



**GROUP  
& PERSONAL  
PENSIONS**

RF Group Personal Pension Plan

## 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





## Introducing the RF Group Personal 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 any time - 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 their personal circumstances change. It is important to note, however, 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.



## 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)