

COMPANY PENSION STRIKING A BALANCE BETWEEN INTERESTS

Companies need well-financed pension benefits in order to be able to find and retain qualified employees. How can a balance be struck between the various different interests?

The increasing regulation of company pensions calls for constant professionalization. The number of in-house pension funds is falling, while the range of collective institutions is growing. As an independent pensions specialist, Kessler has an overview and can optimize the 2nd pillar of your company's pension provision.

CHOICE OF ORGANIZATIONAL FORM

The organizational form of the company pension depends on the structure of your company. There are four possibilities:

- In-house company pension foundation, with or without reinsurance
- Full insurance
- (Partially) autonomous collective, communal or association foundation, with or without co-determination for the investment of capital
- 1e pension solutions

Kessler can show you the opportunities and risks associated with these organizational forms. Our specialists know the market, and recommend the providers that are best suited to your company.

IN-HOUSE PENSION FOUNDATIONS

If you have an in-house pension fund, we can offer you:

- Reinsurance of risk benefits
- External management and administration by Kessler's specialists
- Evaluation by pension insurance experts

FORM OF PENSION BENEFITS

The body, which comprises equal numbers of representatives of the company and employees, sets the pension benefits, which must be in line with the industry standards, for example with respect to:

- The way variable elements of pay are dealt with
- The distribution of contributions between the employer and the insured person, including in the event of streamlining measures
- Executive pension solutions
- Coordination with personal insurance providers (daily sickness/accident allowance), optimization of waiting periods, avoiding excess insurance
- Benchmarking (comparison of your company's pension benefits with the competition)
- Optional plans
- Compensation for conversion rate reductions
- Advice on interest for pension funds with their own coverage levels
- Pensions for learners

INFORMATION AND TRAINING

Our specialists provide guidance to policy holders. They support the committee and HR officers with their daily business, offer specialist training, and prepare an annual report that shows developments in the field of company pensions.

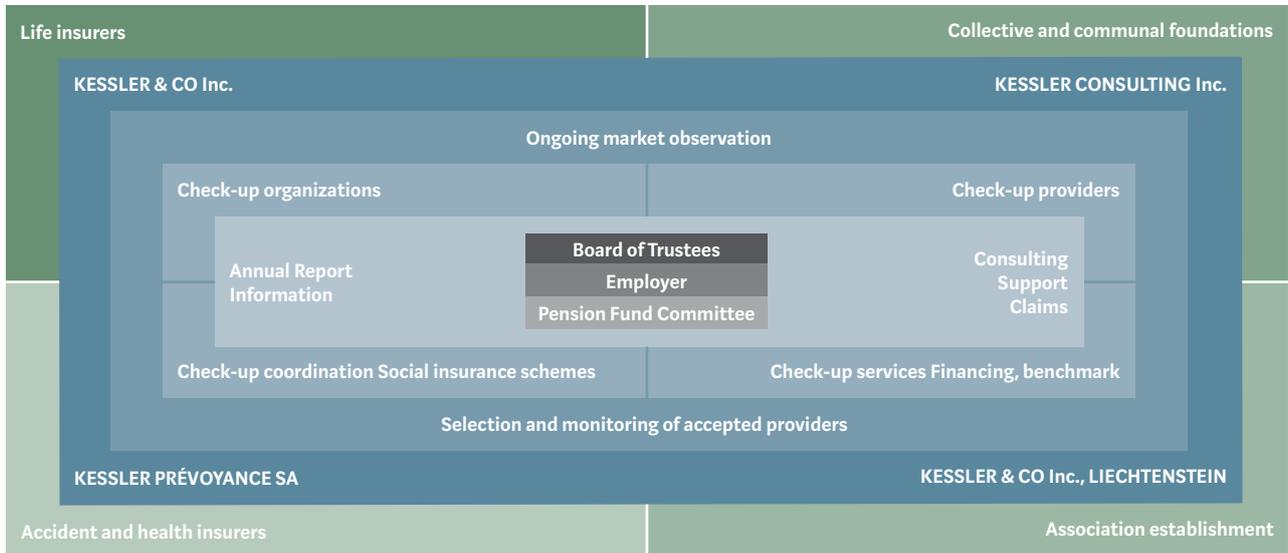
MERGERS & ACQUISITIONS, PARTIAL LIQUIDATIONS

If you acquire a company, Kessler will help you assess the risks associated with company pensions. We support the integration or spin-off of companies/workforces, and coordinate the company pensions. You can also benefit from our experience when it comes to the partial or full liquidation of company pension foundations, welfare funds or finance foundations.

INTERNATIONAL COMPANY PENSIONS

Companies with international operations face certain challenges in connection with company pensions:

- Pooling personal risks at a global level, with a chance of additional surplus income.
- Problems associated with pensions for expats and impats relating to their cross-border work.
- Global benefits management: working with Mercer Marsh Benefits™, we draw up a global inventory of pension benefits to verify that they adhere to your compliance regulations and local laws.



With Kessler as an external consultant, companies benefit from the neutral, external perspective of independent pensions experts.

INTERESTED? CONTACT US.

Stefan Leuenberger
 Head of Occupational Benefits
 T +41 44 387 88 86
 stefan.leuenberger@kessler.ch

Martin Suter
 Practice Leader Occupational benefits
 T +41 44 387 87 45
 martin.suter@kessler.ch

ABOUT KESSLER

Kessler is the leading Swiss enterprise specializing in risk, insurance and pension fund consulting. Due to the know-how and experience of our staff, the innovative strength as well as due to our market position, we create added value in a sustainable manner for our clients from all parts of industry (i.e. service, trading and manufacturing companies). Our excellent reputation combined with our financial success form the foundation of our long-term future as an independent family enterprise. Founded in 1915, Kessler has 275 employees working at the headquarters in Zurich as well as at further sites in Aarau, Basle, Berne, Geneva, Lausanne, Lucerne,

Neuchâtel, St. Gallen and Vaduz. As the Swiss partner of Marsh, we are part of a network with specialists in all areas of risk management and experienced in handling global insurance programs. Marsh, the world's leading insurance broker and risk consultant, operates in more than 100 countries and is part of Marsh & McLennan Companies whose share is traded on the New York, Chicago and London Stock Exchanges (ticker symbol: MMC).

Further information can be found under www.kessler.ch, www.marsh.com, www.mmc.com.