



# INTERNATIONAL BENEFITS NETWORK

## Guide to Employee Benefits





# Doing Business Globally

We do  
business  
where you do  
business

## How can you manage all the developments affecting employee benefits in multiple countries around the world?

The legal requirements are different in every country. There are also cultural and practical differences to consider, including those relating to pensions, social security, government-mandated benefits, taxation, termination indemnities, and many more.

How can you find the same level of expertise and attention across the world from Argentina to Australia?

### The answer is the International Benefits Network (IBN).

## IBN is a network of independent employee benefit consulting firms in over 70 countries around the world.

- IBN provides member firms and their clients with access to international employee benefits expertise
- IBN promotes global standards in employee benefit consulting
- We select the best consultants to provide services for each specific market

## IBN selects the best consultants to provide services for each specific market.

IBN was established in 1989 to offer employee benefit consulting throughout the world.

IBN was the vision of five partners from France, Germany, the Netherlands, the United Kingdom and the United States.

Today IBN member firms cover over 70 countries on five continents. Our knowledgeable consultants and extensive network offer immediate access to expert benefits assistance for employees anywhere in the world.

## IBN gives clients access to:

### A selected local benefit consulting firm

- Extensive local knowledge 'on the ground'
- Senior-level experienced advisors

### The highest professional service

- Our members are selected through careful application and screening
- We maintain a regular, ongoing and thorough quality review process

### A truly global network

- Expertise in over 70 countries
- Experience in a full range of benefits specific to each country



# A Global Benefit



An attractive and well-thought-out employee benefit package can help you to recruit and retain the best talent in your industry, regardless of current economic and employment factors.

An employee remuneration package needs to be competitive, and cost effective in local terms.

At the same time, benefit offerings should be integrated as much as possible with your global benefit strategy and philosophy.

IBN has a global benefit philosophy as well, and it is adhered to by each of our members throughout the world. In fact, we have built our membership on our philosophy that continuing exchange of information is key to meeting client needs.

## IBN promotes global standards in employee benefits consulting

Our goal is to support your team with competitive benefits at a reasonable cost. We do this through proven expertise in our field, local awareness of the local cultural climate, and consistent internal communications.

## Expert services

Our members are selected through careful application and screening. We maintain a regular, ongoing and thorough quality review process. We believe that clients should receive the highest standards of service. That's why our members are recognised as experts in their country of operation.

## Local knowledge

Our membership follows current local market practice. Our selected consultants, actuaries, and brokers have extensive local knowledge 'on the ground'. Working with IBN, clients benefit from senior-level experienced advisors.

## Cultural awareness

Each member is capable of providing advice that reflects their local market, cultural and legislative environment. Our members are rooted in their respective communities. They are entrenched in all facets of local business and culture.

## Ongoing communication

Our members work together on international projects as required. We exchange market information on an ongoing basis so that clients can receive excellent service in all geographic regions. Our members are committed to ongoing professional development.

## Dedication to expertise

IBN members won't give advice for the sake of giving it. Members recognise that their reputations are always at stake and should a specific client issue require expertise not available they will refer them to other professionals with the expertise required. Our members have a successful history with their clients and a strong commitment to professionalism.



# Our Philosophy



## How IBN Works

The IBN structure has been successful since working with its first client in 1989. Here's why:

### Members

Our member partners are not just names in a database. They are colleagues who know one another. Typically, only one partner per country is invited into IBN membership, although there are regional partners in larger countries. The IBN structure is conducive to members supporting one another in solving client needs.

Furthermore, the credentials for IBN members are verified at least once every three years. This includes a code of conduct review and a skills review to ensure that each member is still able to deliver a high standard of service. A review of their financial and corporate status is also performed.

### Coordination

IBN has a central point of contact for all members, to collect and distribute information and co-ordinate meetings. This position ensures good communication and cohesiveness among members and ultimately their clients, without incurring the overhead of a corporate head office.

## Remuneration

Clients of member firms pay no commission to IBN on work coming through the network. The structures and overheads of the firms involved allow for competitive pricing of work.

## Commitment

Each IBN member has committed to several tenets as part of membership:

- To offer senior-level expert advice on their own country
- To understand the client, their organisation and policies
- To provide access to a specialist on current conditions in other countries
- To develop sound recommendations to meet a client's need
- To Implement agreed solutions with the help of other network members in the relevant country

## Reputation

Members are expected to have and maintain a solid reputation, as well as expertise of their local market. It is essential to IBN that members can give independent advice without conflict of interest.

**Our member partners  
are not just names in  
a database...**



# IBN Services

IBN services can be divided into three broad categories: benefit planning and maintenance, financial and mergers and acquisitions.

## Benefit planning and maintenance

- Establishing corporate goals and strategies
- Benefits audit and benchmarking
- Identifying current arrangements and commenting on their validity in line with corporate practices and market trends
- Designing and implementing new or revised benefit plans
- General servicing of benefit plans
- Ensuring legislative requirements are met
- Risk analysis of insurance policies and multinational pooling considerations
- Updating of local surveys and analysis
- Communications for employees

## Financial

- Global investment strategies and asset planning
- Local investment manager selection
- Actuarial valuations
- An understanding of the taxation aspects of benefit financing

## Mergers and acquisitions

- Help and advice in identifying employee benefit issues
- Analysis of benefit liabilities
- Liaison to ensure compliance with national law, international law and financial practice



Members offer a range of specific services as relevant in their country:

### Retirement plans

- Pensions scheme design
- Pensions administration
- Investment consulting
- Retirement planning

### Actuarial services

- Actuarial consulting
- Actuarial accounting

### Benefit plans

- Benefit plan design
- Benchmarking
- Benefits auditing

### Insurance

- Life Insurance
- Disability insurance
- Workers' compensation
- Risk benefit consulting
- Risk benefit re-broking

### Medical Plans

- Private medical insurance
- Wellness

### Advice

- Financial planning
- Mergers & acquisitions
- International transfers

## Why IBN? A truly global network

IBN is a network of independent employee benefit consulting firms in over 70 countries around the world

- IBN provides member firms and their clients with access to international employee benefits expertise
- IBN promotes global standards in employee benefit consulting. We select the best consultants to provide services for each specific market

## Find out more

For more information, or to discuss a global benefits project or benefits in a specific country, please visit [www.internationalbenefits.net](http://www.internationalbenefits.net)

Alternatively, contact IBN's Executive Director: [sally@internationalbenefits.net](mailto:sally@internationalbenefits.net)







INTERNATIONAL BENEFITS NETWORK

PO Box 8201, Reading, RG6 9QQ

+44 (0) 1189 403719

[www.internationalbenefits.net](http://www.internationalbenefits.net)