



A complimentary training program will be offered on Monday afternoon. Come early and learn about pooling, review of International Experience Reports, developing an international account and captive reinsurance.

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2015 IGP Seminar Renaissance Boston Waterfront Hotel September 29 - October 1

Recognized as the premier international employee benefits conference, the IGP Seminar offers a unique opportunity to learn about country-specific employee benefits....and much more!

In just two and a half days, attendees will be able to:

- Learn about the social security and customary employee benefits practice in the countries of their choice
- Meet representatives from over 30 of the world's leading employee benefits providers, who will answer specific questions and discuss solutions
- Learn about programs for third-country nationals and globally mobile employees
- Network with benefits professionals from some of the world's leading multinational companies and organizations
- Attend Special Interest Sessions on timely topics of interest to employee benefits professionals

Participants can select from an extensive array of panel presentations covering employee benefits in countries throughout the world, as well as solutions for globally mobile employees.

The newcomer will acquire a basic working knowledge of employee benefits practice in different markets, while the experienced benefits specialist will ensure he or she remains current on legislative and other developments in specific countries.

Whether you are responsible for employee benefits, human resources or finance, you will find a wealth of information on all aspects of international employee benefits at the 2015 IGP Seminar!



Program Outline

The Welcome and Orientation Session on Tuesday morning, September 29, will mark the opening of the 2015 IGP Seminar.

The program features a series of panel presentations during which IGP Network Partners provide information on their country's social security and customary employee benefits practice.

Depending on the country, these presentations include:

- Design of a typical benefits plan
- Funding requirements
- Legislative updates
- Recent trends and new products

Each participant will have the opportunity of attending up to **12 Country Panel Presentations**, as well as **Special Interest Sessions** on topics of interest to all attendees. Ample time is provided so that participants can ask questions and share solutions.

In addition to the formal agenda, we are also offering a **Complimentary Training Program** on the afternoon of **Monday, September 28**. There will be two sessions, each featuring a choice of classes. Come early and take advantage of the opportunity to learn about pooling, review of International Experience Reports, developing your international account and captive reinsurance.

Later that evening, we invite all attendees and their guests to join us for a reception at the Renaissance Boston Waterfront Hotel. This will give you the chance to meet and network with the other participants in a casual atmosphere.

The less formal seminar events, including meals, refreshment breaks, receptions and the group dinner, provide additional opportunities to network with fellow attendees and ask questions of the IGP Network Partners.



Provisional Program Schedule

Monday, September 28

- 2:30 pm Training Session 1 *(optional)*
- 3:45 pm Training Session 2 *(optional)*
- 6:00 pm Reception

Tuesday, September 29

- 8:00 am Seminar Registration
Continental Breakfast
- 9:00 am Welcome and Orientation
- 10:00 am **Panel Session 1**
- 11:15 am **Panel Session 2**
- 12:15 pm Luncheon
- 1:30 pm **Panel Session 3**
- 2:45 pm **Panel Session 4**
- 4:00 pm **Panel Session 5**
- 6:00 pm Reception

Wednesday, September 30

- 8:00 am Continental Breakfast
- 9:00 am **Special Interest Session**
- 10:15 am **Panel Session 6**
- 11:30 am **Panel Session 7**
- 12:30 pm Luncheon
- 1:30 pm **Panel Session 8**
- 2:45 pm **Panel Session 9**
- 4:00 pm **Panel Session 10**
- 6:00 pm Reception & Dinner

Thursday, October 1

- 8:00 am Continental Breakfast
- 9:00 am **Panel Session 11**
- 10:15 am **Panel Session 12**
- 11:30 am **Special Interest Session**
- 12:15 pm Luncheon



Registration

Prior to your participation at the Seminar, we ask that you select and register for the country panel presentations in which you are most interested.

*Registration, as well as the list of panel presentations, will be available on www.igpinfo.com by **June 1**.*

Registration Fees

First attendee:

USD 1,000	Until July 31
USD 1,100	August 1 - September 1
USD 1,200	After September 1

Additional attendees from the same company:

USD 900	Until July 31
USD 1,000	August 1 - September 1
USD 1,100	After September 1

The registration fee covers all of the country panel presentations and the Special Interest Sessions, as well as continental breakfasts, luncheons, mid-morning and afternoon refreshments, evening receptions and the group dinner (Tuesday or Wednesday).

Hotel accommodations and travel expenses are not included in the fee.



Outstanding International Dividends can be used to pay for registration fees and hotel accommodations. Please ask your IGP Account Manager for more information.

Guests

Should your spouse, partner or guest choose to accompany you to Boston, he or she is invited to join us for the continental breakfast each morning, all the evening receptions and dinners, as well as the final luncheon on Thursday. Although no formal guest program will be arranged, suggestions will be provided for various activities in and around Boston during the day.

Hotel Accommodations

A block of rooms has been reserved at the Renaissance Boston Waterfront Hotel for attendees of the IGP Seminar.

Renaissance Boston Waterfront Hotel

606 Congress Street
Boston, MA 02210 USA

www.renaissanceboston.com

Reservations (Local): +1 617-338-4111

Reservations (Toll-Free): +1 877-901-6632

Reservations can be made on-line at:

<https://resweb.passkey.com/go/JohnHancockIGPMeeting>

The Renaissance Hotel is located in the heart of Boston's bustling seaport district. Combining contemporary elegance and state-of-the-art technology, the Renaissance Hotel has an aquatic-themed atmosphere and exceptional views of the Boston skyline and waterfront.

Please note that the Renaissance is a completely non-smoking hotel.

The group rate at the Renaissance Hotel for the IGP Seminar is **USD 289** plus tax (USD 330.76) per night for single or double occupancy. Hotel accommodations are not included in the registration fee, and payment must be made directly to the hotel.

For Additional Information

To learn more about the 2015 IGP Seminar, please contact your IGP Account Manager or:

Elaine Paradiso

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+1 617-572-8637

We look forward to welcoming you to Boston for the world's premier international employee benefits conference!

Belgium:

New Guaranteed Interest Rate for Group Insurance Plans What is the Impact on Group Insurance Plans?

New guaranteed interest rate as of April 1, 2015

- The new premiums in a group insurance plan with guaranteed reserves will benefit from a guaranteed interest rate of 1.50%.
- The new guaranteed interest rate of 1.00% for group insurance plans with guaranteed reserves and premiums, will only apply to higher premiums for current plan members and to all premiums for new members.

What are the financial implications?

What are the specific issues for group insurance?

Group insurance is all about making and delivering on long-term commitments. The premiums paid by employers and/or employees today are used to build up savings that will be paid out much later.

A guaranteed return is generally given for the entire period. Today, this is 2.25% for group insurance plans with guaranteed reserves and 1.75% for group insurance plans with guaranteed reserves and premiums.

How do long-term commitments affect group insurance investments?

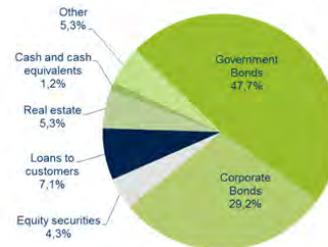
Group insurance reserves are mainly invested in government bonds, with additional investments in corporate bonds, real estate and, to a lesser extent, shares. With this type of asset mix, AG Insurance can achieve the right balance between risk and return to ensure AG Insurance honours their long-term commitments.

There has been a structural drop in the interest rate on Belgian linear bonds (OLO) over the last few years.

AG Insurance: Investment portfolio at fair value*

Status 31/12/2014

▶ Investment portfolio EUR 67,5 Bio** @ 31/12/2014



* The unbiased estimate of the amount at which an asset could be sold in a transaction other than a liquidation sale
** Total assets amount to EUR 74.3 Bio of which EUR 6.7 Bio consists of investments on behalf of policy holders (Branch 23)

On February 28, 2015, the Belgian ten-year bonds earned an average return over the last three months of only 0.76%. Similarly, the interest rate on the German ten-year government bond (usually considered as the safest government bonds in the eurozone) was merely 0.49% over the last three months.

In such financial circumstances, it is therefore not prudent to continue to guarantee a return of 2.25% or 1.75% in the long term for new commitments in the context of group insurance.

What about profit sharing?

The terms of the profit sharing plan remain unchanged and will continue to be based on the results of AG Insurance.

In accordance with legal requirements, AG Insurance has set aside the appropriate provisions to ensure an average minimum total net return of 3.25% per plan member and per pension plan for the next three years (2014, 2015 and 2016).

(Only applicable to Branch 21)

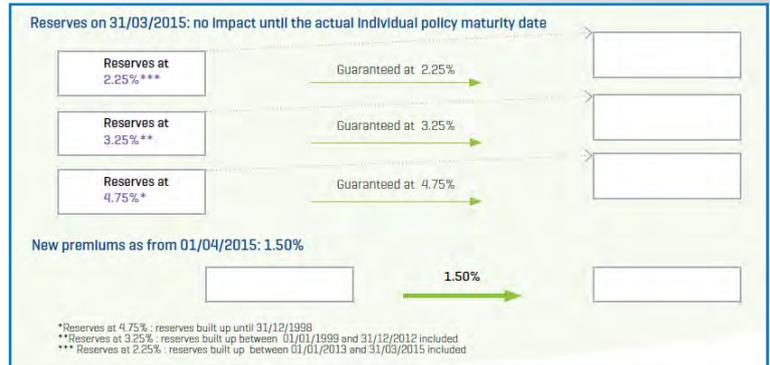
Belgium

New Guaranteed Interest Rate for Group Insurance Plans What is the Impact on Group Insurance Plans?

Do you have a group insurance plan with guaranteed reserves?

This is a group insurance plan with a guaranteed interest rate on previously accrued reserves that will remain guaranteed until the actual policy maturity date, as stipulated in the group insurance plan regulations. If there are any subsequent changes in the guaranteed interest rate, the new rate will only apply to future premiums. The guaranteed interest rate can also be revised for new premiums.

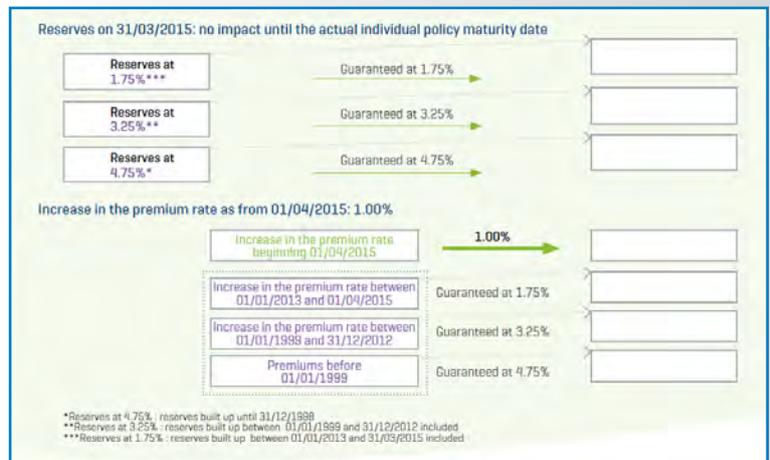
As of 01/04/2015, a new guaranteed rate of 1.50% will be applied to new premiums.



Do you have a group insurance plan with guaranteed reserves and premiums?

For this type of group insurance plan, the guaranteed interest rate applies to previously accrued reserves as well as to new premiums, as long as they remain below current premium levels, and will remain guaranteed until the actual policy maturity date, as stipulated in the group insurance plan regulations. If there are any subsequent changes in the guaranteed interest rate, these will only affect the higher premiums collected.

For this type of group insurance, the new guaranteed interest rate of 1.00% will only apply to higher premiums for current plan members and to all premiums for new members.



Would you like to discuss your group insurance plan in Belgium?

If you would like to discuss the opportunity of pooling your employee benefits plans in Belgium in more detail, please contact your IGP Account Manager or:



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 W www.agemployeebenefits.be

Pooled Benefits: Should You Take the Plunge?

By Gareth Francis, *HR Grapevine*

HR Grapevine, in association with AXA PPP healthcare, Canada Life Group Insurance and IGP, hosted a roundtable in January 2015 in London.

With the help of senior compensation and benefit professionals from G4S, Schlumberger, American Express, AECOM, Aon Hewitt and Willis, we discussed the advantages of pooling benefits.

Pooled benefits can seem a scary concept to the uninitiated. Those floating the idea can be put off by time constraints and breakdowns in communication. But for those ready to dive in, there are treasures to be found.

In it for the dividends?

“*An efficient pool is not about maximising dividends. If you don't get a dividend, it simply means you've paid the right price.*”

One common belief held by many around pooling benefits is that the only advantage to be gained is the international dividend, but this was widely dismissed by most delegates. They claimed that while pooling can return a dividend, this was far from the only benefit it can offer and was not even necessarily desirable.

One explained: “An efficient pool is not about maximising dividends. If you don't get a dividend, it simply means you've paid the right price.”

They added that this could often be misunderstood by other members of the company working outside of compensation and benefits who may then expect dividends each year. They agreed that when dividends do come through, they should be reinvested in benefits.

This was echoed by advisors. One said: “I would never advise to do it for a dividend. Staff benefits should come to staff. Dividends can help pooling, but it should never be driven by them.”

Diving in

Others agreed, adding that one of the biggest advantages they had found was the time-saving nature of pooling benefits across their company. “Although pools can be time consuming to initially set up, the renewals will be much quicker,” one explained.

“As the pool grows, the time saved increases, and it also gives companies improved negotiating power when renewing.”

“They also have the potential for coming up with special arrangements that would otherwise not be possible.” For example, one multinational parent company used part of their International Dividend to pay out an ex-gratia payment to an employee who was not eligible for coverage.

Another employer noted that depending on the composition of the pool, larger pools can sometimes allow for more flexibility when dealing with the local insurers.

Our experts next discussed whether it was advisable to also introduce benefits to encourage a healthier workforce, such as gym membership, in an attempt to reduce claims. It was generally agreed that these benefits tended to be more effective over a longer-term.

One explained: “In the short-term, I have seen claims rise; because, for example, preventive screening/tests cost money, and staff can injure themselves when pursuing a more active lifestyle.”

Pooled Benefits: Should You Take the Plunge?

By Gareth Francis, *HR Grapevine*

“The implementation of a wellness programme might make staff more aware of what they can claim for and as such, increase the claims.”

An underwriter explained that there are two main considerations around such schemes when writing a health policy: the likelihood a health scheme will engage employees and how risk will be minimised. Medical can be pooled and needs to be reviewed case by case. “It’s about the culture in each business and what they want to achieve”.

Plain sailing

A decade ago, some predicted that the end was nigh for pooling. We asked our guests to give us their thoughts on this. The response was unanimous: “They couldn’t have been more wrong, the market share has increased every year.”

However, they also agreed that some more optimistic predictions turned out to be incorrect. Some expected American multinationals to have pan-European plans in place with many of their branches being in the EU. However, with countries remaining more autonomous than some companies expected, changes were less far-reaching than predicted.

Others explained they had expected more positive changes within pooling. “People hoped for innovation, for markets to move, but that hasn’t happened.”

However, they agreed the success had also been the result of a forward-looking vision. “Pooling networks were pro-active; they looked for business in less mature regions such as Asia and South America.”

Good forecast

So what could the future hold for pooling? While our roundtable members speculated that flexible benefits may have a knock-on impact, pooling is generally expected to stay fundamentally the same.

“With healthier workforces, the demands for benefits included in the pool may rise and fall, but huge changes in what it includes are unlikely.”

However, there was an expectation that responsibility for selecting the pool provider could move away from HR. “We could see this responsibility move to those in charge of Group Risk. Rising life expectancies could also see enterprise risk increased, and this should be taken into account. The question is: “Who will be best placed to judge this?”



Thanks to our participants, Dieter Gistelneck and Nick Skipper of Willis Group Holdings, Paul Devitt and Matt Lee of Aon Hewitt, Matthew Davies of G4S, Gregory Delacroix of Schlumberger, Michael O'Reilly of American Express, Alex Jefferson of AECOM, Gavin Shay and Clive Neale of AXA PPP healthcare, Tim Stoves and Jon Ford of Canada Life and Wim Moldenaers and Nele Segers of IGP.





WATCH THE VIDEO ONLINE 

Pooled Benefits: Should You Take the Plunge?

By Gareth Francis, *HR Grapevine*

Multinational message

For now though, the choice seems to be remaining in one place according to providers. “We find the decisions are staying in HR, with help from other departments including legal, to ensure a well-rounded understanding of policies, contacts and pooling.”

But once a decision is made to go for pooling, cross-nation communication can prove difficult. So how can companies get their message out to their international offices? The first step is to get global HQ talking to local brokers to understand the market in that country and what policies could work for pools. In theory, this should be easier than ever before thanks to mobile devices and other technologies becoming more widespread.

“*Ideally, you want locally based eyes and ears that understand both the needs of your company and the local market.*”

However, advisors warned this was not always the case. “There is a risk of over-communication. Ideally, you want locally based eyes and ears that understand both your company needs and the local market.”

There is also the struggle for influence from other departments that need consulting when implementing pooling. One advisor explained: “The level of silos can be staggering. When consulted together, many become unwilling to step up and make a decision, so there is a lot of to-ing and fro-ing. When Finance gets involved, they can sometimes push to increase the potential for dividends. HR departments must be wary.”

The discussion finished by summing up the key points raised during the day. Though many are put-off by pooling due to the time taken to implement, all those who had taken the plunge agreed it now saves them time every year. Some issues of communication can crop up; but, by keeping on message with key people who understand business needs and local markets, these can be avoided.

Finally, while the composition of pooled benefits may change in the future, the idea should remain the same overall, although we may eventually see responsibility move from HR to other departments.

A special thank you to our participants: Dieter Gistelincx and Nick Skipper of Willis Group Holdings, Paul Devitt and Matt Lee of Aon Hewitt, Mathew Davies of G4S, Gregory Delacroix of Schlumberger, Michaela O'Reilly of American Express, Alex Jefferson of AECOM, Gavin Shay and Clive Neale of AXA PPP healthcare, Tim Stoves and Jon Ford of Canada Life and Wim Moldenaers and Nele Segers of IGP.



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UK

AXA PPP healthcare cares about your employees and workplace wellbeing

The benefits of workplace wellbeing

In the past, wellbeing initiatives have been seen as an adjunct to health and safety activities, and in some cases, were little more than a perk – witness the vogue for the desk-based head massage in the 1980s, or aromatherapy treatments as part of flexible benefits packages. However, there is a growing recognition that these “nice to haves” no longer reflect the needs of many workplaces and employees. Employers now seek wellbeing initiatives that help employees to stay fit and contribute to productivity improvements.

AXA PPP healthcare is introducing ‘Proactive Health’, a ground-breaking approach to engaging populations and driving health behaviour change in a manner that is both inclusive and cost effective.

In addition, AXA PPP healthcare offers a “Fast Track Appointments” service for its members (now also an option in its core large corporate plan).

Proactive Health: Help people become healthier and businesses perform better

AXA PPP healthcare’s Proactive Health is designed to help people change their lifestyle behaviours through a personalised programme of tools and services, inspiring individuals to take responsibility for their own health.

The goal is to boost productivity, performance and morale, while reducing personal health risks such as blood pressure, body mass index and mental health issues.



- **Technology:** The **Health Gateway** sits at the heart of the Proactive Health programme, supporting each element. It’s the single home for all of your health and wellbeing activity. It’s personalised to all users and drives business insight that delivers programme success.

- **People:** AXA PPP healthcare’s Proactive Team is passionate about helping people change their lives. The team includes lifestyle coaches, communication specialists, physiotherapists, onsite wellbeing managers, psychologists and support technicians.
- **Coaching:** AXA PPP healthcare will work with you to help shape a programme that best fits your company’s business needs.
- **Communication:** AXA PPP healthcare will work with you to help you create a buzz around your programme, building on each success.

Getting your employee in front of the right specialist, fast

Fast Track Appointments is perhaps one of the most simple yet effective ways that AXA PPP healthcare creates a better experience for their members.

AXA PPP healthcare’s Corporate Health Plan now has a Fast Track option for both new and existing business.

When your employee needs to see a specialist, the last thing they want to do is wait. AXA PPP healthcare’s Fast Track Appointments helps employees to see the right consultant, quickly. It’s a little added service that can make a big difference.



- **Benefits to the member**
 - Member calls with an open referral, and (subject to authorisation) AXA PPP healthcare will do the rest ... Simple
 - Speed and convenience
 - The specialists’ fees are paid in full
- **Benefits to your business**
 - Helps to contain costs
 - Protects your health investment
 - AXA PPP healthcare takes care of your colleagues’ health cover

UK

AXA PPP healthcare cares about your employees and workplace wellbeing

How can managers enhance employee engagement, health and wellbeing?

Managers play a key role in the effectiveness of employee engagement, health and wellbeing strategy. The behaviours they demonstrate have a direct impact on their team, yet often, managers receive little support.

AXA PPP healthcare and Affinity Health at Work, recently offered a webinar that explored how development programmes aimed at managers can help create and enhance a culture of sustainable employee engagement, health and wellbeing.



This webinar provides:

- An understanding of the evidence-based approach to manager development.
- Practical guidance on the competencies and considerations that feed into the design of effective management development programmes.
- Resources to enhance success in achieving sustainable employee health, wellbeing and engagement in your organisation and particularly in supporting and developing managers to play their role in this.

AXA PPP healthcare wins “Best Healthcare Provider” at the Corporate Adviser awards

“We’re delighted to have won and see it as recognition that intermediaries and clients alike value the services we provide. Our approach to directional care and clinical pathways such as our Fast Track Appointments and Musculoskeletal Pathway are now establishing a framework for health & wellbeing initiatives because they provide financially sustainable solutions whilst never losing sight of the importance of continuing to enhance the member experience.”

- Paul Moulton, Director, Intermediary Distribution, AXA PPP healthcare

Interested in what AXA PPP healthcare has to offer?

For more information on the Proactive Health programme and how it can help to reduce the health risks within your business, please contact your IGP Account Manager or:



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UK

**Canada Life Group Insurance
2014 in Numbers – A Success Story in Group Risk**

Market Share

Canada Life celebrated achieving the overall No. 1 spot in the UK Group Insurance market based on gross premium income for the first time in 2014.

This builds on its first-place position in terms of employees and employers covered – according to the Swiss Re Group Watch Survey of 2014 – and shows that Canada Life is now the largest on every industry metric.

Advisor Opinion

The 7th wave of the ORC International Adviser survey 2014, an industry-wide assessment of how group risk insurers are performing, placed Canada Life Group Insurance at the top of the industry for the third year in a row and in first place for service for the sixth consecutive year.

For the first time ever, it was also the “top of the table” for medical underwriting.

Rated as good or excellent by 93% of advisers, vs. a market average of 68%, Canada Life created a clear lead between itself and the other providers in this market.

CLASS Success

Part of this success is due to CLASS - the Canada Life Automated Self Service platform, for sub-100 employee group risk cases - which now holds in excess of 7% of all Group Risk schemes, enabling advisers to profitably operate in the SME employer segment.

Record Uptake of Services

In 2013, Canada Life re-contracted with Best Doctors Second Medical Opinion Services and Capita Health and Wellbeing Services; and in 2014, there were record numbers of service users taking advantage of these benefits.

Red Arc, which provides support to scheme members when a critical illness claim is submitted, was also re-contracted in 2014, and its service usage for Group Critical Illness claimants had a 90%+ claimant take-up.

Case volumes continue to grow significantly every year on the back of the growth of the critical illness product that was launched, with Best Doctors and Red Arc uniquely combined, in January 2011.

2014
The success story in Group Risk
6 of the best

- Market Share**
Swiss Re Group Watch Survey of 2014
• No.1 for employers covered
• No.1 for employees covered
• No.1 on premium income (for the first time)
- Adviser opinion**
ORC International Adviser survey 2014
• No.1 Overall (93% good/ excellent ratings)
• No.1 for service for the sixth consecutive year
• No.1 for pre-sales marketing, quotes, scheme set-up, day-to-day admin, overall claims handling and medical underwriting for the first time
- Record uptake of services**
More people than ever using our add-on services
• Best Doctors
• Capita EAP
• RedArc
- CLASS success**
(under 100 lives)
• 7% of all Group Risk schemes now placed on CLASS
• 1,000 employers placed on CLASS in 2009 to over 5,000 employers today
- Services launched**
• Group Income Protection
• Early Intervention Services
• NoDole claims
• MCO Treatment
• Sourcing Service
- Process Improvement**
• Income Protection cancer claims processing reduced from 40 days to 3 days
• Medical Underwriting decision time reduced from 23 days to 1 day

2014
Service excellence
Faster claims decisions
Faster service
Reduced IP & EAP
Cancer claims
CLASS success
No.1 for 6th year
No.1 for 6th year
Adviser Opinion
Swiss Re Group Survey of 2014
Market Share
Premium income
Scheme set-up

Logos: closs, Best Doctors, Capita, RedArc, 2014, Supporting Families, Canada Life Group Insurance

UK

Canada Life Group Insurance 2014 in Numbers – A Success Story in Group Risk

Services Launched

This promotion of value and service over price has continued with the October 2014 launch of the Medical Care Direct 'Treatment Sourcing Service', in preparation for the full roll-out of the Government's 'Fit for Work Service.' This is further evidence that support for employers, employees and family members will continue as Canada Life aims to provide much more than a financial benefit.

The 7Families Initiative

Canada Life Group Insurance is also a supporter of the Seven Families initiative, a charity-led campaign that is providing tax-free income for a year to seven families who have lost their income due to a long-term illness or disability.

As a further demonstration of Canada Life's firm commitment to the Group Risk industry, and evidence of providing support beyond the purely financial, the insurer continues to seek ways to further the industry and product profiles in wider media.

Medical Underwriting Update

Throughout 2014, Canada Life has worked hard to ensure more timely decisions on cover for customers going through the medical underwriting process.

Some of the improvements in 2014 include:

Health Declaration

By updating the style and format of the Health Declaration, Canada Life has been able to double the number of cases where a decision can be made without requiring further information.

Canada Life also updated the form to allow electronic editing. The form can then be signed as normal and scanned or posted back.

Hazardous Pursuit Questionnaire

Canada Life has also updated its hazardous pursuit questionnaires so that risk can be more accurately assessed.

Tele-Interviews

Following feedback, Canada Life has enhanced its process for conducting tele-interviews, which can now be done by a Canada Life Technical Underwriter where it is deemed appropriate. This has benefits both in terms of timeliness and interview techniques that can add huge value when working with high net-worth individuals/clients.

2014 Awards

- Health Insurance – Best Group Risk Provider
- Corporate Adviser – Best Group Risk Provider
- ILP Moneyfacts – Best Group Protection Provider

Canada Life Group Insurance: Your Best Choice

Canada Life is committed to building strong relationships with their customers by providing market-leading products, as well as exemplary service and support.

If you would like to discuss your group life and pension plan in the UK, please contact your IGP Account Manager or:



Canada Life[™]
Group Insurance

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Hungary

AEGON Hungary Composite Insurance Company: Our Award Winning Network Partner in Hungary

AEGON Hungary: A major market player and innovation leader

AEGON Hungary Composite Insurance Company was Hungary's sole insurance company until 1986 and is the successor of the former national insurance company. In 1992, AEGON was privatized by the Netherlands-based AEGON Group, which has roots dating back over 160 years. The AEGON Group has a significant share of the world's life and pension insurance market, and 90 percent of its revenue comes from these services. The Dutch-American-owned AEGON Group also has a traditional presence in the accident and health insurance markets.

AEGON is one of Hungary's leading providers of life assurance, pensions and investment products. It is Hungary's second-largest provider of pension schemes and the third-largest provider of life assurance and income protection solutions to individuals and corporations. AEGON is also the leader in the household insurance sector with a 33% share of this market.

AEGON's pension fund, the AEGON Voluntary and Private Pension Fund, celebrates its 20th anniversary in 2014. Since its inception, the fund has grown to a membership of nearly 200,000, making AEGON one of the leaders in the voluntary mutual pension market.



2014: An award-winning year for AEGON Hungary

- 2014 Insurance Company of the Year - "Claims Settlement" category
- Figyelő Top 200: 2014 Financial Institution of the Year
- Excellence in Customer Service Award 2014: Insurance Industry Special Award
- European Excellence Awards 2014: Finance Award for the "National Property Damage Prevention Program"
- CSR Hungary Award 2014 for demonstrating outstanding Corporate Responsibility

Interested in discussing your Hungarian employee benefits plan with AEGON and IGP?

Martin Zinsler, IGP Account Manager, regularly travels to Hungary and can visit your subsidiary, together with AEGON, to discuss trends and provide information about what is typical in the local employee benefits market.

If you would like to discuss this, please contact your IGP Account Manager or:



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W www.aegon.hu

TCNs & Expatriates

AXA Introduces New International Savings Product for IMEs

Challenges for Internationally Mobile Employees (IMEs)

In the field of international employee benefits, multinational clients have specific requirements with regard to insurance cover and retirement savings for their internationally mobile assignees. HR Management is faced with the challenge of guaranteeing a first-rate level of risk and pension coverage, wherever these employees are working.

The provisions governing employment and social insurance, entitlements to pension benefits and the relevant contribution deadlines can vary from country to country. This means that continuous coverage based on individual arrangements is always associated with major administrative overhead. This is especially true for "Global Nomads", employees who move frequently from one country to another in the course of their career.

AXA introduces new International Savings Product

As a response to this important need, AXA has launched a new international savings solution, in addition to the already existing group insurance plan for health, disability and death.

The international savings solution (IPP) has been set up by AXA in Luxembourg via a fully-owned subsidiary of the AXA Group with a longstanding tradition and experience in the provision of pension plans in the international environment. It is based on a Luxembourg group insurance contract. As the world's second most important location for funds, Luxembourg has a legal protection system with outstanding features – ideal for the retirement provision of mobile employees.

AXA's international savings solution is designed to secure a continuous savings process for retirement, regardless of the temporary country of assignment of an internationally mobile employee.

Product Features

Investment competence

- Asset Management by AXA Investment Managers (AXA IM)
- Selection of third-party asset managers (open platform)

Flexibility of investment profiles

- Investment strategy profiles (target maturity plan, pre-defined investment profiles or free selection of underlying funds)
- Combination of insurance guarantees (nominal value guarantees, minimum return guarantee) with unit-linked funds

Flexibility and freedom on pension plan features

- Multiple currencies available
- Customized benefit design

Modern online administration and web services

- Access for HR Management
- Access for individual employee

Would you like to know more about what AXA has to offer to your IMEs?

If you would like to discuss the death, disability, health and /or pension coverage possibilities through AXA, please contact your IGP Account Manager or:



Ms. Graziella Stros
AXA Global Protect
 T +41 58 215 51 19
 E graziella.stros@axa.ch
 W www.axa.com



Schedule of IGP Subsidiary Visits

An opportunity to have an IGP representative meet with your local subsidiary

IGP devotes many resources to meeting with your local subsidiaries to explain how IGP works and the possible advantages to them of participating in IGP. These meetings also enable your subsidiaries to gain market knowledge about what employee benefits plans their competitors are offering and what is typical in their market.

In addition, these meetings allow us to gather information on your behalf about your operations' current employee benefits plans and how they are financed.

Staff members from IGP offices in Boston, Bogotá, Brussels and Singapore travel regularly to participate, together with our Network Partners, in meetings with subsidiaries of our clients around the world.

If you would like IGP to meet with your local colleagues, we urge you to contact your IGP Account Manager (or the responsible IGP contact for the country or region shown below) and provide the contact details of your local representative so we might set up a meeting.

Ideally, you should send your local management an e-mail to encourage them to meet with IGP.

The following trips are scheduled for the year:

Month	Dates	Country	IGP Contact
Ongoing		Austria	☒ Martin Zinsler
Ongoing		Belgium	☒ Britt Verhoeven
Ongoing		Finland	☒ Oxana Ivas
Ongoing		France	☒ Juliette Roque
Ongoing		Hungary	☒ Martin Zinsler
Ongoing		Ireland	☒ Britt Verhoeven
Ongoing		Luxembourg	☒ Britt Verhoeven
Ongoing		Netherlands	☒ Britt Verhoeven
Ongoing		Norway	☒ Oxana Ivas
Ongoing		Singapore	☒ Richard Tan & ☒ Joyce Low
Ongoing		Sweden	☒ Oxana Ivas
Ongoing		Switzerland	☒ Brenda Hewitt
Ongoing		UK	☒ Nele Segers
April	6-10	Hong Kong	☒ Richard Tan
	12-16	UAE	☒ Charles Albers
	15-17	Poland	☒ Jan Maerien
	16-17	USA, Miami	☒ Michael Spincemaille
	20-24	China	☒ Richard Tan
	20-21	Italy, Milan	☒ Susan Angelastro
	20-24	Thailand	☒ Joyce Low



Schedule of IGP Subsidiary Visits

An opportunity to have an IGP representative meet with your local subsidiary

Month	Dates	Country	IGP Contact
May	4-8	Brazil	☒ Michael Spincemaille
	6-8	Portugal	☒ Britt Verhoeven
	11-15	Hong Kong	☒ Richard Tan
	11	Paraguay	☒ Michael Spincemaille
	11-15	Taiwan	☒ Joyce Low
	12-13	Uruguay	☒ Michael Spincemaille
	18-22	Spain	☒ Maxime Manderlier
	25-29	Malaysia	☒ Joyce Low
	25-29	Philippines	☒ Richard Tan
	June	15-18	Russia
TBA		Denmark	☒ Mark Horbag
July	6-10	South Korea	☒ Richard Tan
	6-10	Thailand	☒ Joyce Low
	20-24	China	☒ Richard Tan
	27-31	Malaysia	☒ Joyce Low
August	24-28	Thailand	☒ Joyce Low
	18-20	Ecuador	☒ Nele Segers
	21-27	Peru	☒ Nele Segers
	TBA	Brazil	☒ Michael Spincemaille
	TBA	Chile	☒ Michael Spincemaille
September	28-30	Malaysia	☒ Joyce Low
	8-20	Italy	☒ Susan Angelastro
October	1-2	Malaysia	☒ Joyce Low
	5-9	Canada	☒ Tamara Laanen
	5-9	Ukraine	☒ Maryana Khomenko
	6-8	Mexico	☒ Michael Spincemaille
	12-16	Thailand	☒ Joyce Low
	19-23	Hong Kong	☒ Richard Tan
	TBA	Greece	☒ Benoit Van den Daelen
	TBA	Turkey	☒ Benoit Van den Daelen
November	2-6	China	☒ Richard Tan
	16-20	Hong Kong	☒ Richard Tan
	16-20	Malaysia	☒ Joyce Low
	30	Taiwan	☒ Joyce Low
	TBA	Brazil	☒ Michael Spincemaille
	TBA	Central America	☒ Michael Spincemaille
December	1-4	Taiwan	☒ Joyce Low
	TBA	Mexico	☒ Michael Spincemaille



IGP Workshop for *Multinational Corporations*

IGP Europe Offices, Brussels
Monday & Tuesday, June 1 & 2, 2015

The annual “IGP Workshop on Employee Benefits and Multinational Pooling” is a unique opportunity for representatives of multinational corporations who would like to benefit from classes on multinational pooling and employee benefits from an international perspective.

You should plan to attend if:

- You are new to the world of employee benefits;
- You recently started working with the IGP Network and want to learn how you can get the most out of your IGP pool;
- Your company has been a long-standing IGP client, but you want to know more about the services IGP can offer and how you can further expand your pool;
- You are still considering pooling and would like to gain more insight first.

Hotel Accommodation

A number of rooms have been blocked at the Best Western Park Hotel (within a 25-minute walking distance of our office) at the preferential rate of EUR 155 for a single room (breakfast included).

Registration Information

- Registration fee: EUR 150 (to be paid via invoice)
- Online registration [here](#)
- Registration deadline: May 15, 2015

More Information?

If you need more information, please contact your IGP Account Manager or:

Ms. Inge Luyten
inge.luyten@igpeurope.com
+32 2 775 29 41

Programme for Multinational Corporations:

Monday, June 1, 2015

- 14:00 Introduction to IGP
- 14:30 Introduction to Employee Benefits
- 15:45 Introduction to Multinational Pooling
- 17:00 End of Day's Programme
- 18:30 Walk in Brussels & Dinner hosted by IGP

Tuesday, June 2, 2015

- 08:30 Individual Discussion with your IGP Account Manager (optional)
- 09:00 Review of an IGP International Experience Report
- 10:45 Managing Your IGP Account
- 12:00 Lunch hosted by IGP
- 13:30 Captive Reinsurance - two concurrent sessions:
 - A General Introduction
 - IGP's Captive Capabilities
- 14:45 International Employee Benefits & Pooling Trends
- 16:00 Closing Drink



IGP Workshop for *International Advisors*

IGP Europe Offices, Brussels
Wednesday, June 3, 2015

To address the particular needs and interests of brokers and consultants, we are planning to organize our next "IGP Workshop on Multinational Pooling" on June 3, 2015.

The workshop is mainly aimed at newcomers to the international benefits field or those needing a refresher course on international pooling matters.

During just one day, the participants will receive a wealth of information ranging from sessions on first and second stage accounting, to analysis and review of international experience reports, as well as sessions on account protection, cash flow and risk management products.

Hotel Accommodation

A number of rooms have been blocked at the Best Western Park Hotel (within a 25-minute walking distance of our office) at the preferential rate of EUR 155 for a single room (breakfast included).

Registration Information

- Registration fee: EUR 150 (to be paid via invoice)
- Online registration [here](#)
- Registration deadline: May 15, 2015

More Information?

If you need more information, please contact your IGP Account Manager or:

Ms. Inge Luyten
inge.luyten@igpeurope.com
+32 2 775 29 41

Programme for International Advisors:

Wednesday, June 3, 2015

09:00	Introduction to IGP Europe
09:30	Introduction to Multinational Pooling
10:30	Review of an IGP International Experience Report
11:45	Managing & Protecting IGP Plans
12:45	Lunch hosted by IGP
14:00	Captive Reinsurance - two concurrent sessions: - A General Introduction - IGP's Captive Capabilities
15:15	International Employee Benefits & Pooling Trends
16:30	Closing Drink



Seminars & Events

2015

June	1-2	IGP Training for Multinational Corporations	IGP Office, Brussels
	3	IGP Training for International Advisors	IGP Office, Brussels
September	28	Complimentary Training Program on Multinational Pooling (<i>see page 2</i>)	Renaissance Waterfront Hotel
September - October	29 -30 1	IGP International Employee Benefits Seminar	Renaissance Waterfront Hotel Boston, USA



Argentina

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Armenia

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Australia

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ERGO Versicherung AG

Azerbaijan

Via Welbi*

Baltic States (Estonia, Latvia & Lithuania)

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Manulife Financial Corporation – Canadian Division

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China (Mainland)

Taiping Pension Company, Limited

Colombia

Mapfre Colombia Vida Seguros, S.A.

Costa Rica

Via Mapfre La Centro Americana S.A.*

Denmark

PFA Pension

Dominican Republic

ARS Palic Salud, S.A. (Health)
Mapfre BHD Compañía de Seguros, S.A. (Life)

Ecuador

MAPFRE Atlas Compañía de Seguros S.A.*

El Salvador

Mapfre La Centro Americana S.A.

Finland

Mandatum Life Insurance Company Limited

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Quatrem Assurances Collectives

French Guyana

AXA France Vie
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Greece

The ETHNIKI Hellenic General Insurance Company

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* Correspondent Network Partner

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SWAN Group*

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Quatrem Assurances Collectives**

Mexico

Seguros Monterrey New York Life, S.A.

Monaco

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Quatrem Assurances Collectives

Namibia

Via The Old Mutual Life Assurance Company (South Africa) Limited

Netherlands

a.s.r. | De Amersfoortse Insurance

New Zealand

Fidelity Life Assurance Company Limited

Nicaragua

Via Mapfre La Centro Americana S.A.

Norway

Storebrand Livsforsikring AS

Panama

Via Mapfre La Centro Americana S.A.

Paraguay

Mapfre Paraguay Compañía de Seguros S.A.

Peru

Mapfre Perú Compañía de Seguros y Reaseguros

Philippines

The Insular Life Assurance Co., Ltd.

Poland

Pramerica Życie TUIR SA

Portugal

VICTORIA-Seguros, S.A.

Russia

Welbi

Singapore

Aviva Ltd.

Slovenia

ERGO zavarovalnica, podružnica v Sloveniji*

South Africa

The Old Mutual Life Assurance Company (South Africa) Limited

Spain

Caja de Seguros Reunidos, Compañía de Seguros y Reaseguros, S.A. (CASER)

Sweden

SPP

Switzerland

AXA Winterthur

Taiwan (Republic of China)

Shin Kong Life Insurance Company, Ltd.

Thailand

Muang Thai Life Assurance Public Company, Ltd.

Turkey

Allianz Yaşam ve Emeklilik (Life and Pensions)
Allianz Sigorta A.Ş. (Health)

Ukraine

Aegon Life Ukraine

United Arab Emirates

Abu Dhabi National Insurance Company (ADNIC)

United Kingdom

AXA PPP healthcare (Health)
Canada Life Limited (Life and Pensions)

United States

Prudential Insurance Company of America (Life)

Uruguay

Mapfre Uruguay Compañía de Seguros S.A.

Uzbekistan

Via Welbi*

Venezuela

Mapfre La Seguridad, C.A. *

Third-Country National and Expatriate Coverage

AXA PPP International

AXA Winterthur

CIGNA Global Health Benefits*

Nordben Life and Pension Insurance Co. Limited

* Correspondent Network Partner

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