

Company Pensions from Zurich



The path to a better retirement

Bringing clarity to Company Pensions







A clearer view of Company Pensions.

Company Pensions don't have to be complicated.

With ever-changing legislation, improved governance and increased demands on employers and trustees time, sometimes the opposite can appear true.

It can be hard for employees to appreciate the process, responsibility and significant investment your company is making in their future by providing a company pension.

We have a mission to make pensions clear.

Our goal is to simplify pensions, to cut through the complexity and bring clarity to you and your employees.

Our Company Pension solution keeps things simple for you and makes us easier to do business with. Our innovative investment solutions and employee engagement tools are designed to bring your pension scheme to life and to help your employees look forward to a great retirement.



Leading the way with our Company Pension solution.

Our Company Pension solution delivers in four clear ways:

1. Administration that's streamlined & effective

With Zurich managing your Company Pension, you'll have a provider who is easy to work with. Always looking for ways to improve our systems and processes, we are 100% committed to delivering for you and your employees.



2. Innovative Investment Solutions

Selecting the right investment options for employees is one of the most important and difficult decisions trustees face. Our Personalised GuidePath solution engages, educates and enables your employees to get involved with their pension planning. As a result, you can be confident you made the right decision on their behalf.



3. Employee Engagement

We believe our employee engagement program is the best there is. It gives your workforce an active role in their pension scheme and helps them to recognise the value of your company's investment in them.



4. Peace of Mind

You need confidence in the provider you have entrusted with your employees' pension. We believe this is important too and we have a comprehensive governance model to reassure you every step of the way.



1.

Administration that's streamlined & effective

At Zurich we want to make your experience with us as smooth and uncomplicated as possible.

From tailoring the right investments for your scheme to implementation and beyond, Zurich has a support system in place to make the complex straightforward.





Our systems and processes

Every day our first class administration platform handles high volumes of complex transactions.

With a highly automated platform we can tailor our service to deliver what matters to you while minimising the effort required from you.

For instance, one of the main interactions you have with us is paying contributions. Our state-of-the-art **Group Payroll Management System** makes it easy for your company to securely send pension contribution data directly to the Zurich platform.



The clarity to know what to expect

It is important that you spend your time focusing on your business and not on your Company Pension – that's our role.

As your **registered administrator** and with our Customer Relationship Team, we'll take care of most of your duties and ensure your Company Pension runs smoothly.

As for the things you will need to do, we'll explain these clearly to you and provide you with a handy schedule of important events to be aware of. But don't worry, if you forget, we're there to remind you.



Moving to Zurich

Moving can be stressful, whether it's to a new house or a new pension provider.

We have an experienced **team of transition experts** dedicated to ensuring the process runs smoothly and efficiently. Our team will meet with you to discuss your requirements and tailor a plan to suit your needs and schedule. We will explain the steps in detail and provide clear timelines and requirements.

We also know from experience that it is important to keep employees informed about the process. That's why employee communications form a key part of our transition plan.



Our people

Our people drive us forward and they are the key to delivering the service excellence our customers expect.

We have a specialist team for administering Company Pensions who take responsibility for all aspects of running your Company Pension.

Your **Customer Relationship Manager** is always on hand to oversee the smooth operation of your company scheme. He/she will also work with you to devise an employee communication and engagement strategy that works for everyone.





2.

Innovative investment solutions
put your employees on the
right path

Introducing Personalised GuidePath

At Zurich we bring clarity to
pension investment choices.

That's why we created
Personalised GuidePath.

Personalised GuidePath is a new market leading investment strategy for Company Pensions.

We understand that employees have different levels of investment knowledge, risk appetites and goals so a 'one size fits all' approach may no longer be appropriate.

Personalised GuidePath is a solution that not only educates and engages employees but also enables them to personalise their investment strategy to suit their needs.

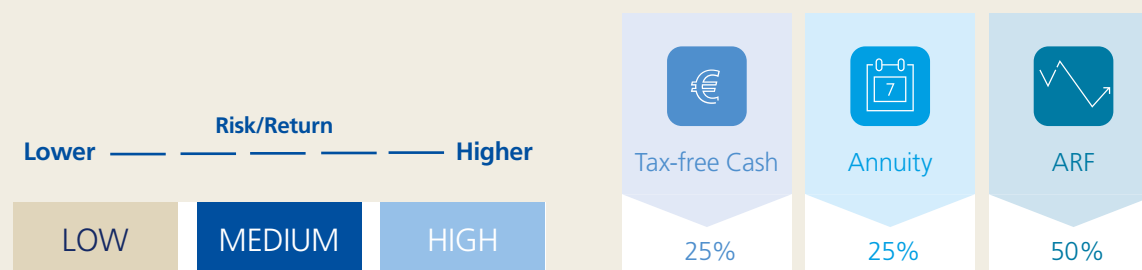
Personalised GuidePath

Personalised GuidePath is an innovative new investment strategy that provides greater flexibility while also catering for different employee risk profiles and retirement benefit plans.

It makes employee choices clearer and smarter. It is the first investment strategy in the Irish market which allows employees to personalise in three ways to suit their needs.

We know the vast majority of employees choose the default investment strategy selected by the trustees of their pension scheme.

That's why selecting the right default is a critical investment decision for trustees. Personalised GuidePath makes this decision easier.



1. Personalised risk preference

By answering some simple questions employees can understand their preferred level of risk from Low to High.

Once they have their risk profile, the employee can then adjust their investment strategy to match. This can be done online in a few easy steps.

2. Personalised retirement planning stage

It is likely that each of your employees will want to use their accumulated pension fund in different ways depending on their personal preferences. Many will have pension benefits from previous employments and other assets that will influence their decisions.

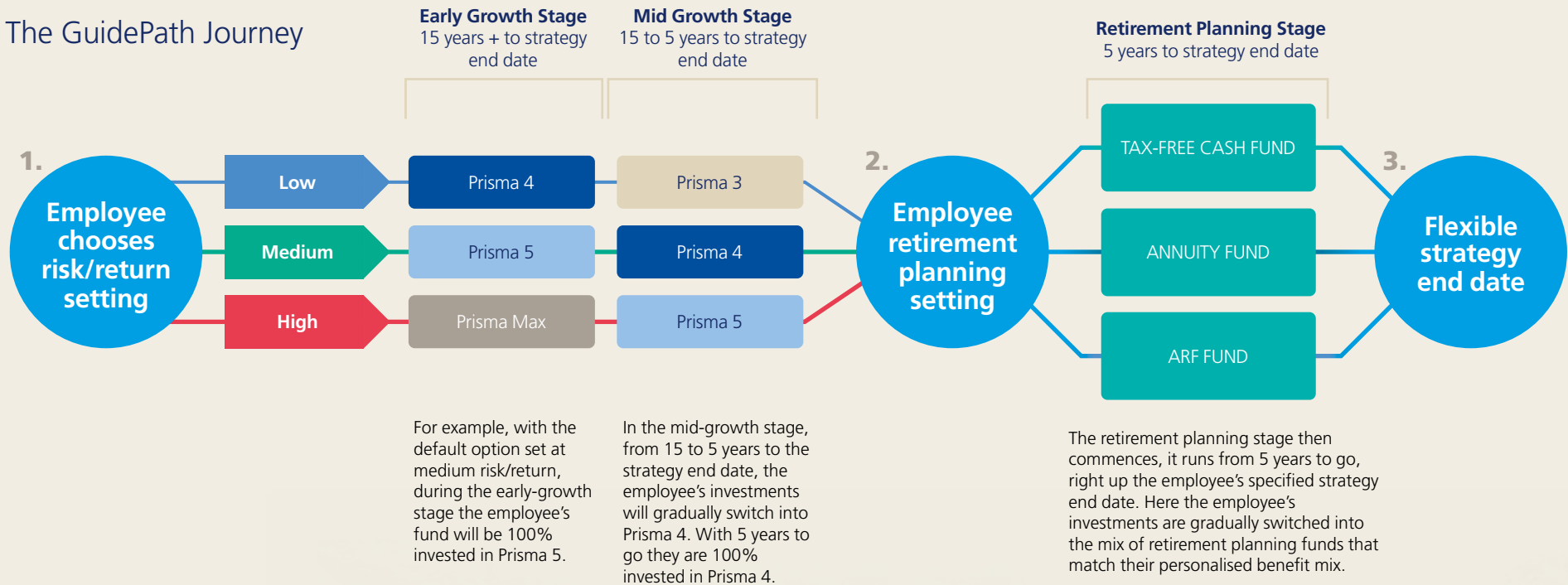
There is no formula to predict what benefit mix an individual will choose at retirement – but with the right education and tools at their disposal, Personalised GuidePath allows individual employees to be involved in targeting the right funds for their likely drawdown mix at retirement.

3. Personalised strategy end date

Unlike Defined Benefit schemes, where employees retire at their normal retirement age (NRA) and access their final salary based benefit, members of Defined Contribution schemes tend to choose when to retire depending on their financial position and life plans.

Personalised GuidePath allows employees to target a "strategy end date" which is different to the scheme NRA. This means the employee pension de-risks to the date they plan on taking their benefits as opposed to the scheme's NRA.

The GuidePath Journey



Unique online portal

Personalisation can be done online by the employee through a dedicated Personalised GuidePath Portal, which is both educational and engaging.

Employees can personalise at the outset or at any stage before retirement. Zurich will prompt employees to go online and adjust their settings at key points in time.

A man in a light-colored shirt and dark trousers is walking across a concrete bridge with a blue metal railing. He is pushing a dark-colored bicycle. The bridge is over a body of water, and the sky is a clear, bright blue. The scene is captured from a low angle, emphasizing the bridge's structure and the vastness of the sky.

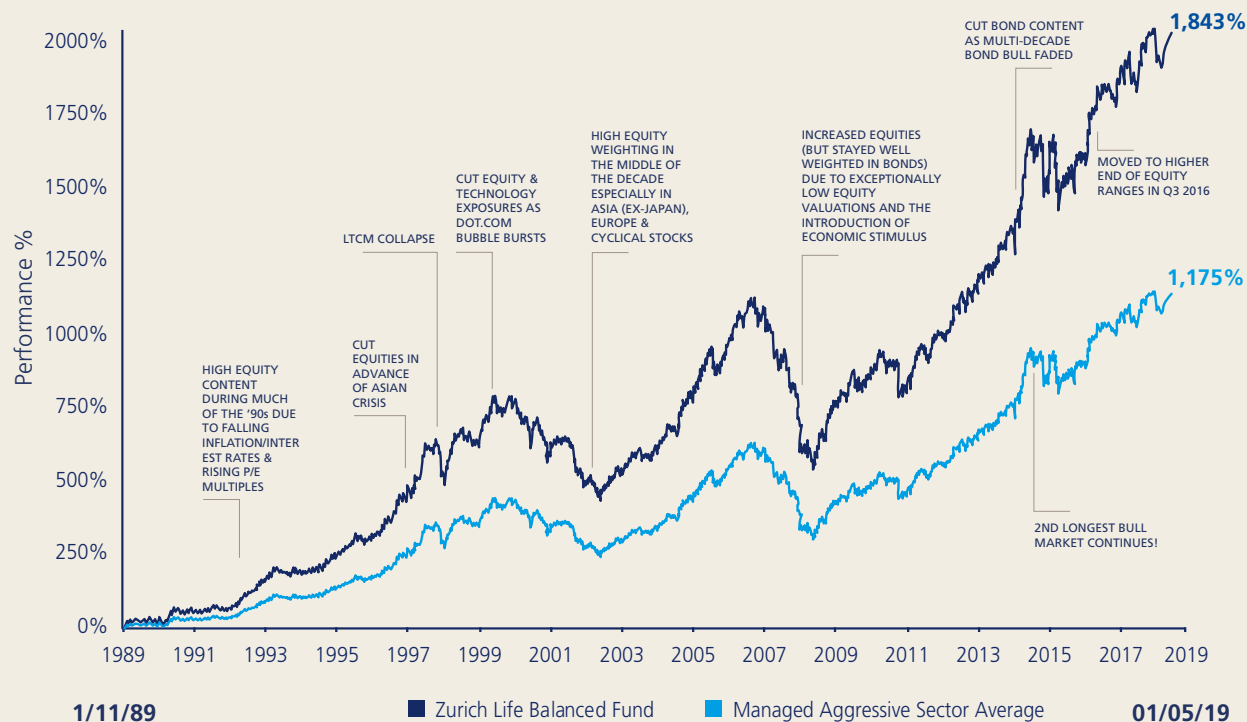
Hands-on employees

For employees who want more involvement in their pension, Zurich has over 60 funds to suit all investor profiles. We offer lots of information and support for employees and trustees who want to learn more about risk and fund options.

Trustees may wish to reduce the number of funds available to employees and Zurich can help design a suitable fund range for your scheme.

Investment expertise matters

Active investment decisions have delivered results



Today in Ireland, two thirds of Defined Contribution assets are invested in active managed funds.

Having your Company Pension with Zurich's award winning* active investment managers is a good decision.

Warning: Past performance is not a reliable guide to future performance.
Warning: The value of your investment may go down as well as up.
Warning: Benefits may be affected by changes in currency exchange rates.
Warning: If you invest in this product you may lose some or all of the money you invest.

Stronger Performance

We consistently outperform our competitors with one of the best managed fund returns in Ireland. Zurich's Balanced Fund has consistently outperformed our competitors over a 30 year period, as illustrated above.

Smarter Investment

We believe in smart, stable investment. We constantly challenge our thinking and cross check with market developments.

Our active approach allows us to be nimble, flexible investors. We react to changing market conditions quickly, resulting in better performances through all economic climates.

Source: Zurich and MoneyMate, May 2019. Performance figures quoted are for 01/11/1989 – 01/05/2019. Annual management fees apply; the fund growth shown above is gross of any annual management charge. Returns are based on offer to offer performance and do not represent the return achieved by individual policies linked to the fund.

*Awarded Best Investment Performance 2014, 2015, 2016, 2017 and 2018 as voted by members of the Irish Brokers Association.

3.

Employee engagement that keeps a focus on the future

Retirement can be a complex concept for many employees. This can lead to a lack of engagement, resulting in employees failing to adequately prepare for retirement.

Engaging employees early, regularly, and with clarity, is essential if they are to enjoy a greater retirement.



Zurich Connect

Zurich Connect is a unique interactive employee retirement portal, which we can design for companies with more than 50 employees. It clearly lays out everything employees need to help them understand and engage with their retirement.

With helpful videos, interactive tools and calculators, as well as a library of relevant documentation, Zurich Connect will transform how employees view their Company Pension. As a bespoke online resource incorporating your corporate brand it will be seen as a valuable employee benefit provided by you.



Employee dashboard and GuidePath portal

A unique employee dashboard will answer more detailed questions an employee might have, like how their pension fund is performing and how much they've contributed.

Employees investing in Personalised GuidePath will also have access to a unique GuidePath portal, and with its interactive tools, employees can personalise their GuidePath investment strategy to give them the ownership they need to meet their personal goals.

We recognise that different employees need different levels of involvement, so our approach is tailored to work for everyone.



Workplace support

We have created a mix of communication methods to engage your employees, keeping them informed and up-to-date. So while online works for many, others prefer to hear first-hand and face-to-face.

Zurich's Customer Relationship Team can organise workplace briefings, either group sessions or one-to-one. Marketing and awareness campaigns can be tailored and targeted throughout your organisation to encourage active participation from your employees.



Personalised materials for employees

Zurich is recognised for leading the way with our employee Annual Benefit Statements. Clear and easy to understand, this personalised, annual communication will keep employees updated with the essentials of their Company Pension.

4.

The peace of mind every step of the way

Your company, trustees and employees all need peace of mind that their Company Pension is robust and well governed.

We believe this is critical and we have a comprehensive governance model, backed by superior technology and support that keeps things simple while helping you meet your employer duties.

Zurich has been a Company Pension provider in the Irish market for almost 40 years.

Over this time we have developed significant expertise and invested extensively in our systems and our processes.





Technical & legal support

Our Pension Technical Team ensures we are up-to-date on all of our administration, regulatory and governance obligations.

Our legal experts are available to assist in setting up your Company Pension or to help with other issues that may arise from time to time.

Financial strength & insured company pensions

It is also important for you to have confidence in the strength and security of the provider you have entrusted with your employees' pension fund. Zurich Life is part of the Zurich Insurance Group, which has a financial strength rating of AA-*.

An insured solution is a solution where the administrator is an insurance company.

Insurance companies are obliged to hold a solvency margin over and above the value of the statutory reserves. This additional buffer should give peace of mind to both trustees and employees.

Combining investment management & policy administration

This brings efficiency and clarity to the overall costs of running your Company Pension. It also allows for more robust processing with automatic reconciliation between records of employee units and the investment manager holdings.

It allows same day funds switching if employees choose to switch between Zurich internally managed funds. This means the employee's market exposure is not unintentionally interrupted.

Annual governance report

Good governance is about the process of decision making to help trustees operate effectively.

We believe that the best way of achieving this is to document processes clearly, define responsibilities, ensure persons with the right skills are at hand and then report and monitor performance against the documented responsibilities.

A solid governance model is not complete without demonstrating that all of these obligations have been fulfilled.

Our Customer Relationship Team can assist in designing and implementing an effective governance plan for your scheme: this will help you in achieving better outcomes for your employees.

A complete solution for the road ahead.

We are a trusted provider to over a thousand businesses in Ireland, with a wide range of group life and retirement solutions.

We are one of the leading providers in the market place.

We offer complete, clear solutions for:

Group Life and Disability

Our Group Risk products can help to protect your staff, providing financial assistance in the event of long-term illness or death.

Defined Benefit De-risking

Zurich can provide pensioner buy-in and buy-out bulk annuities.

Personal Retirement Bonds (PRB)

We offer PRBs to individual employees wishing to transfer their benefits on leaving service while also offering a bulk buy-out bond option for trustees and employers on wind up.

Post Retirement

With our Approved Retirement Fund (ARF), Pension Annuity and Investment Bonds, we offer the full suite of products to match employee retirement outcomes.

Corporate Savings Plans – with payroll deduction facilities

You can offer employees one of our competitive savings products, with the added convenience of their savings being deducted direct through payroll with minimal fuss to you.





Providing clarity to you
and your employees on
where you want to be.

So if you'd like to take the next step,
get in touch today.

Speak to your Company Pension Advisor

Call us directly on 1850 202 102

Email us at customerservices@zurich.com

Visit our website at zurichlife.ie

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The information contained herein is based on Zurich Life's understanding of current Revenue practice as at February 2020 and may change in the future.

Intended for distribution within the Republic of Ireland.

GR: 4735 Print Ref: ZL CG 114 0220

