

Managing International Employee Benefits

Thursday 10th October 2024

2.00 PM – 5:00 PM

Time Allowed:

3 Hours

Pass Mark - 55

1. Answer **ALL** the questions.
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

Your group is set to acquire a competitor company to consolidate its market leadership. Write a briefing note for your Head of M&A that:

- a) Lists the various issues to consider that may impact employee benefits as a result of the transaction (6 marks)
- b) The areas of focus of 'Due diligence' from the perspective of employee benefits (6 marks)
- c) As part of the 'Sale agreement', the key points in respect of employee benefits (6 marks)
- d) the issues to consider 'At and After Closing' (2 marks)"

Marks**Total Marks 20****Question Number: 2**

Describe the available options for managing and funding Risk Benefits for global employers. Your description should include the following for each of the three funding options:

- a) The definition
- b) Potential advantages (3 marks for each funding option)
- c) Possible disadvantages (3 marks for each funding option)

Marks**Total Marks 20****Question Number: 3**

Your company has asked you to prepare a feasibility study for the transition from its current DB pension scheme to a new pension fund. The feasibility study should cover the following:

- a) The common risks associated with the current DB pension scheme. (6 marks)
- b) The different types of financing approaches for the pension fund, and their advantages. (14 marks)
- c) The business objectives for each funding policy. (15 marks)
- d) Some of the recent trends and developments in pension funding. (5 marks)

Marks**Total Marks 40**

Question Number: 4

Your company is considering opening three regional offices in Hong Kong, Mexico City and Dubai, to oversee its growing operations in

- a) Asia Pacific
- b) Latin America, and
- c) the Middle East.

You have been asked to draft a report that summarises the common provisions in each region in terms of retirement, employment and risk benefits.

Marks**Total Marks 20**