



**Pensions
Management
Institute**

Moving pensions forward

Registered Office:
6th Floor
9 Appold Street
London
EC2A 2AP
T: +44 (0) 20 7247 1452
W: www.pensions-pmi.org.uk

Core unit 1B - Foundation in International Employee Benefits

FRIDAY 14th April 2023

9.30 AM – 11.30 AM

TIME ALLOWED:

2 HOURS

Pass Mark - 65

PMI Number	
------------	--

1. This contains several short answer questions. Attempt **ALL** questions. The total marks for this paper are 100.
2. Type all your answers in the answer box provided.
3. It is suggested to allocate your time according to the proportion of marks each question attracts.

Question Number: 1

List the main reasons why employers might offer Savings Plans as an employee benefit.

Total Marks

5

Question Number: 2

Draft a paper on the key objectives of the Local Regulator in relation to retirement plans (6 marks), and the Specific areas of regulation , (14 marks)

Total Marks

20

Question Number: 3

Outline the 'Taxation of Contributions' and 'Benefits' for both the Employer and the Employee under Qualified Retirement Plans & Retirement Plan Distributions in the United States.

Total Marks

20

Question Number: 4

As the International Benefit Manager, write down the management implications of employee benefit provision that you may encounter in your role.

Total Marks

10

Question Number: 5

In your role as International Benefits Manager, you have been asked to draft a briefing note that summarises the main points in the IORP II Directive.

Total Marks

10

Question Number: 6

Describe the Death Benefits provided as part of both Social Security Benefits and Customary Private Employee Benefits in the UK.

Total Marks

20

Question Number: 7

Describe the tax treatment of pension plans to encourage retirement provision. Your answer should mainly focus on the different phases of pension plan financing.

Total Marks

10

Question Number: 8

Explain the 3 principal 'Methods of Funding' employer-provided retirement plans in Europe and North America.

Total Marks

5

