



## IGP: Your Tool to Help Overcome the Impact of the Financial Crisis

Your company is almost certainly like all of our other client and prospect companies currently operating in today's challenging environment — you have one primary concern: reducing costs. Companies currently have little time to be dealing with anything that does not address this very important objective.

Multinational Pooling is aimed primarily at reducing the not-inconsiderable cost of providing benefits. Although pooling has not been considered a top priority within all companies over the years, in the current economic climate, multinational corporations are obliged to look at all possible cost containment measures.

### Can multinational pooling really help overcome the challenges of the financial crisis?

It is certain that in the coming years, the cost of employee benefits will continue to rise. When you are analyzing various solutions to optimize the costs of your employee benefits plans, there are a couple of critical considerations that need to be taken into account:

- Being responsible for your organization's employee benefits plans, what are the pros and cons of placing all your plans with the same carrier worldwide or, alternatively, by spreading the risk over a number of independent insurance companies;
- Is your company willing to take on a large part of the risk itself?

Working with IGP has proven that, **on average, between 5%-10% of the pooled premium can be returned as international dividends for self-experienced accounts** (standalone pools).

Pools up to \$5 mln pooled premium generate dividends on average between 7% and 8.5%.

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Today, your main concern is to reduce costs and that is exactly what multinational pooling and IGP can provide!

In other words, through IGP, you can continue to offer the same benefits to your workforce at competitive terms and conditions, with financially strong, independent insurance companies and at the same time, save money!

IGP looks forward to helping you overcome the challenges you are facing today. We have the resources and means to assist you in cutting the significant cost of providing employee benefits.



**Peter de Vries**  
Head of the IGP Network  
International Group Program (IGP)

*"If you prefer to work with independent, financially strong insurance companies..."*

*IGP is your best choice..."*



## IGP Welcomes: Mapfre Compañía de Seguros de Vida de Chile S.A.

We are pleased to formally welcome **Mapfre Compañía de Seguros de Vida de Chile S.A.** as an IGP Network Partner.

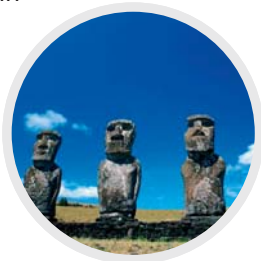
Mapfre Compañía de Seguros began working with IGP as a Correspondent Network Partner in 2007 and became a full Network Partner after the relationship was formalized late last year. Both Fitch Ratings and Humphreys, Ltda. have given Mapfre Compañía de Seguros a financial strength rating of A (Strong).

Mapfre Compañía de Seguros offers a complete line of life and disability insurance products for individuals and groups, including:

- Term life
- Accidental death
- Accidental death and disability
- Accelerated death benefit – advanced payment of the death benefit if 80% disabled due to sickness or accident
- Disability
- Scholarship plans
- Credit life

Mapfre Compañía de Seguros is an affiliate of Mapfre, which represents IGP in Brazil, Colombia, the Dominican Republic, Paraguay, Uruguay and Venezuela.

Mapfre is the largest insurance company in its home country, Spain. Founded in 1933, the Mapfre Group has substantial operations in Latin America and offers insurance, reinsurance and financial services to businesses and individuals. Its international presence consists of offices in 45 countries, and it has approximately 70 million clients worldwide.



### Social Security Benefits in Chile

Social security benefits are provided in Chile via a mixed system of mandatory private individual

accounts, social insurance and public assistance programs. In 1981, Chile became the first country in the world to establish a system of individual accounts (Sistema de Capitalización Individual) that provide old-age, disability and survivors' benefits on a defined contribution basis.

At the time, those already in the workforce could remain in the old pay-as-you-go system. Individuals entering the workforce after December 31, 1982 were required to participate in the new system, and self-employed persons could affiliate voluntarily.

The majority of employees in Chile now participate in Sistema de Capitalización Individual, and the pay-as-you-go system is being phased out.

The individual accounts are managed by private pension fund management companies known as Administradoras de Fondos de Pensiones (AFPs). The administration of AFPs is closely monitored by the government, especially in regards to investments, rates of return, and reserves, etc.



Employees are required to contribute 10% of monthly salary up to an indexed ceiling for a retirement pension and 3% of monthly salary, on average, for survivors' and disability annuities. The indexed ceiling for contribution purposes is 60 UF (Unidades de Fomento). The UF is a basic unit of currency that is periodically adjusted, with a one-month lag, in line with changes in the Consumer Price Index.

Medical benefits are provided by either the national public health system, or individuals can contract with a private health organization known as an ISAPRE. The individual contribution for either the public or private system is 7% of earnings. Individuals can make additional voluntary contributions to obtain a higher level of benefits.

### **2008 Pension Reform – Expanding Retirement Benefits**

Shortly after being inaugurated as Chile’s first woman President in 2006, Michelle Bachelet created an independent commission to study and make recommendations for the reform of the Chilean pension system.

The Commission quickly concluded that the current system of individual accounts was insufficient to provide most people with adequate income for retirement. It was originally believed that a person would receive 80-85% of their final salary as a retirement pension, but the actual figures were closer to 50% for men and less than 30% for women.

A minimum pension was provided under the old Social Security System (closed to new members after 1982). Under the individual retirement accounts system, a top-up subsidy is provided by the government so that individuals could receive a minimum pension if they exhausted their savings.

But to be entitled to the minimum pension, people had to have contributed to their individual account for at least 20 years, and their income from all sources had to be less than the minimum amount established by the government.



Under this system, less than half of the population would receive a pension greater than the minimum Social Security pension, because they would not have been able to make the 20 years of required contributions.

Particularly at risk for having insufficient retirement funds were the self-employed, temporary workers, and a large percentage of women, who typically earn less than men and spend more time out of the workforce.

In order to address these deficiencies, the Commission recommended several reforms that were enacted by the government in 2008. These reforms expanded cover under the Sistema de Capitalización Individual, established both a non-contributory and a top-up benefit, and allowed for voluntary individual savings accounts to be sponsored by employers.

Designed to assist the poorest of the population, the non-contributory benefit, Pensión Básica Solidaria (PBS), provides old-age and disability benefits to individuals age 65 or older who do not qualify for any other type of pension.

The benefits are means-tested and in order to qualify for the old-age pension, the person must have been a resident of Chile for at



least 20 years, including four of the five years immediately before applying for the pension.

In order to receive the disability benefit, the individual must have been a resident of Chile for at least five of the six years immediately prior to applying for the benefit and be certified as disabled by a government agency.





The top-up benefit for old-age and disability, Aporte Previsional Solidario (APS), is provided to individuals who have made contributions to an individual account and whose monthly benefit based on these contributions falls within certain limits.

As of October 1, 2008, the reform allows employers to set up voluntary pensions savings plans, known as Ahorro Previsional Voluntario Colectivo (APVC), for their employees. Employers are not required to set up an APVC plan but, if they do, the plan must be open to all employees.

Employer contributions are tax-exempt, contributions must be made on behalf of all employees, and the percentage of the contribution must be the same for each employee. An employer can offer more than one APVC plan, but employees are not required to join any plan.

Employee contributions to an APVC are voluntary. However, to encourage participation, the government offers an annual subsidy of 15% of the total amount that the employee contributes to any voluntary individual savings account. The subsidy is forfeited if the employee withdraws the funds from any of their voluntary savings accounts prior to retirement.

To be eligible for the subsidy, the employee must make regular contributions, and their voluntary retirement savings cannot exceed ten times their annual contributions to the mandatory system.

IGP is pleased to welcome Mapfre Compañía de Seguros de Vida de Chile S.A. as our Network Partner in Chile.

### More information

If you would like to learn more about employee benefits in Chile, please contact your IGP Account Manager, or:



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MAPFRE Life Manager

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## Switzerland: Managing Occupational Benefits Funds

### Redefining advisory competency

The current economic environment is having a severe impact on the occupational benefits industry in Switzerland. Due to the financial crisis, a comprehensive review of all assets and liabilities needs to be conducted, while the responsibility and liability risks of boards of trustees continues to rise.

It therefore requires strong commitment and professionalism from all parties involved to deal with this new situation. AXA Pension Solutions offers comprehensive advice and customized solutions from one single source.

### Impact of the financial crisis on occupational benefits institutions

On December 31, 2008, approximately 75% of all occupational benefits institutions under civil law were likely to have been underfunded. In 25% of these cases, the coverage ratio was less than 90%, constituting a considerable gap.

The most recent financial crisis (2001 - 2002) is still fresh in our memory, and the current outlook in the financial markets leaves little room for optimism. The global economy is in the grip of a recession, the severity and duration of which cannot be foreseen.

The crisis has an impact on the occupational benefits institutions in a number of ways:

- **The development of investments:**

Positive investment performance has the biggest leveraging effect on the balance sheet of occupational benefits institutions. In view of the fact that risk capacity and tolerance are no longer (fully) ensured, a board of trustees will carefully consider the decision whether or not to maintain the current strategy or reduce the higher-risk investment categories.



Whatever the correct strategy may be will only be revealed in the future. As soon as markets start to rise again, the proponents of the current strategy will gain applause, while in case of a continued downturn, these same people are likely to be faced with liability suits. It thus makes good sense to pay particular attention to the investment regulations and guidelines in times of crises, as these were designed especially for such emergencies.

- **Focus on restructuring measures:**

Public debate is currently intensely focused on whether or not to go through a restructuring. Boards of trustees will have to consider in detail how they intend to comply with the statutory and regulatory provisions that have been drafted especially for crises situations, and what steps they plan to take as part of a possible restructuring. Lowering the interest rate is likely to become a priority.

- **Reduction of workforce:**

Due to the recession, companies will have to scale back operations and reduce their workforce. Staff reductions and restructuring measures are realities that generally lead to a partial liquidation of the occupational benefit fund.

This measure forms a huge legal and management challenge and leads to a reduction of retirement assets. Employees with long tenures and sizeable retirement assets are especially vulnerable, and in some cases, they will run out of time to fill the resulting gap in their pension before their retirement.

Moreover, the occupational benefits institution will need to cope with an increase in disability cases and a larger number of defaults on contribution payments.



- **Exposure to structural weaknesses:**

An aggravated situation will further expose occupational benefits institutions' structural weaknesses, not the least of which are the excessively high technical interest and conversion rates and the way in which assets are redistributed from those who are employed to those who receive a pension.

As described above, it is clear that the financial crisis has a severe impact on the occupational benefits institutions. However, at the same time, the crisis must be seen as an opportunity for occupational benefits institutions to review the essential aspects of their investments, obligations, and structure, and to seize any opportunities that may emerge.

### Increase in responsibility and liability risk of boards of trustees

The occupational benefits industry started to become more complex already before the first revision of the BVG/LPP laws (Swiss Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans), and we are likely to witness a further tightening of regulations, especially due to the current financial crisis.

The new investment guidelines and the call to make structural changes clearly indicate that the responsibility borne by boards of trustees is increasing:

- They are expected to actively be involved in the investment process while they, at the same time, need to ensure that prudent decisions are being made.
- It will no longer be permitted to delegate numerous tasks.
- The public will demand additional transparency and lower costs, while the supervisory authorities will require the introduction of internal control systems.

### Outsourcing tasks

Each occupational benefits institution is reviewing which tasks it wants to perform internally and which ones to delegate to a third party. Here, it is not just a matter of responsibility, but also one of efficiency and cost. Technological developments are continuously providing new possibilities in administration, bookkeeping and accounting. At the same time, software upgrades and migrations generally are very costly. For an occupational benefits institution, it is therefore important to deploy technology at the lowest cost and effort possible and to deal with the rising demands it faces in an efficient manner.

### AXA Pensions Solutions: Professional support from a single source

In this environment, boards of trustees — and subsequently the entire Swiss system in which experts from other fields serve on such bodies — are being pushed to the limit. This means continuous training and development are becoming indispensable.

With the advice of professionals, AXA Pension Solutions intends to make an important contribution and to support boards of trustees in leading their occupational benefits institutions successfully into the future.

AXA Winterthur is launching AXA Pension Solutions as a competence center offering a modular range of products and services for the entire value chain of an occupational benefits institution, and as a comprehensive solution geared to the needs of specific clients:

- The main emphasis on investments is placed on guarantee and banking products, investment strategy advice, and asset management.
- The risks of death, disability and longevity can be guaranteed in full or in part.



- The administration is handled by robust, tried-and-tested IT systems designed to accommodate specific clients.
- The advice offered by AXA Winterthur's pensions experts and legal specialists completes the product range.

IGP and AXA Winterthur are convinced that those occupational benefits institutions that take an active stance in meeting the current challenges, that analyze their situation in detail and implement the needed measures consistently and with a long-term approach, will emerge from this crisis with additional strengths.

AXA Pension Solutions is a competent and reliable partner that will actively support occupational benefits institutions when it comes to conducting analyses, offering advice, or implementing measures.

### More information

If you would like to learn more about AXA Pension Solutions, please contact your IGP Account Manager or:



**Mr. Stefan Brkic**

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# Managing Occupational Benefits Funds in Switzerland?

AXA Winterthur is pleased to announce:

## Pensionskassen-Forum 2009 Die 2. Säule im Wandel

- 08.15 Kaffee und Gipfeli
- 09.00 Begrüssung durch den Gastgeber  
*Anders Malmström - Leiter Kollektivleben, AXA Winterthur*
- 09.15 Was heisst finanzielle Sicherheit in der Finanzkrise  
– wie verhalten sich die Versicherer?  
*Matthias Henny - Leiter Asset Management, AXA Winterthur*
- 09.40 Wie wird die 2. Säule zum dynamischen System,  
das mit dem volatilen Arbeitsumfeld schritthalten kann?  
*Ruedi Noser - Nationalrat und Unternehmer*
- 10.20 Pause
- 10.50 Welche Auswirkungen haben falsche Parameter auf den Deckungsgrad?  
*Marc Chuard - Leiter Ressort Wirtschaft und Recht SVV*
- 11.20 AXA Pension Solutions als Lösungsansatz für Vorsorgeeinrichtungen  
in einem turbulenten Marktumfeld  
*Antimo Perretta - Leiter Vertrieb, AXA Winterthur*
- 12.20 Mittagspause
- 13.20 Podiumsdiskussion zu einem aktuellen Thema
- 14.10 Der Umwandlungssatz vor dem Volk – überlebt das die 2. Säule?  
*Beat Kappeler - Autor, Journalist NZZ und Le Temps*
- 15.00 Ausblick Finanzmarkt aus der Sicht einer Versicherung  
*Franz Wenzel - Investment Stratege AXA Investment Managers*
- 15.25 Komik und Magie  
*Michel Gammenthaler, Kabarettist*
- 15.50 Zusammenfassung und Verabschiedung durch den Gastgeber  
*Anders Malmström - Leiter Kollektivleben, AXA Winterthur*
- 16.00 Apéro

Dienstag, 5. Mai 2009  
Radisson Blu Hotel, Zurich Airport

Anmeldung:  
[mirjam.iselin@axa-winterthur.ch](mailto:mirjam.iselin@axa-winterthur.ch)

**Kostenlose Teilnahme**



## Austria

Performance data of Austrian pension funds, recently announced by Oesterreichische Kontrollbank (OeKB), reveal that returns for the “investment and risk accounts” managed by **VICTORIA-VOLKSBANKEN Pensionskassen AG (VVP)**, the IGP Network Partner in Austria, have been **above-average for the second consecutive year**. Furthermore, a study conducted by Mercer shows VVP as **“Best in class” – performer in 2008 in three out of five OeKB-aggregates** regarding all “investments and risk accounts” (open for new clients).

VVP avoided investments in toxic areas, and its tactical decisions led to a significant reduction of portfolio risk. In particular, the impact of the (heavy) equity markets’ decline on overall performance was limited through hedging activities.

Another contributor to the relatively strong performance of the funds has been the use of Alternative Investments. VVP exclusively invested in Managed Futures — the sole Hedge Fund strategy that delivered positive returns in 2008.

VVP’s above-average returns in the last two years exhibit the benefits of the implemented asset management approach that is based on anti-cyclical investment and risk management awareness. Thorough analysis of asset classes and underlying investment vehicles, as well as stringent, disciplined risk management has proven to be successful in times of market distress.

For more information about **VICTORIA-VOLKSBANKEN Pensionskassen**, please visit: [www.vvp.at](http://www.vvp.at)



## Ireland

**Irish Life**, the IGP Network Partner in Ireland, regularly reviews Free Cover Limits in order to keep pace with ongoing salary increases in the employment market. Regular reviews ensure that for an increasing number of senior people, no underwriting is required due to general salary escalation.

Free Cover is granted on schemes where at least three members are included for benefits.

- For death-in-service benefits, Free Cover is calculated as: The average member capitalised benefit plus 10% of the total sum assured subject to an overall maximum of €1,800,000.
- For income protection benefits, Free Cover is calculated as: The average member benefit plus 5% of the total benefit subject to an overall maximum of €170,000 pa.

Irish Life is pleased to announce the following **increases to their maximum Free Cover Limits** on their group risk and income protection plans:

Benefit	Existing Limits	New Limits
Death in service	€1,700,000 capitalised benefit	€1,800,000 capitalised benefit
Income protection	€160,000 pa	€170,000 pa

These new limits represent an increase of about 6% over current levels and reflect salary growth in the economy since they were last reviewed during the same period last year.

Additional Free Cover of €450,000 — above the norm — is provided for death-in-service cover for schemes included in an IGP pool. For example, a scheme with a normal Free Cover of €500,000, which subsequently joins an IGP pool, will have its Free Cover increased to €950,000. **The maximum IGP Free Cover Limit will now increase to €2,250,000** (€450,000 over the standard €1.8m maximum).

For more information about Irish Life, please visit: [www.irishlife.ie](http://www.irishlife.ie)

### Netherlands

Following the acquisition of the Dutch Fortis companies by the Dutch Government in October 2008, Fortis Insurance Netherlands will continue as an independent insurance company. Fortis ASR, the IGP Network Partner, is now known as [ASR Insurance](#).

ASR Insurance considers the new name as a fresh start to unabatedly realize their ambitions: being the pension company that offers you the best business. With core values such as quality, reliability, facility, transparency and partnership, they want to continue building long-lasting relationships in 2009.

ASR Insurance provides both individuals and businesses with a wide range of life, pension, non-life, healthcare and disability solutions, as well as mortgage and savings products.

For more information about ASR Insurance, please visit: [www.asrverzekeringen.nl](http://www.asrverzekeringen.nl)

### United Kingdom

[Canada Life Group Insurance](#), the IGP Network Partner for life and pensions in the United Kingdom, announced improvements to its group life product by [increasing its Free Cover Level \(FCL\) maximum to £1.25 million](#) (sum assured per member), for all schemes over 63 lives. There are also improvements to the Free Cover Level formula. These market-leading advancements will remove the necessity for medical underwriting for a significant number of members, meaning that, going forward, companies placing business with Canada Life will benefit from improved turnaround time and simplicity.

The previous FCL and formula have remained unchanged for nearly a decade. The changes that have now been implemented, following a review of the Canada Life group life product, will benefit both intermediaries and clients alike by significantly reducing the time spent on medical underwriting and administration processes.

For more information about Canada Life, please visit: [www.canadalife.com](http://www.canadalife.com)





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

*IGP Seminars are designed for people who want to expand their knowledge and understanding of international employee benefits.*

Need information on the new pension legislation in China? Disability benefits in the Netherlands? Retirement benefits in Switzerland and Brazil? Don't let cost constraints keep you from getting the information you need.

Instead of traveling around the world, you can attend the 2009 IGP Seminar and discuss your international benefits needs with representatives from some of the world's leading providers of employee benefits — the IGP Network Partners.

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, attendees participate in a series of country panel sessions that provide comprehensive information on the social security and customary private employee benefits practice in the countries of their choice.

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

*Whether you are responsible for employee benefits, human resources or finance, you will find a wealth of information on all aspects of international employee benefits at the 2009 IGP Seminar.*





### Program Outline

*The Welcome and Orientation Session on Tuesday morning, September 29, will mark the opening of the 2009 IGP Seminar.*

Before the start of the formal program, we invite all attendees and their guests to join us Monday evening, September 28, for a reception at the Renaissance Boston Waterfront Hotel. This will give you the chance to get to know the other participants in a casual atmosphere.

In addition to the Monday evening reception, IGP will be hosting a special dinner on Tuesday and another reception on Wednesday evening. These informal events will provide you with additional opportunities to exchange views and ideas with other attendees.

The main medium for the exchange of information at the Seminar will be country panel sessions during which IGP Network Partners provide a comprehensive review of the social security, customary private employee benefits practice, funding requirements and current legislation affecting employee benefits in their respective countries. The sessions will then be opened up to participants to discuss issues and ask questions.

Each registrant will have the opportunity to attend up to 12 country panel sessions, as well as the Special Interest Session on Thursday.



### Provisional Program Schedule

#### Monday, September 28

6:00 pm Reception at Renaissance Hotel

#### Tuesday, September 29

8:00 am **Seminar Registration**

Continental Breakfast

9:00 am **Welcome and Orientation**

10:00 am **Panel Session 1**

11:15 am **Panel Session 2**

12:15 pm Luncheon

1:30 pm **Panel Session 3**

2:45 pm **Panel Session 4**

4:00 pm **Panel Session 5**

6:00 pm Reception & Dinner

#### Wednesday, September 30

8:00 am Continental Breakfast

9:00 am **Panel Session 6**

10:00 am Coffee Break

10:30 am **Panel Session 7**

11:45 am **Panel Session 8**

12:45 pm Luncheon

2:15 pm **Panel Session 9**

3:30 pm **Panel Session 10**

6:00 pm Reception

#### Thursday, October 1

8:00 am Continental Breakfast

9:00 am **Panel Session 11**

10:15 am **Panel Session 12**

11:30 am **Special Interest Session**

12:30 pm Luncheon



### Panel Selection

Prior to your participation at the Seminar, you will be asked to select and register for the country panel sessions in which you are most interested.

A list of the country panels offered will be available on the IGP website, [www.igpinfo.com](http://www.igpinfo.com), by late spring.

### Special Interest Session

The Special Interest Session will feature a topic of general interest to those involved in international employee benefits. It will be held on Thursday, October 1, and all participants will have an opportunity to attend.

### How to Register

The registration fee, per person, for the 2009 IGP Seminar is:

<b>USD 950</b>	Until July 31
<b>USD 1,000</b>	August 1 - September 14
<b>USD 1,050</b>	After September 14

The fee covers all of the country panels and the Special Interest Session, as well as continental breakfasts, luncheons, mid-morning and afternoon refreshments, evening receptions and the dinner on Tuesday. Hotel accommodations and travel expenses are not included in the fee.

**Checks** should be made payable in US dollars to John Hancock Financial Services. Unfortunately, credit card payments cannot be accepted.

Please mail your payment to:

Ms. Elaine Paradiso  
International Group Program (IGP), T-22  
John Hancock Financial Services, Inc.  
P.O. Box 111, Boston, MA 02117 USA

John Hancock's Federal Tax ID #: 04-1414660

**Wire transfers** should be made in US dollars to:  
BANK OF AMERICA  
Boston, Massachusetts, USA 02117

Account Number: 279-8000-8  
ABA Number: 026009593  
Swift Code: BOFAUS6SSFX  
Account Name: John Hancock  
Attention: (IGP) Lisa Tam  
Telephone: (617) 572-8667  
Reference: 2009 IGP Seminar – (Your Company Name)

*Online registration will be available via our website, [www.igpinfo.com](http://www.igpinfo.com), by late spring.*

### Deadline for Seminar Registration

The deadline for Seminar registration is **September 18**. Registrations after **September 18** will be accepted on a space-available basis.

Reservations at the Renaissance Hotel must be made *on or before Monday, **September 7, 2009*** in order to take advantage of the IGP Seminar group rate.

### Cancellation Policy

The Seminar registration fee will be fully refundable if IGP receives your cancellation notice in writing **on or before September 18**. Cancellations after that date will be subject to an administrative fee of USD 100.

### Guests

Should your spouse, partner or guest choose to accompany you to Boston, he or she is invited to join us for the continental breakfast each morning, all the evening receptions and dinners as well as the final luncheon on Thursday. Although no formal guest program will be arranged, suggestions will be provided for various activities in and around Boston during the day.



### Hotel Accommodations

A block of rooms has been reserved at the **Renaissance Boston Waterfront Hotel** for attendees of the IGP Seminar.

#### **Renaissance Boston Waterfront Hotel**

606 Congress Street  
Boston, MA 02210 USA  
Telephone (General): 617-338-4111  
Telephone (Reservations): 1-800-468-3571  
Fax: 617-338-4138  
Website: [www.renaissanceboston.com](http://www.renaissanceboston.com)

The Renaissance Boston Waterfront Hotel opened in 2008 and is the newest addition to Boston's emerging seaport district. Combining contemporary elegance and state-of-the-art technology, the Renaissance Hotel has an aquatic-themed atmosphere and exceptional views of the Boston skyline and waterfront. Guests staying at the Renaissance will enjoy exceptional service and all of the latest amenities.

*Please note that the Renaissance is a completely non-smoking hotel.*

The group rate at the Renaissance Hotel for the IGP Seminar will be **USD 259** (plus tax) per night for a single or double room. Hotel accommodations are not included in the registration fee, and payment must be made directly to the hotel.

For reservations, please call:  
**1-800-468-3571** and mention that you will be attending the *John Hancock IGP Seminar*.



You may also make your reservations for the Renaissance Hotel online via a link on the IGP website.

Go to: [www.igpinfo.com](http://www.igpinfo.com)  
> Seminars & Events  
> Boston: Fall 2009  
> Hotel Accommodations

Reservations for attendees of the IGP Seminar must be made *on or before Monday, September 7, 2009*. Reservations after that time will be accepted on a space-available basis, and the IGP Seminar group rate is not guaranteed.

### For Additional Information

To learn more about the 2009 IGP Seminar, please contact your IGP Account Representative or:

#### **Ms. Elaine Paradiso**

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W [www.igpinfo.com](http://www.igpinfo.com)

*A world of benefits information  
awaits you in Boston!*



**IGP Seminar on Global Benefits for International Mobile Employees Rankweil (Lake Constance) March 12, 2009**

Volksbank Vorarlberg – together with IGP – hosted a half-day mini-seminar at their new and modern conference centre at the Rankweil Headquarters. Over 20 attendees representing IGP clients and prospective clients attended this highly topical and informative conference on global benefits for international mobile employees.

In his welcome address, **Henry Bertel**, CEO of **Volksbank Vorarlberg**, gave an overview of the bank’s achievements, aims, and position in the region. Being one of the major players both in retail and B2B business, Volksbank Vorarlberg offers a wide range of services.

**Olivier Bruyninckx**, Director of Sales & Service at the **IGP Europe** office, opened the seminar with a brief overview of IGP and the concept of multinational pooling.

**Stefan Brkic**, Head Large Corporates, International at **AXA Winterthur** in Switzerland, explained the different options of closing the pension gaps of internationally mobile employees. His presentation helped the delegates to better understand the different terms and definitions for mobile employees. This session was followed by two case studies showing the concise and professional custom-made solutions for two multinational clients.

**Peter Lüthy**, Manager International Benefits at **Novartis AG** in Switzerland, opened the vault of HR

secrets with very impressive details on one of the world’s largest pharmaceutical companies. At the same time, he shared a huge amount of international experience and know-how with the audience by explaining Novartis’ way of dealing with the benefit issues of about 770 international mobile employees.

**Stephan Deutsch**, Director of International Sales at **CIGNA International**, completed the line of presenters with considerations about the compatibility of International Health Care Plans and Global Compliance. He gave examples showing how new (international) legislation in many regions influences how multinationals have to approach the way they provide their mobile employees with legally compatible coverages.

Finally, **Christian Mahringer**, Head of Volksbank Vorarlberg’s Business Client Centre, closed the event with an invitation to a delicious buffet with regional specialities.





## Seminars & Events

### 2009

May	5	Pensionskassen-Forum 2009	Radisson Blu Hotel, Zurich Airport, Switzerland
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

## 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

Mapfre Colombia Vida Seguros, 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

AXA Winterthur

CIGNA International Expatriate Benefits (CIEB)\*

Nordben Life and Pension Insurance Co. Limited

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