
Sydney		Cancel
Kochiang		
Clark		
Xiamen		
Manda		
Manda		
Manda		
Kochiang		
Manda		
Bangkok		
Taipei		
Tel Aviv		23:55
Taipei		23:55
Shanghai/PKG		23:55
Bangkok		00:05
Bangkok		
Chennai		00:15
Dubai		00:25
San Francisco		00:30
Hanoi		00:35



## Introduction

Our International Corporate Pension Plan provides a flexible and cost effective company pension scheme which enables an employer to provide retirement planning benefits for its employees, be they local, expatriate or internationally mobile.

In today's competitive marketplace employee benefits have emerged as essential tools used by companies to attract, incentivise and retain key staff. They are seen as an attractive element to expatriates, with expectations for their international employer to provide benefits they received when employed in their "home country".

As a leading pension provider, we understand the need for a comprehensive, efficient and effective benefits package without creating additional pressures for employers and their HR departments.

Each company is unique, as is their International Corporate Pension Plan. Our bespoke financial solutions offer flexibility throughout and complete fee transparency, and can be adapted to any changes in circumstances that may arise in your organisation or as a result of any legislative requirements.

# Key benefits

---

- Provides a secure vehicle for employee retirement saving with assets held in trust for the members' benefit.
- Enables access to investment strategies, many of which have been proven to out-perform the traditional, or historic, insurer provided company pensions fund investments.
- Accepts employer and / or employee contributions.
- Ability for employees to pay additional voluntary contributions (via lump sums or regular contributions).
- Multi-currency options (Euro, USD, GBP, etc.).
- Option for employers to determine “vesting periods”, thus enabling the recovery of contributions for premature leavers.
- Ability for employees to transfer in pension entitlements accrued in other pension schemes to consolidate their pension plans (subject to necessary approval).
- A complete service provision - from the initial scheme establishment, provision of the trust deed, execution, arrangement and management of any local taxation approval process (if required).
- The collection and investment of contributions, as well as the arrangement of member investment switching, and the provision of member documentation / handbooks.
- Management of scheme leaver process as well as the retirement phase, providing a “cradle to grave” service.
- Life styling strategies are available - allowing the automatic switch between investment funds appropriate for the members age.
- Ability to include death in service benefits and protection for employee's dependents.

## **What is an International Corporate Pension Plan?**

The Vantage International Corporate Pension Plan is a company sponsored pension scheme designed to provide for the retirement planning for the company's employees - wherever they are in the world.

Sometimes referred to as a "defined contribution" or "money purchase" pension, the plan permits both employer and employee contributions and offers a wide range of investment options.

## **The plan**

A Vantage International Corporate Pension Plan is established under a Jersey trust - a secure vehicle to hold pension contributions and allow them to grow in a tax-neutral environment.

We can offer multi-currency options (Euro, GBP, USD etc.) for pension funds.

## **The investment options**

This is down to the investment advisor, and must be approved by the trustees of the scheme.

Our experience has shown that a number of investment portfolios or models (between 3 and 5) with different risk strategies provides the best solution.

Vantage Pension Trustees Limited offer an "open architecture" investment choice. We can work with the Advisor's preferred investment management firm or alternatively can use an investment platform.

## **Executive pension option**

Ability to sub-divide the international company pension scheme to allow senior executives to enjoy higher contribution levels, and offer a wider, more bespoke investment offering, such as a tailored discretionary fund manager strategy, stocks / shares or commercial property.





### **What are the benefits to the employer?**

A Vantage Corporate Pension Plan can provide a way to reward, incentivise and retain employees or to remain competitive when attempting to recruit additional staff.

They are easy to establish and are cost effective vehicles to run. There is flexibility of contribution rates, dependant on age grade and seniority, and the ability for employer / employee matching of contributions with no limit on the contributions that can be made in respect of an employee.

The scheme is managed by a professional service provider with all enquiries and processing handled by a dedicated relationship team allowing the employer to concentrate their efforts in other areas of the business.

### **What are the benefits for the employee?**

Provision of an employer arranged vehicle to assist in their retirement planning.

A simple, easy to understand pension plan with full flexibility. Members can pay in contributions, start, stop or increase their pension savings at anytime (subject to any restriction laid down by their employer). They may self -elect from the range of investments provided, thereby taking control of their own retirement savings.

Members may be entitled to tax relief on their contributions they make into the plan (subject to local legislation), and they can have the option to consolidate their pension funds by transferring in any legacy pension entitlements into their employers plan (subject to the ceding scheme's approval).

### **What happens if an employee leaves the company?**

The employee has, subject to the scheme rules, a number of options.

If the employer permits, they can leave their pension fund within the company plan until retirement, becoming a “deferred member”, whereupon their pension fund will continue to be invested until retirement and they will receive an annual statement advising the pension value.

Alternatively, and subject to legislation in the country of domicile, it may be possible to take the cash sum of the accumulated value of contributions paid in.

### **What happens if a scheme member dies pre-retirement?**

If a scheme member dies before reaching their agreed retirement age, the trustees will realise the pension fund and the value will be paid for the benefit of the member’s nominated beneficiaries or their estate. The member can nominate their beneficiaries when the Corporate Pension Plan is established and may update their wishes during their lifetime.

### **When can the benefits be provided?**

The age at which benefits may be taken can be specified in the scheme trust deed, and usually stipulate that the member can receive benefits upon reaching retirement (age 60 or 65).

### **What are the options at retirement?**

The Corporate Pension Plan offers choice and flexibility. The benefits may be paid out as a lump sum, or paid by the trustees as income withdrawal, or as an annuity. It is recommended that independent professional advice be taken to agree what is best for the member’s own personal circumstances at that time.



---

### **What happens if the employer is sold or goes into liquidation?**

If the employing company is sold to another party then the Corporate Pension Plan can continue (subject to the new owner's approval). If the new company choose not to continue funding into the Plan then it can remain in operation and the member and trustee relationship can continue.

If the employing company goes into liquidation then no additional contributions would be paid into the scheme, but as the pension plan is in trust, the fund assets would remain intact and would not be used to pay any liabilities the liquidated company may have.

### **What charges are involved in setting up a Vantage Corporate Pension Plan?**

The charges are dependent upon the number of members within the Vantage Corporate Pension Plan and the complexity of the structure and investments.

We can provide a formal quotation after discussions to understand the individual requirements.

### **Who are Vantage?**

Vantage Limited and Vantage Pension Trustees Limited are independent, privately owned Jersey based businesses and are regulated by the Jersey Financial Services Commission.

Jersey is one of the world's leading International Finance Centres. Reliability, political and economic stability, and a sophisticated and comprehensive infrastructure of laws have kept Jersey at the forefront of global finance for over 50 years. The Island has a AA+ credit rating with Standard & Poor's (S&P).

Jersey remains one of the best regulated international finance centres, a position that has been acknowledged by independent assessments from some of the world's leading bodies including the OECD.



Flight

21:00  
21:10  
21:20  
21:25  
21:30  
21:30  
21:40  
21:40  
21:40  
21:40  
21:50  
21:50  
21:55  
21:55  
22:00  
22:10  
22:15  
22:15  
22:20  
22:25  
22:25  
22:40  
22:45  
22:45  
22:45  
22:50

Vantage Pension Trustees Limited, PO Box 420, Mielles House, St. Helier, Jersey JE4 0WQ  
**T:** +44 (0)1534 758875    **E:** info@vantage.je    **www.vantage-pensions.co**     Follow Vantage