



**GROUP  
& PERSONAL  
PENSIONS**

RF Group Pension Plans

## Money at Work

For over 20 years, our mission has been to help our clients create and manage wealth. We pride ourselves on being industry leaders, not only in performance but also in innovation. Proof of our success is more than \$2 Billion in capital raised for our corporate clients, over \$1 Billion in assets under management and over \$2 billion in assets under administration.

Our goal is simple - to be the premier Wealth Manager and Advisor in the communities we serve. We are a regional private bank which makes us especially attuned to the unique needs of our local clientele. We consistently introduce original products carefully designed with these needs in mind. We have also cultivated key relationships with best-in-class global partners that help us deliver the gold standard in investment management solutions. These solutions include:

### Individuals & Families

- Local & International Mutual Funds
- Personal Pension Plans
- Personal Retirement Accounts
- Stock Brokerage
- Private Wealth

### Institutional Services

- Group Pension Plans
- Investment Banking
- Investment Management
- Trust & Estate Planning





## What's inside?

We understand that your business, employees and investment objectives are unique. Our range of group pension plans are designed to give you more choices in how your plan is administered. In this brochure, we explain the features of the three pension plans available for companies. They are:

### RF Multi-Employer Pension Plan

Defined contribution plan designed for small to medium-sized companies looking to pool their investment for benefits of scale.

### RF Group Personal Pension Plan

A collection of individual pension plans arranged by the employer that is perfect for the modern workplace.

### RF Stand-Alone Pension Plan

A custom plan for larger companies who want to maintain control.

Once you've decided what plan works best for your business, our team of Pension Specialists will meet with you to discuss your options.



## The Competitive Advantage

A key advantage for businesses is the ability to attract and retain quality personnel. Studies show that a salary alone, no matter how competitive, may not be enough of an incentive. That is why companies offer benefits, like an employer-sponsored pension plan, as part of their hiring and employee retention programs. We understand that there are no one-size-fits all group pension plan, so we offer a range of solutions for companies to choose from. No matter your company's size or pension plan goals, we can help you get the a competitive edge.

## The RF Multi Employer Pension Plan

The **RF Multi-Employer Pension Plan** is a defined contribution plan that enables multiple companies to provide a pension solution for their employees without having to establish plan documents, arrange for service providers and incurring the costs of running a stand-alone pension plan. It satisfies the 'must haves' in pension plans, offering superior investment performance, professional management and reliability.

The way it works is simple. The employer and employee each contribute an agreed amount to the plan each month. RF invests the funds according to the options chosen by the employee and employer. At retirement, the contributions and their earnings are used to provide a retirement income.

This easy to administer pension plan is designed especially for small and medium sized businesses. It is also customizable with multiple investment options that allow companies to tailor the plan to their unique and evolving needs. With a complete range of consultative and advisory services available, we are the solution for companies looking to establish a new pension plan or transfer from an existing one.

## Plan Benefits at a Glance

- No set up fees, no termination fee, no hidden charges
- Low administration costs
- Flexible and easy to administer
- Wide range of investment options
- Strong investment performance
- Web access to pension plan information
- Regular reports, information and statements



## Multi-Employer Pension Plan Features

### Strong Investment Performance

Qualified and experienced managers oversee all of our investment funds under the expert guidance of RF's Investment Committee. We are proud of the market-leading results these portfolios produce year after year. We also provide a wide range of investment options based on a diverse risk tolerance, so our plan participants can maximize returns within their risk capacity over their lifetime.

### Efficient Administration

Both employees and employers have 24/7 online access to reports and statements in easy to read formats. Our team provides monthly contribution records and investment valuations that can also be accessed on the online platform. Our team can also provide additional information and/or support to plan members should the need arise.

### Flexible Plan Structure

The RF Multi-Employer Plan is fully customizable. We can draft a plan in line with your business objectives and it can be modified as your company's needs change. The plan is also fully transferable. As the employer, you can change your pension provider without any penalties. Should any of your employees leave your company, all their accumulated pension benefits can be transferred to a new employer pension plan. They can also opt to transfer these assets to an **RF Personal Pension Plan** or an **RF Personal Retirement Account** at no cost.

### Low Fee Structure

We provide all of the services necessary to manage pension plans for our clients in-house. As such, we can bundle our services under one fee and limit any additional charges that might otherwise be incurred. Our fees are also linked to the value of the assets under management in each plan.

## The RF Group Personal Pension Plan

Unlike the RF Multi-Employer Pension Plan, this innovative pension program is a collection of individual pension plans arranged by the employer for employees. This plan is ideal for a more modern workplace because of its simplicity and flexibility.

With an **RF Group Personal Pension Plan**, the employer's role is only to select the provider - in this case, RF. Each employee will open an RF Personal Pension Plan into which they are required to make contributions. These contributions are taken directly from the employee's salary and paid by the employer to the provider. The funds will be invested until the employee retires, at which time the employee can access the funds as retirement income.

Employees enrolled in this program can change their contribution amounts at anytime - subject to the minimum amounts set by RF and their employer's agreement. The employer will be required to confirm the details of these changes. Both the employer and the employee can make lump sum payments. The employer can also arrange for the contribution amount to increase automatically each year until the retirement date. Employees can take a payment break and restart as necessary should circumstances change. It is important to note that this can impact future benefits.

When deciding how to invest in their retirement savings, employees can choose to remain with the investment option selected by the employer at on-boarding or they can select their own investments.





## Frequently Asked Questions

### 1. Can employees switch between investment funds? If so, how often?

Employees may switch between investment funds once per year. There is currently no charge for this service, although we reserve the right to charge for it in the future.

### 2. How do employees take their benefits?

They will have four options:

- A pension lump sum
- nrollment in the **RF Personal Pension Plan**,
- pening an **RF Personal Retirement Account**
- pening an **RF Brokerage Account**

### 3. What can employees expect as it relates to their benefits at retirement?

The size of employees' pension plan and the amount of retirement income they will have available will depend on how long they save for, how much they and their employer pay into the fund, how much they take out (cash lump sums), how well their investments performs, and the charges taken out by the pension provider.

## RF Group Personal Pension Plan FAQ's cont'd

### 4. What if the employee changes jobs?

If employees change jobs, their group personal pension is usually automatically converted into a personal pension and they can continue paying into it independently. If they decide to stop paying into their pension, they can leave the pension fund invested to continue accumulating interest or select any of the applicable options outlined in #2.

### 5. How are contributions made?

This couldn't be easier. The employer will deduct regular contributions from the employee's salary and send them to RF along with any contributions they make on the employee's behalf.

### 6. How will employees know how their account is performing?

Statements will be available online at [www.rfgroup.com](http://www.rfgroup.com). We recommend that all plan members review their Account and the level of income they take on a regular basis.

### 7. Can employees pass on their Account after they die?

Yes they can. When the account is set up, they will be asked to indicate a beneficiary or beneficiaries who will receive their remaining pension savings when they die. Employees can nominate more than one beneficiary and they can change their beneficiaries at any time.







## The RF Stand Alone Pension Plan

For companies that require a more customized approach, we offer Stand Alone Pension Plans.

These plans are typically established by very large employers that do not need to pool assets to obtain benefits of scale. They are willing to pay the additional costs and take on the additional administration in order to meet certain employer/employee requirements, including obtaining control over the securities invested in the Fund and appointing service providers.

With over thirty years of experience in designing and administering benefit and defined contribution pension plans, our team is well-versed in creating a plan based on your company's requirements by:

- Developing the rules of the Pension Plan including eligibility requirements, retirement age, access to employee funds, etc.;
- Drafting the Pension Plan and Trust Deed;
- Drafting the administration and Investment Management agreements;
- Selection and retention of services providers including trustees, auditors, administrators and investment managers;
- Drafting the various employer and employee forms necessary for administering the Plan;
- Creation of investment portfolios to support flexible investment options;
- Customising pension administration software to meet the needs of the Plan.

## How the funds are invested.

Our range of investment funds are designed to give you options on your way to retirement. It is critical that you adjust your investments as your timeline and risk tolerance changes. To make this easy, we've outlined the options available to you based on type and risk level.

	Description	Type	Risk Level	This fund may be right for you if...
Income Fund	Invests in fixed income securities including corporate bonds, preference shares, term deposits and Exchange Traded Funds (ETFs)	Fixed Income	Low	Retirement is within 10 to 20 years & you are looking for a mixture of safety & modest capital appreciation
Balanced Fund	Invests in fixed income securities and Barbadian equities	Balanced	Moderate	You are looking for a higher rate of return, with a moderate level of risk.
Growth Fund	Invests in equities across all sectors both locally and internationally	Equity	High	You are willing to assume a higher level of risk and volatility in exchange for the potential to earn better returns

An RF Advisor can help you determine a good mix for your objectives and risk tolerance. Also, your investment choice is not locked in. You can switch your money between any of the funds at no additional charge.



## RF Group Pension Plans in a Nutshell

Who is eligible to join the plan?	Any employer with 5 or more employees
Contribution Levels	Set by employer
Retirement Age	As specified by the National Insurance and Social Security Act
Additional Voluntary Contributions	Permitted
Investment Selections	Self directed, with guidance upon request
Vesting	Fully vested after 3 years
Portability of Accumulated Benefits	Permitted
Governing Body	Financial Services Commission
Legal Requirements	Mandatory registration with the Financial Services Commission and annual filings.

### How to get started

Starting a new plan or switching from an old one is quick and easy! Simply contact us via phone or email. An RF Pension Specialist will arrange to come to your office, provide a presentation to your team and assist with completing the relevant forms.

As part of the onboarding process, our team of Pension Specialists will:

- Assist you in terminating the plan with your pension provider;
- Establish record-keeping and compliance procedures for your new plan;
- Assist with the completion of forms;
- Ensure legal compliance and requirements are managed;
- Meet with staff to give guidance and address any queries.

To get started today, contact us at [barbadospensions@rfgroup.com](mailto:barbadospensions@rfgroup.com).



**Barbados**

27 Pine Road  
St. Michael, Barbados 11113  
Phone: 246-435-1955  
Fax: 246-435-1964

**The Bahamas**

East Hill Street  
Nassau, Bahamas  
Phone: 242.603.6000  
Fax: 242-326-3000

**Cayman Islands**

3rd Floor, Fidelity Financial Centre  
1 Gecko Link, George Town  
Grand Cayman, KY1-1104  
Cayman Islands  
Phone: 345-746-6010  
Fax: 345-949-6064

[www.rfgroup.com](http://www.rfgroup.com)