

Reflecting on 2008, Looking to 2009...

We are hurtling at breakneck speed towards the end of another year, and one that certainly cannot be described as having been business as usual! There's been plenty written and spoken about the economic crisis in which the world finds itself today – so I won't offer any further insights on that subject other than to observe that these turbulent times serve to underline the importance of IGP being a network of major, independent financial institutions.

Many of us are being faced with pressures to control or reduce costs on all fronts, and most particularly in the area of the cost of primary and secondary remuneration of employees. In some ways, IGP is fortunate in that our products and services are geared to achieve precisely such cost savings. We have already seen some signals in 2008 that the demand for multinational pooling is increasing.

In 2009, we will continue to work with our clients and their advisers on innovative solutions that meet their immediate and long-term needs. We are also continuing to expand the network geographically, and you'll be hearing more about this in subsequent editions of *IGP Network News*.

IGP remains the fastest growing multinational pooling network in the world, despite the fact that we are the largest. However, we are far from complacent; we are fully conscious of the fact that we must earn your business, and we continue to be hungry for more!

Finally, may I take this opportunity to extend to you and your loved ones my very best wishes for a healthy, happy and prosperous 2009!

Peter de Vries
Vice President
International Group Program (IGP)

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IGP's Small Groups Pool Pays Big Dividends!

The IGP Small Groups Pool (SGP) was designed to allow small and growing multinational companies to take advantage of pooling, while at the same time being protected from adverse fluctuations in claims experience they would be otherwise too small to absorb on their own.

Each year, the experience of all of the clients participating in the Small Groups Pool is combined to determine a net surplus.

If the client's own experience is positive, and the overall experience of the pool is positive, the client receives an International Dividend equal to its overall Contribution to the International Account minus a pro-rata share of deficits that arose elsewhere in the Small Groups Pool.

In 2008, SGP clients with positive claims experience received an International Dividend equal to **35.02%** of their own contribution to the International Account.

Payout of the SGP over the past three years:

2008	35.02%
2007	33.93%
2006	20.83%

If a participating SGP client's experience is negative, the deficit would be

recovered by the Small Groups Pool, and the individual client's deficit would not be carried forward to the following year.

In 1981, IGP became the first multinational network to establish a pool for small groups that allows clients with a limited volume of business, which is by definition more volatile, to benefit from pooling.

Today, the IGP Small Groups Pool is the largest of its kind in the world. It covers over 265,000 employees participating in more than 1,700 subsidiary contracts of more than 500 client companies. Total premium now exceeds USD 296 million.

The size of the pool is important, because the larger the pool — the smoother the experience will be from year to year. And most importantly, the risk of the pool having an overall negative result is diminished.



**2009 IGP Seminar
Renaissance Boston Waterfront Hotel
September 29 - October 1, 2009**

The 2009 IGP Seminar will be held on **September 29 – October 1** at the **Renaissance Boston Waterfront Hotel**. Before the start of the formal program, we cordially invite all registrants and their guests to join us on Monday evening, **September 28**, for a welcome reception.

Recognized as the premier international employee benefits conference, the IGP Seminar offers a unique opportunity to learn about employee benefits, both globally and country-specific. During the Seminar, registrants participate in a series of country panel sessions that provide comprehensive information on specific employee benefits issues.

The newcomer will acquire a basic working knowledge of employee benefits practice, while the experienced benefits specialist will ensure that he or she remains current on legislative and other developments in specific countries.

The daily program features an extensive choice of presentations covering employee benefits in countries throughout the world, as well as solutions for globally mobile employees. Participants will be able to meet, ask questions and share solutions in one place with:

- Representatives from the leading insurance companies operating in the employee benefits field around the world
- International employee benefits specialists from a broad range of multinational corporations
- Representatives of the leading international brokerage and consulting firms



Registration fee:

USD 950 Until July 31
 USD 1,000 August 1 - September 14
 USD 1,050 After September 14

The Renaissance Boston Waterfront Hotel opened in early 2008. It has a contemporary aquatic-themed atmosphere and exceptional views of the Boston skyline and waterfront.

The daily room rate at the Renaissance Hotel for the IGP Seminar will be **USD 259** plus tax for single/double occupancy.

Renaissance Boston Waterfront Hotel

606 Congress Street
 Boston, MA USA 02210
 617-338-4111
www.renaissanceboston.com

In the coming weeks, additional information will be available on our website: www.igpinfo.com. On-line registration will be available in the spring.

In the meantime, if you have any questions, please contact Elaine Paradiso or your IGP Account Manager.



Ms. Elaine Paradiso

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*We look forward to welcoming you
 at the 2009 IGP Seminar!*

Training Workshops on Employee Benefits and Multinational Pooling

IGP Europe has been organizing training workshops for many years. In 2008, workshops were offered once again in Brussels and in Boston for the very first time.

On October 22, 2008, IGP Europe organized an "IGP Training on Multinational Pooling", aimed at the international broker and consultant community.

During one full day, representatives of the world's leading adviser organizations attended and received a wealth of information.

The broker and consultant workshop was followed by a two-day "IGP Training on Employee Benefits and Multinational Pooling", attracting ten representatives from among the world's largest multinational corporations.

The sessions covered not only an introduction to insurance, but also sessions on first and second stage accounting, analysis and review of international experience reports, a session on account protection, cash flow products and captive reinsurance and a panel session on France.

IGP's first multinational pooling workshop in Boston was held on October 30, 2008 with representatives from seven leading international companies attending.

The Boston workshop also included sessions on second stage accounting, review of international experience reports, maintaining and expanding a pool, and protecting the international account. The workshop opened with an update on the IGP Network and concluded with a presentation on benefit programs for third-country nationals and expats.

The workshops are a useful learning experience for anyone who would like to benefit from classes on multinational pooling and to acquire more in-depth knowledge on employee benefits in an international perspective.

The following are a few extracts of testimonies from the attendees:

"Yes. I enjoyed the seminar. Should have done it earlier. Thank you very much for this training!"

"A well-managed, and excellently executed training session"

"A very recommendable training to anyone who is new to international pooling."

IGP will continue to organize these events on an annual basis. The next workshops will be held in the Fall of 2009. If you would like to receive more information, please contact your IGP Account Manager.



Seminars & Events

2009

March	12	IGP Mini-Seminar: Global Benefits for International Mobile Employees	Lake Constance, Austria
September – October	29-30 1	IGP Seminar	Renaissance Waterfront Hotel, Boston, USA
Fall	TBC	IGP Training on Multinational Pooling for Intermediaries	IGP Office, Brussels, Belgium
	TBC	IGP Training on Multinational Pooling for Multinational Corporations	IGP Office, Brussels, Belgium
	TBC	IGP Training on Multinational Pooling for Multinational Corporations	IGP Office, Boston, USA

IGP Seminar on Global Benefits for International Mobile Employees

12 March 2009 - Rankweil (Lake Constance), Austria

14:15 - 14:30	(E)	Welcome and Introduction	<p>Block your calendar!</p> <p>IGP, in association with Volksbank Vorarlberg, will hold a half day seminar on "Global Benefits for International Mobile Employees" on March 12, 2009 at Lake Constance in Austria.</p> <p>Presentations will be held in German or English.</p> <p>Please block this date in your calendar. An official invitation and registration form will be sent to you around mid January.</p> <p>Registration is free.</p> <div style="text-align: center; margin-top: 20px;">  <p>IGP international group program</p> </div>
14:30 - 15:00	(E)	The International Group Program <i>Olivier Bruyninckx, Director Sales & Service IGP Europe</i>	
15:00 - 15:45	(D)	Vorsorgelösungen für international mobile Arbeitnehmer <i>Stefan Brkic, Head Large Corporates / International AXA Winterthur Switzerland</i>	
15:45 - 16:15		Coffee Break	
16:15 - 17:00	(D)	Offshore-Pläne bei Novartis <i>Peter Lüthy, Manager International Benefits Novartis International AG</i>	
17:00 - 17:45	(E)	International Health Plans <i>Alex Denton, Senior International Account Manager AXA PPP healthcare</i>	
18:00		Closing Buffet, hosted by Volksbank Vorarlberg	

Asia-Pacific

Australia

AMP Life Limited

China (Mainland)

Taiping Life Insurance Company, Limited

Hong Kong

AXA China Region Insurance Company Limited

India

Max New York Life Insurance Company Limited*

Indonesia

PT. Asuransi Jiwa Manulife Indonesia

Japan

The Dai-ichi Mutual Life Insurance Company

Korea

Samsung Life Insurance Company, Ltd.

Malaysia

ING Insurance Berhad

New Zealand

TOWER New Zealand

Philippines

The Insular Life Assurance Company, Ltd.

Singapore

Aviva Ltd.

Taiwan (Republic of China)

Shin Kong Life Insurance Company, Ltd.

Thailand

Muang Thai Life Assurance Company, Ltd.

Americas

Argentina

SMG Life

Brazil

Mapfre Seguros Brazil*

Canada

Manulife Financial Corporation – Canadian Division

Central America (& Ecuador, Puerto Rico)

Pan American Life Insurance Company

Chile

Mapfre Compañía de Seguros de Vida de Chile S.A.

Colombia

Pan American de Colombia, Compañía de Seguros de Vida, S.A.

Dominican Republic

ARS Palic Salud, S.A.

Mapfre BHD Compañía de Seguros, S.A.

Mexico

Seguros Monterrey New York Life, S.A.

Paraguay

Mapfre Paraguay Compañía de Seguros S.A.*

United States

Prudential Insurance Company of America (Life)

Uruguay

Mapfre Uruguay Compañía de Seguros S.A.

Venezuela

Mapfre La Seguridad, C.A.

* Correspondent Network Partner



Europe & Africa

Austria

VICTORIA-VOLKSBANKEN Versicherungs-AG

Baltic States (Estonia, Latvia & Lithuania)

SE Sampo Life Insurance Baltic*

Belgium

Fortis Insurance Belgium

Czech Republic

AXA pojišťovna a.s.

Denmark

PFA Pension

Finland

Mandatum Life Insurance Company Limited

France

AXA France Vie

Germany

VICTORIA Lebensversicherung AG

Greece

The ETHNIKI Hellenic General Insurance Company

Hungary

AEGON Hungary Composite Insurance Company

Ireland

Irish Life Assurance plc

Italy

Fondiarria-SAI S.p.A.

Liechtenstein

AXA Winterthur

Luxembourg

Fortis Luxembourg Assurances

Monaco

AXA France Vie

Netherlands

ASR Insurance

Norway

Storebrand Livsforsikring AS

Poland

WARTA Life Assurance Company Limited

Portugal

VICTORIA-Seguros, S.A.

Russia

Aviva Insurance Company, ZAO

Slovak Republic

AXA životní pojišťovna a.s., organizačná zložka Slovensko

Slovenia

VICTORIA-VOLKSBANKEN Zavarovalniska delniska družba*

South Africa

The Old Mutual Life Assurance Company (South Africa) Limited

Spain

Caja de Seguros Reunidos, Compañía de Seguros y Reaseguros, S.A. (CASER)

Sweden

SPP Livförsäkring AB

Switzerland

AXA Winterthur

Turkey

Yapı Kredi Emeklilik A.Ş. (Life and Pensions)

Yapı Kredi Sigorta A.Ş. (Health)

United Kingdom

AXA PPP healthcare (Health)

Canada Life Limited (Life and Pensions)



Third-Country National and Expatriate Coverage

AXA PPP healthcare

CIGNA International Expatriate Benefits (CIEB)*

Nordben Life and Pension Insurance Co. Limited

AXA Winterthur

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