



Group Pension Plans

ROYAL FIDELITY
Money at Work



RBC Royal Bank

Working together to serve you better

RBC and Royal Fidelity have partnered to provide you with the ultimate in financial convenience: A one-stop-shop for everything from mutual funds, pension plans, and investment services from Royal Fidelity and private banking, business banking and wealth management services from RBC.

Successful financial planning for the future requires having partners you can trust. Why not find out how you can benefit from our partnership?

We're ready to serve you.



Mutual Funds



Pension Plans



Investment Services



Business Banking



Wealth Management



Private Banking

ROYAL FIDELITY



RBC Royal Bank

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About Us

Since inception in 1997, Royal Fidelity has been committed to helping clients create and manage wealth. We are a 50/50 joint venture between RBC Royal Bank and Fidelity Bank & Trust International Ltd, combining global knowledge and local intelligence. Offering a wide range of investment products and services in Barbados and The Bahamas, our financial solutions are designed to help you meet and achieve your investment goals. These include:

Group Pension Plans

Personal Pension Plans

Educational Investment Accounts

Mutual Funds

Investment Management

Corporate Finance

Trusts & Estate Planning

Stock Brokerage



Royal Fidelity Multi Employer Pension Plan

A Pension Fund for Businesses and Organizations

Royal Fidelity 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
- Flexible structure
- Efficient administration
- Competitive fees

Royal Fidelity 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, Royal Fidelity offers companies the opportunity to participate in the Royal Fidelity Pension Plan, a Multi Employer, defined contribution plan established in response to the growing demand for a cost effective pension plan that better meets the needs of the employer and the employee.

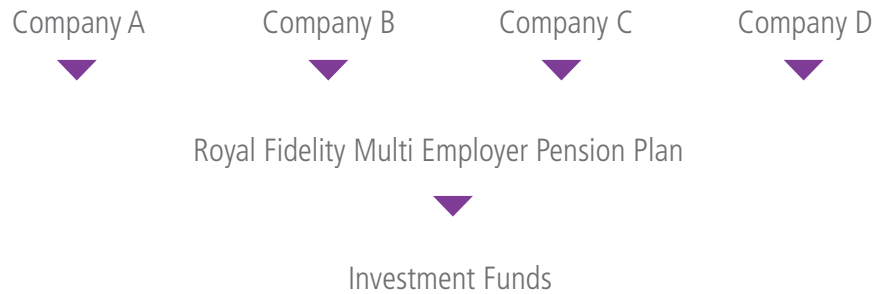
Royal Fidelity provides a complete range of consulting and advisory services to companies looking to either establish a new pension plan or transfer from an existing pension plan. Structured to provide the highest quality of service to both corporate and individual clients, Royal Fidelity's goal is to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



What is the Royal Fidelity Multi Employer Pension Plan?

It is a defined contribution plan established to assist businesses of all sizes to provide a cost effective and 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, arrange for service providers and incur 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, Royal Fidelity 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 Royal Fidelity Multi Employer Pension Plan is easy to administer and extremely cost effective.



- 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 the employee, Royal Fidelity 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 which include: employer's contributions, employee contributions (voluntary) 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.

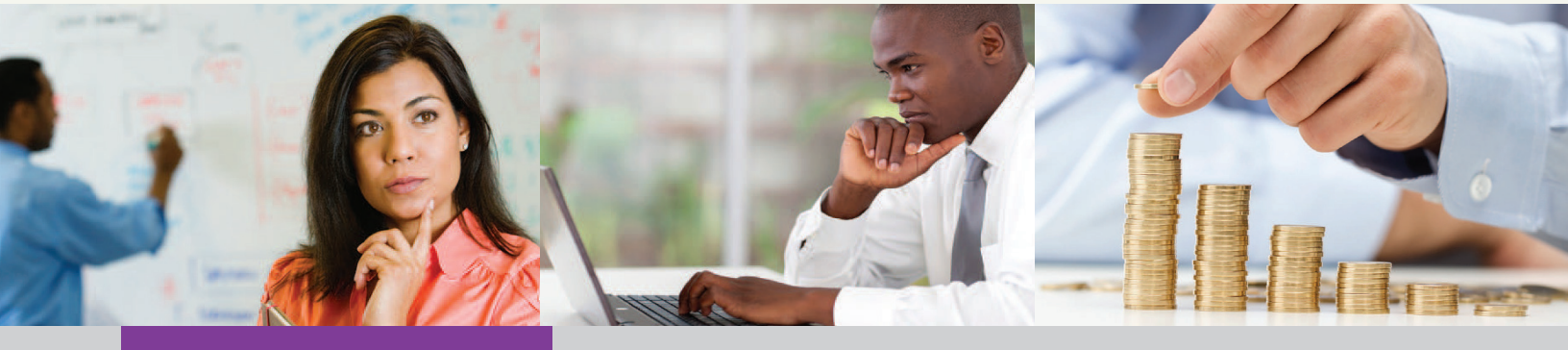
See how your money can grow....

	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) for each \$100/month employee contribution, with a matching dollar amount employer contribution, for a total of \$200. *Actual returns may vary as interest rates are subject to change.

Superior 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.



Royal Fidelity prides itself on providing a wide range of investment options through which pension participants can maximize returns within their risk capacity over their life time. Whether you are looking for a higher return/higher risk strategy, lower risk/stable return strategy, or low risk/moderate return strategy, Royal Fidelity 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 of Royal Fidelity's investment portfolios are managed by Royal Fidelity's qualified and experienced managers under the expert guidance of Royal Fidelity's Investment Committee.

Efficient Administration

Royal Fidelity's 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? Royal Fidelity updates contribution records and provides investment valuations on a monthly basis. Royal Fidelity's staff is available for one-on-one appointments or over the telephone to help with any issues which arise.

Flexible Plan Structure

Whether you choose a stand alone Plan or Royal Fidelity's Multi Employer Plan, Royal Fidelity has 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 Royal Fidelity prides itself on its ability to draft plan and trust documents that provide for maximum flexibility in meeting these needs.

Competitive Fees

Royal Fidelity's 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 Royal Fidelity 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 easier, 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 also 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.

	Income Fund	Balanced Fund	Equity Fund	Guaranteed Fund
Description	Invests in fixed income securities including Government and corporate bonds, and preference shares.	Invests in fixed income securities and Bahamian equities.	Invests in Bahamian equities preference shares and private placements.	Invests in fixed income securities, including Government and corporate bonds and preference shares.
Type	Fixed Income	Balanced	Equity	Guaranteed
Level of Risk	Low	Moderate	High	None
This fund is for you if...	You are approaching retirement (within a five year period) and seeking to safeguard and maximize on your accumulated assets.	Retirement is within 10 to 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 to 40 years and meanwhile you are seeking aggressive growth.	You do not want to take any risk, retirement is within five years or less and you want to preserve your investment.
	Low Volatility Fund (USD)	Global Equity (USD)	Global Fixed Income (USD)	
Description	Maintains exposure to a portfolio of USD-denominated Institutional hedge fund managers who follow a Long/Short investing strategy, which can benefit from both advances and declines in the market.	Invests in international equity securities and Exchange Traded Funds.	Invests in higher yielding global fixed income instruments.	
Type	Low Volatility Fund	Equity	Global Fixed Income	
Level of Risk	Alternative	High	Low	
This fund is for you if...	You want international equity exposure, but also want to minimize the effect that volatile international markets can have on your investment.	You are seeking aggressive growth and retirement is within the next 20 to 40 years.	You prefer the stability of returns and relative safety of global fixed income investments.	

A Royal Fidelity 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.

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

As your personal circumstances change, your investments are 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 Royal Fidelity 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

Royal Fidelity's 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 Royal Fidelity 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 Royal Fidelity Personal Pension Plan at no cost.

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. A Royal Fidelity pension specialist will contact you and arrange to come to your office, provide a presentation and assist with completing the relevant forms.

Royal Fidelity 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 Royal Fidelity Multi Employer Pension Plan is a defined contribution plan. The employer and employee each make monthly contributions. 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	Regular- 65 years, unless otherwise stated
Additional Voluntary Contributions	Permitted
Investments Selection	Self directed with guidance upon request
Vesting	Set by employer
Portability of Accumulated Benefits	Permitted
Governing Body	Securities Commission of the Bahamas

Alternatively....

Royal Fidelity Stand Alone Pension Plan

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

To meet the needs of these companies, Royal Fidelity offers 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.

Royal Fidelity's pension team has over 30 years experience in designing and administering defined 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 Plans



Royal Fidelity Merchant Bank & Trust Limited is a 50/50 joint venture between the Royal Bank of Canada and Fidelity Bank & Trust International Limited



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