

## GROUP PENSION PLAN







## About Us

Since inception in 1997, RF has been committed to helping clients create and manage wealth. We are a regional private bank connecting clients in Barbados, The Bahamas and the Cayman Islands with the best in local and international investments. Offering a wide range of investment products and services, our financial solutions are designed to help individuals and corporate clients meet and achieve their investment goals.

### **Group & Personal Pension Plans**

Mutual Funds

Investment Management

Investment Banking

Personal Retirement Accounts

Stock Brokerage

Trusts & Estate Planning

Educational Investment Accounts

## RF Pension Solutions

**Pension solutions for companies of all sizes.**

As an employer, you want to attract and retain qualified, effective people by offering worthwhile benefits, including a pension plan that meets their needs. The ideal pension plan will attract and retain quality employees, reduce staff turnover and enhance employee loyalty.

The best pension plan solution offers both employer and employee:

- Superior investment performance
- Efficient administration
- Flexible structure
- Competitive fees

RF can effectively meet these needs because our pension plans and services are designed and tailor-made around these very principles and objectives.

In addition to specially tailored, stand-alone plans, we offer companies the opportunity to participate in the RF Multi-Employer Pension Plan. This plan was established in response to the growing demand for a cost-effective pension plan that better meets the needs of the employer and the employee.

We provide a complete range of consulting and advisory services to companies looking to either establish a new pension plan or transfer from an existing one. Structured to provide the highest quality of service to both corporate and individual clients, our goal is to provide the most suitable, cost effective pension plan solution.



## What is the RF Multi-Employer Pension Plan?

It is a defined contribution plan established to assist businesses of all sizes to provide a flexible pension plan for their employees. The plan enables multiple companies to provide a pension solution for their employees without the need to worry about establishing plan documents, arranging for service providers and incurring the costs of running a stand alone pension plan. The plan's advanced technology platform and high level of flexibility allows participants to tailor it to their unique needs with multiple investment options to choose from.

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 and maintains contribution and accounting records. Designed especially for small and medium sized businesses, the RF Multi-Employer Pension Plan is easy to administer and extremely cost effective.



Company A



Company B



Company C



Company D



RF Multi-Employer Pension Plan



Investment Funds

Plan Benefits

- 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





## When it comes to retirement, we want similar things.

Let's face it, most of us may not have enough income to enjoy those golden years. With a growing demand for attractive packages that better meet the needs of the employer and employee, RF offers retirement plan solutions that are all inclusive, and highly individualized, regardless of your company's size. You owe it to yourself and your employees! You need a Pension Plan that is designed and customized to meet your members' needs for security, reliability, simplicity and clarity.

## Retirement requires resources.

What Can I Expect At Retirement?

We all want to maintain our lifestyle after retirement. Your pension plan forms the core of your retirement income. Upon reaching retirement, you will receive your accumulated pension benefits (employer's contributions, employee contributions and any voluntary employee contributions), plus any investment returns. The amount you will have at retirement is a function of the amount you invest, the time the funds are invested and the return you obtain on the funds. You need to maximize all three if you expect to have sufficient funds to retire comfortably.

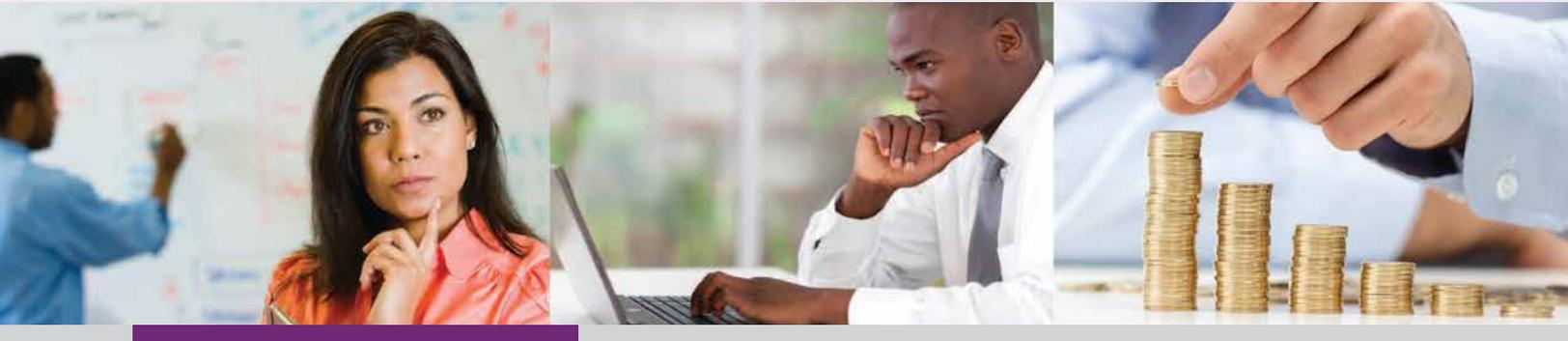
## See how your money can grow.

	Conservative	Balanced	Aggressive
Your Current Age	4%	6%	8%
20	148,382	263,589	483,906
25	116,501	191,750	324,339
30	90,298	138,068	215,741
35	68,760	97,953	141,831
40	51,058	67,977	91,529
45	36,508	45,577	57,294
50	24,549	28,839	33,994
55	14,720	16,331	18,137

Table shows what you can expect to see at retirement (based on your risk tolerance and age when funds are invested) dollar amount employer contribution, for a total of \$200. Actual returns may vary as interest rates are subject to change.

## Strong Investment Performance

When it comes to investing for your retirement, even an additional 1% improvement in performance can mean the difference between retiring on your terms, or someone else's.



Our company prides itself on providing a wide range of investment options through which pension participants can maximize returns within their risk capacity over their lifetime. Whether you are looking for a high return/high risk strategy, low risk/stable return strategy or medium risk/moderate return strategy, we can customize suitable investment options for you and provide the ability to change strategies if you need to. When it comes to investing for retirement, there is no “one size that fits all”. All RF investment portfolios are managed by qualified and experienced managers under the expert guidance of our Investment Committee.

## Efficient Administration

Our advanced technology platform provides both employees and employers with 24/7 access to reports and statements, both of which are easy to read and understand. Why wait for quarterly or annual statements when you can go online and access the information anytime you choose? We update contribution records and provide investment valuations on a monthly basis. Our staff is available for one-on-one appointments or over the telephone to help with any issues that may arise.

## Flexible Plan Structure

Whether you choose a stand alone plan or RF Multi-Employer Plan, we have the knowledge and experience to enable you to customize the plan to meet your needs. We understand that companies have to deal with a diverse range of employee and employer requirements and pride ourselves on the ability to draft plan and trust documents that provide for maximum flexibility in meeting these needs.

## Competitive Fees

Our fees are linked to the value of assets under management in each plan. We realize that maximizing the performance of the investments is critical to maximizing the final amount available for retirement and our fees are competitively priced to limit the impact on returns. As RF is able to provide all of the services necessary to manage pension plans for our clients, we are able to bundle our services under one fee and limit any additional charges that might otherwise be incurred.



# Your money is secure for your retirement

## Where Will My Funds Be Invested?

The investment performance of the funds contributed will be directly related to the investment options you choose. To make things easy, we've tailored our investment funds to suit your timeline and risk requirements. You choose the percentage of your contributions to be invested in each investment fund. You may invest as little or as much as you like in each fund. Once a year you can change where you want to allocate your contributions and you can also transfer as much as 20% from any investment fund to another without any cost.

	Premium Income Fund	Select Balanced Fund	Strategic Growth Fund
Description	Invests in fixed income securities including Government and corporate bonds and preference shares.	Invests in fixed income securities and Barbadian and international equities.	Invests in Barbadian and international equities, preference shares and private placements.
Type	Fixed Income	Balanced	Equity
Level of Risk	Low	Moderate	High
This fund is for you if...	You are approaching retirement within the next 5-10 years and seeking to safeguard and maximize on your accumulated assets.	Retirement is within 10-20 years and you are looking for a mixture of safety and modest capital appreciation.	You are ahead of the pack and retirement is within the next 20-40 years, meanwhile you are seeking aggressive growth.

\*Our advisors 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.

## Your investment choices can be adapted to each stage of your life!

As your personal circumstances change, your investments should be modified to suit your timeline and risk tolerance. As you grow older and your priorities and risk capacity change, your pension plan changes with you. The RF Multi-Employer Pension Plan is tailor-made to fit your retirement needs.

# Your pension plan, your retirement funds- you'll be in the know!

## Keeping Track Of Your Pension

Our administrative staff is here to assist with the day-to-day business of retirement savings and planning. Also, you will be provided with:

- Monthly contribution records
- Monthly pension valuations
- Online access to reports and statements
- Quarterly investment reports
- Periodic pension and investment articles
- One-on-one appointments and telephone guidance as required

## The RF Multi-Employer Plan is transferable!

### Does My Pension Go Where I Go?

#### If required:

- Accumulated pension benefits can be transferred to a new employer's pension plan.
- An employer can change pension provider without penalties.
- If the employer changes, an employee's accumulated pension assets can be transferred into a RF Personal Pension Plan at no cost.

**N.B.: Income cannot be drawn until retirement. Local legal restrictions apply.**

## Starting a new plan or switching from an old plan is made quick and easy!

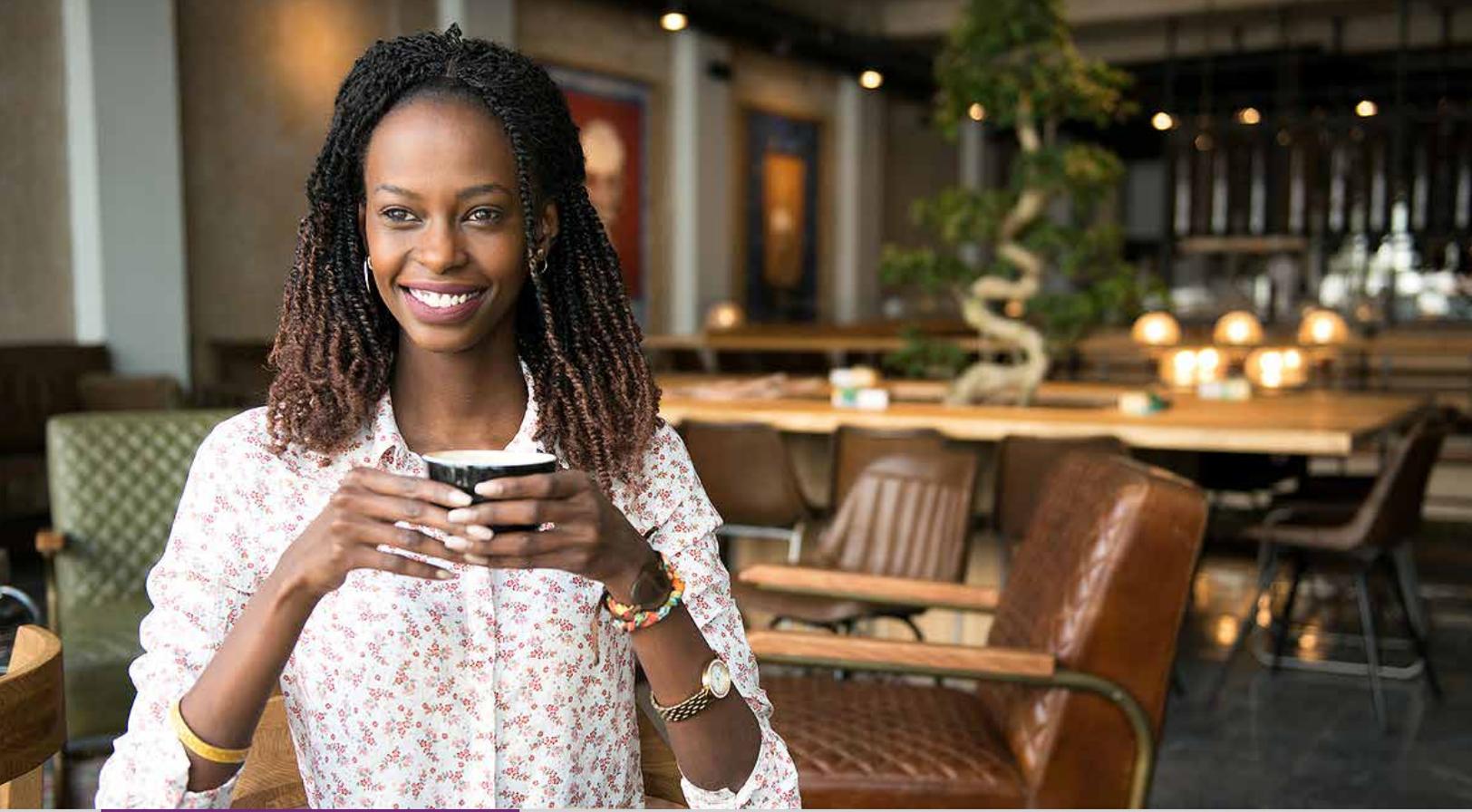
### How Do I Join?

Simply contact us via phone or email, one of our pension specialists will contact you and arrange to come to your office, provide a presentation and assist with completing the relevant forms.

#### RF will:

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





### Your Pension Plan in a nutshell...

The RF Multi-Employer Pension Plan is a defined contribution plan. The employer and employee each make a monthly contribution. The contributions are invested in selected investment funds. At retirement, the contributions and their earnings are used to provide a retirement income.

### Frequently Asked Questions

Who is eligible to join the Plan?	Any company with two (2) or more employees
Contribution Levels	Set by employer
Retirement Age	As specified in the National Insurance and Social Security Act
Additional Voluntary Contributions	Permitted
Investments Selection	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 filing of returns

Alternatively...

## RF Stand Alone Pension Plan

Notwithstanding the lower costs, wide range of investment options and limited administrative requirements, we recognize that the RF Multi-Employer Pension Plan may not meet all the needs of all companies.

To meet the needs of these companies, we offer Stand Alone Pension Plans that are designed to meet the specific needs of each company and its employees. While these plans are generally established by very large employers that do not need to pool assets to obtain benefits of scale, we understand that some companies 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.

Our pension team has over 30 years' experience in designing and administering benefit and defined contribution pension plans and is able to assist in the following:

- 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.





## GROUP PENSION PLAN

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