



**Pensions
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Moving pensions forward

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Managing International Employee Benefits

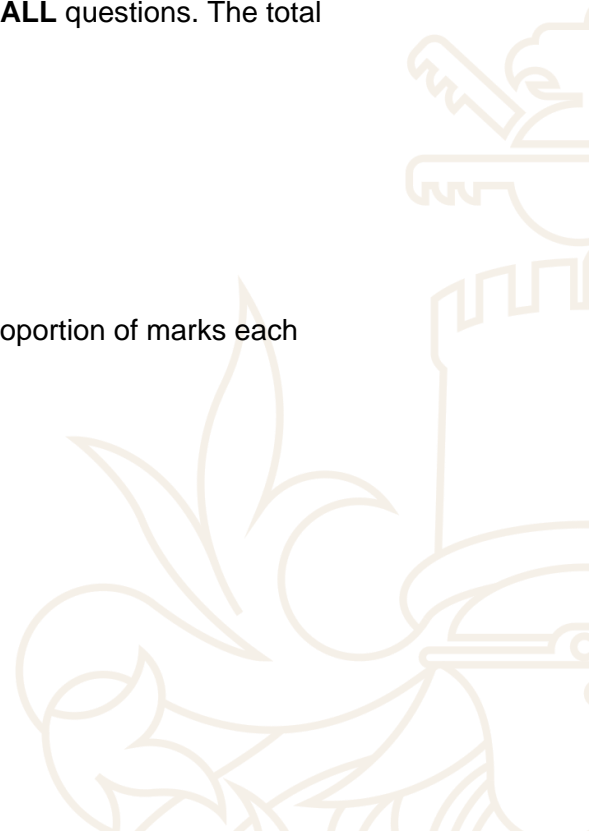
THURSDAY 13 April 2023 2-5 PM

TIME ALLOWED: 3 HOURS

Pass Mark - 55

PMI Number	<input type="text"/>
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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

Analyse the different approaches to financing and funding risk benefits. In your analysis, focus on the advantages and disadvantages of each funding method, how they apply to each class of risk benefits, and in what typical scenario they are used.

Total Marks**15****Question Number: 2**

Discuss the different methods of funding Defined Benefit pension plans in the United Kingdom, United States, Switzerland and Germany.

Total Marks**15****Question Number: 3**

As the newly appointed International Benefits Manager for a growing private aviation company expanding its business in Asia and Latin America, you have been tasked by the CEO to develop the international benefits strategy for its workforce. Explain what are the key challenges and success factors in the design and implementation of such strategy.

Total Marks**30****Question Number: 4**

Your company has a DB pension plan which is closed to new entrants, and a DC pension plan for all other current and future employees. You have been asked to deliver a summarized presentation to all employees to illustrate the key features and differences between these two plans.

Total Marks**20****Question Number: 5**

Describe the principle, mechanics, advantages and disadvantages of multinational pooling of employee benefits plans.

Total**20**