



# S&S

PENSION CONSULTANCY

Global Expat Pensions

INTERNATIONAL PENSIONS

PASSION FOR PENSIONS AND RESULTS

## Focus on your Results

---

We provide independent pension consultancy for the (inter)national business market. Our challenge is to optimize *your* pension results.

## Affinity for expats

---

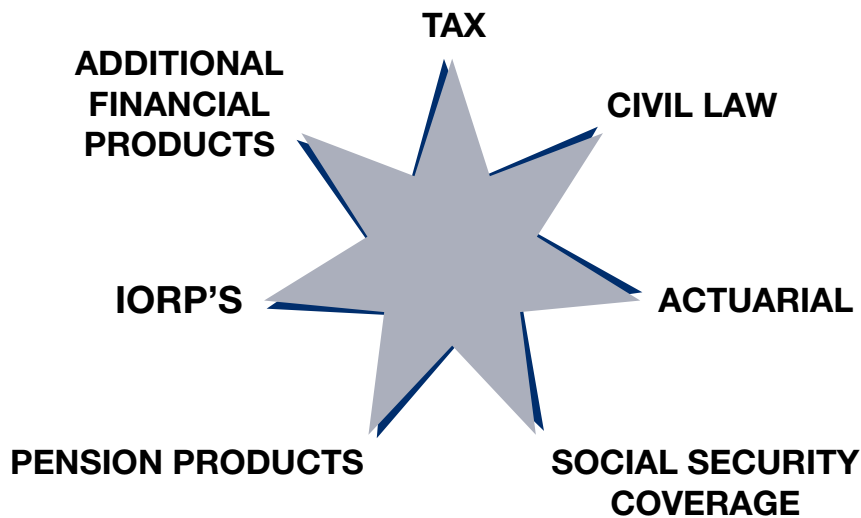
Expats have a uniquely challenging business and private life. As we appreciate their drive and competitiveness, we have affinity for expats. It is our challenge to optimize their pension interests from day one.

## Expat pensions underexposed

---

### Time and knowledge

Expat pensions are often underexposed. Mostly due to busy schedules and the lack of required knowledge regarding:



### Expats require customization

Each expat has a special situation and personal preferences. Business and personal circumstances can change in time. Therefore only customization can provide the required optimal international (risk) coverages, cost control and flexibility.

Standard financial products might seem practical. However, they tend to be (extremely) expensive, inflexible and not providing customized coverage.

## Expat pension actualities

---

### Expat pension agreement update

EU's Solvency 2 in 2016, the expected EU IORP 2 Directive, the decline of EU fiscal facilities, the ongoing decrease of mortality rates, the historical low interest rate and the ongoing postponement of the old age pension age all require HR policy.

Furthermore HR is advised to timely draft policy regarding the following practical issues:

- Is the existing system and coverage up to date?
- Is a discussion about DB/DC/CDC and PPI deemed suitable?
- In case of DC/PPI the offered investment funds perform well at low costs?
- Their Life Cycle propositions are well structured?
- What does the current scheme state about mandatory changes?
- Changes are implemented under optimal tax/law/actuarial/product circumstances?
- What is stated about the division of the new premium between employer and expat?
- Are equal expats treated equally or is harmonization still an issue?

### Next of kin coverage

Coverage is often lacking. Many expats desire additional (temporary) coverage for their family. Timely coverage might reduce costs by half. Group coverage can be attractive.

### Disability coverage

Social security systems and pension coverages can differ in each country. Small changes can have a huge impact. The differences between pension and insurance coverage can be relevant.



### Financial products

An individual or collective standard international pension plan sounds nice. However, they tend to be (extremely) expensive, inflexible and not providing custom coverage.

### Capita selecta

- Lump sum versus annuity
- Salary split/fiscal ruling
- Actuarial calculations
- International transfer of value

## Approach to customization

---

Our approach has the following consecutive elements:

- Inventory
- Analyse
- Consultancy
- Aftercare

For each new client we also use our Quick Scan. Thus we swiftly detect existing risks that might require immediate attention.

## Consultancy for Expats/HR

---

Our expat services can be provided exclusively for expats or HR. Another approach is that we mediate between expats and HR. After we have analyzed all facts, we advise them both about all options and the most realistic solutions. This approach tends to cut costs and can be implemented swiftly.

## International experience and network

---

We have more than 20 years of experience in international expat and collective pension consultancy. Thus we have an elaborate international network. If so desired, we can advise and act swiftly in international matters.

## Contact

For further information please contact pension jurist/consultant Patrick Donders:

Tel: +31 (0)6 26014112  
E-mail: [p.donders@senspc.nl](mailto:p.donders@senspc.nl)  
Site: [www.senspc.nl](http://www.senspc.nl)

AFM license number 12043181



PENSION CONSULTANCY