
ONE-DAY COURSE

09.00 – 16.30

London 27 March 2019

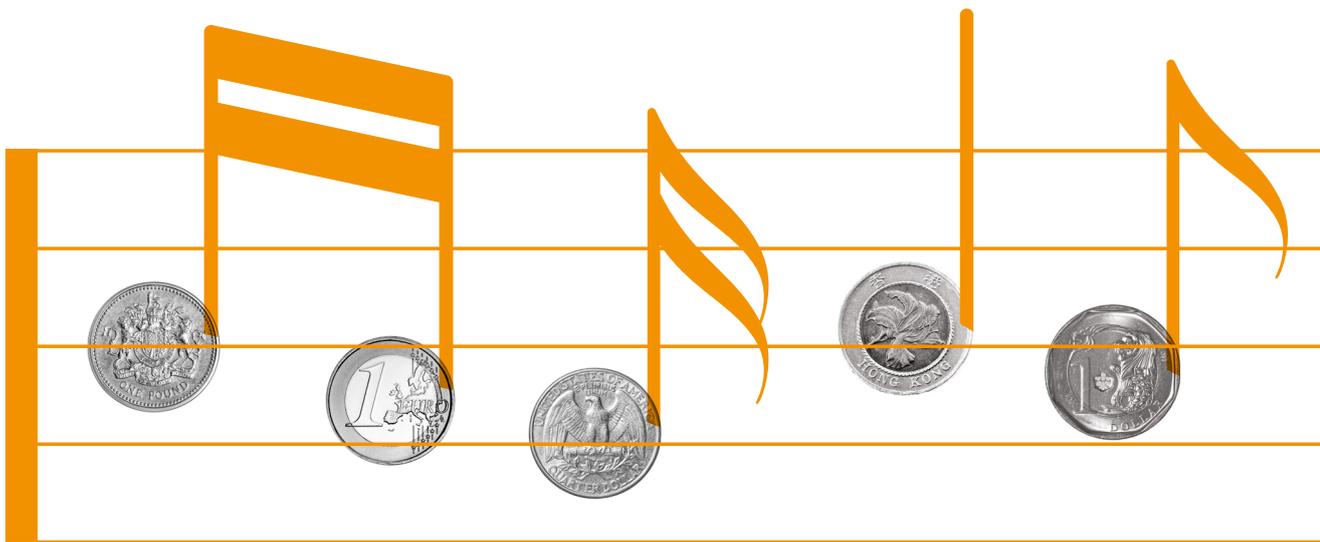
£499
+VAT

International pensions promises

Legacy risk, harmonisation and mobility

Although harmonisation and equal treatment are almost always the most efficient options for an international company, every country's retirement benefit provision is strongly influenced by local law, cultural expectations and economic circumstances. Also, every country responds to the issues of increasing longevity, de-risking, transition from DB to DC and governance expectations, in different ways. This means international employers must accommodate wide disparities in pension aspiration, provision and regulation.

This course provides a broad understanding of retirement benefits across a range of key jurisdictions. We also update you on significant international developments effecting pension provision, as well as client approaches to Brexit.



International pensions promises

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+VAT per delegate

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Who should attend?

This course is aimed at in-house lawyers and pensions managers who work in international organisations, as well as HR directors and benefit consultants.

Delegates will gain an insight into:

- the retirement benefits environment in the US, Asia and Europe jurisdictions: differences, comparisons and similarities
- issues, including strategic transfers of pensions liabilities across borders and mobile employees
- how cultural differences may impact on an international pensions strategy
- pan-European policies and harmonisation of terms and conditions: what is achievable?

Speakers

EVERSHEDS
SUTHERLAND

Chair **François Barker** UK/France



Marthe van den Broek The Netherlands



Jennifer Van Dale Hong Kong/China



Peter Fahy Ireland



Alberto García Spain



Charmian Johnson UK



Dr Rolf Kowanz Germany



Alex Lane UAE



Pawel Lasota Poland



Robert Neis USA



Vincent Roulet France



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Programme

09.00 registration and coffee, 09.30 start

International approaches to pension provision and regulation

- defining 'pension provision': state, employer, personal
- areas of difference and similarity including US, Asian and European pension systems
- changes to pensionable age
- IORP II: EU led convergence?
- Brexit impacts?

Identifying your pensions liabilities: what has been promised?

- benefits are guaranteed or underwritten in different ways in different jurisdictions
- hidden liabilities
- quirks in every country and things to watch out for

Internationally mobile staff

- supporting the corporate nomad
- can they remain in their home country scheme?
- expats in US pensions
 - globally mobile employees in US pension plans
 - US expats in non-US pension plans
- end of service payments in the Middle East

Cross-border transactions and M&A

- type of acquisition and appropriate due diligence
- business sale and TUPE: transfer of pension rights
- jurisdictional differences in the application of TUPE
- warranties, indemnities and red flag issues

Roundtable surgeries

- country-specific Q&A including Poland, Spain and the USA
- your global mobility questions

16.30 close