DLA PIPER

PENSIONS: BIG DECISIONS FOR EMPLOYERS AND TRUSTEES

THEORY MEETS PRACTICE – AND KNOWLEDGE IS POWER

This seminar contains material which is relevant to all employers and trustees, whatever type of pension provision is, or has been, offered to employees

Many employers are now in much the same sort of boat:

- a defined benefit scheme which has been closed to new members for some years
- the scheme has recently shut (or is likely to shut soon) to future benefit build-up
- some sort of defined contribution arrangement
- probably some sort of stand-alone life cover arrangement.

Similar as the boat might be, the choppiness of the water certainly varies, not least in terms of the legacy issues arising from the years of defined benefit provision.

If anyone felt any semblance of calm was entering the picture, the changes which will be phased in from 2012 will soon put paid to that hope. Auto-enrolment means that far more employees will become scheme members. This will inevitably result in higher costs and much more administration, particularly for your payroll and HR team and especially if large numbers of employees choose to opt out. As things stand, they have to be enrolled before they can opt out…

Although the title of this seminar refers to big decisions facing trustees and employers, there is a third party to consider, of course – employees, whether or not they are currently members of a workplace pension scheme. Unless employers are careful, auto-enrolment could be a double whammy sometime in the next few years: higher costs for them and increased employee unhappiness as amounts 'vanish' from pay packets.

This morning will help you steer a course which will avoid the rocks hidden below the waves.

As usual, our emphasis will be practical and pragmatic, rather than expounding theory for the sake of it. Many of the speakers are making a welcome return visit to the platform by popular demand; we also have a few new faces.

We will close with a panel Q&A session, followed by lunch. Many people who have attended previous seminars in this series have commented on the value of informal conversations with the speakers and other delegates, so do please stay for lunch if you can.

WRITTEN QUESTIONS

Written questions ahead of time are welcome. Please e-mail to jo@pensionmeetings.com, indicating if you wish the question or comment to be included on an anonymous basis. Where appropriate, a speaker may be able to incorporate a response within their presentation.

WHO SHOULD ATTEND?

This seminar will be of interest and value to:

- HR or finance representatives of employers/sponsoring companies
- pensions managers
- trustees who look after schemes offering defined benefit, defined contribution and/or death in service benefits
- company secretaries
- professional advisers, consultants and service providers, on the understanding that they will honour the 'no marketing' ethos which has always been a hallmark of this series of seminars. Experienced pension professionals will appreciate that some of the content is likely to be rather basic for them.

Friday 16 December 2011
9.00 am – 1.00 pm + lunch

Location:
DLA Piper
3 Noble Street
LONDON EC2V 7EE

The tenth seminar in a series devised by
Jo Whiterod BSc FPMI FCIS FRSA,
Pension Meetings Ltd

Sponsored by DLA Piper UK LLP

CHAIRMAN

Malcolm McLean, Barnett Waddingham LLP

Award-winning former Chief Executive of the Pensions Advisory Service. Writes and broadcasts regularly on pensions issues affecting consumers. His first book, co-authored with Jo Whiterod, is entitled *Pensions Nuts & Bolts* and will be published in July 2012 by Troubador. malcolm.mclean@barnett-waddingham.co.uk

SPEAKERS

Chris Brown, LEBC Group

Chartered Financial Planner with over 30 years' experience in the financial services industry. One of the first to pass the Chartered Insurance Institute's Group Risk examination when it was introduced in 2008. Volunteer adviser for The Pensions Advisory Service. chrisbrown@lebc-group.com

Tamara Calvert, DLA Piper

Partner at global law firm DLA Piper advising both employers and trustees on all aspects of pensions law. Recent experience includes buy-ins, buy-outs and other de-risking exercises, scheme closures and supporting trustees through transactions involving the scheme employer. tamara.calvert@dlapiper.com

Andrew Cheseldine, Lane Clark & Peacock

Principal with Lane Clark & Peacock. Over 30 years' experience in the employee benefits market with particular expertise in all aspects of defined contribution pension arrangements. Most recently has focussed on the potential impact of auto-enrolment from 2012. andrew.cheseldine@lcp.uk.com

Frances Corbett, National Association of Pension Funds

Fellow of the Pensions Management Institute and The Pensions Advisory Service. Educational Development Manager for the NAPF. Has been working in pensions far too many years to mention! Since 1995 has been involved in roles which concentrate on helping others develop their pension expertise. These have covered a number of key NAPF learning and development initiatives including PENSIONSFORCE, a key initiative aimed at raising pensions awareness in the workplace. Frances.Corbett@napf.co.uk

Ian Eggleden, PS Independent Trustees

Fellow of the PMI and a former PMI President. Scheme Manager with PS Independent Trustees Limited. Has spent his entire career in the pensions world. Most recently has concentrated on working with trustee boards and acting as an independent trustee. Volunteer adviser for The Pensions Advisory Service. Ian.Eggleden@psitl.com

Nick Flynn, The Retirement Adviser

Independent Financial Adviser. Divisional Director for LEBC and responsible for their The Retirement Adviser business. Specialist expertise in the areas of longevity and mortality profiling exercises. nickflynn@theretirementadviser.com

Jonathan Hearn, DLA Piper

Senior member of the employment team at DLA Piper. Acts for employers and senior employees in all aspects of employment law: contentious and non-contentious. One of DLA Piper's principal employment law trainers, he develops and delivers numerous in-house training programmes for employers. Speaks on employment law issues on TV and radio; including the Today Programme and BBC TV news. jonathan.hearn@dlapiper.com

Lucy Hughes, Lane Clark & Peacock

Actuary. Partner at LCP. Advises trustees and sponsors on all aspects of pensions and employee benefits. Also actively involved in the training and recruitment of actuarial staff. lucy.hughes@lcp.uk.com

Wayne Phelan, PS Independent Trustees

Managing Director of PSIT, a trustee company acting for a wide variety of ongoing schemes. Chief Executive, Trustee and Pension Management Association. A passionate believer that independent trustees need to be subject to greater professional standards. Wayne.Phelan@psitl.com

Richard Pinder, Lane Clark & Peacock

Actuary. Partner at LCP with 14 years' experience. Member of LCP's Mergers & Acquisitions Practice advising on pensions aspects of UK and international deals. Also advises trustees and companies on a wide range of pensions issues including de-risking solutions. richard.pinder@lcp.uk.com

Matthew Swynnerton, DLA Piper

Partner in the London office of DLA Piper, advising on all aspects of pensions law. Director of DLA Piper's independent trustee company. Regular contributor to the trade press and a longstanding member of the Education and Seminars Sub-committee of the Association of Pension Lawyers, regularly organising and delivering seminars for its members. matthew.swynnerton@dlapiper.com

Marcus Whitehead, Barnett Waddingham LLP

Partner, Head of Investment Consulting and an actuary. Wide experience of advising on all aspects of pension investment and provision. Accomplished public speaker. Quoted in the national and professional press on various pensions investment issues. Marcus.Whitehead@Barnett-Waddingham.co.uk

AGENDA

9.00	Coffee and registration	
9.30	Chairman's introduction and welcome	Malcolm McLean
9.35	2012 (less than a month away…)	Andrew Cheseldine, LCP
9.55	Closing to future accrual	Matthew Swynnerton, DLA Piper
10.15	Reviewing advisers	Wayne Phelan, PS Independent Trustees
10.35	Changing your investment strategy	Marcus Whitehead, Barnett Waddingham
10.55	A glimpse into the home life and breakfast table conversation of two employees…	Richard Pinder and Lucy Hughes, LCP
11.05	COFFEE	
11.30	Employees – on the receiving end	Jonathan Hearn, DLA Piper and Frances Corbett, NAPF
11.55	Mortality profiling	Chris Brown, LEBC and Nick Flynn, The Retirement Adviser in conversation with Ian Eggleden
12.20	Employers, trustees and corporate transactions	Tamara Calvert, DLA Piper
12.45	All the questions you'd still like answered…	Panel of all speakers
1.00	Buffet lunch	

OBTAINING YOUR INVITATION

There is no charge for attending this seminar.

Please apply for your complimentary invitation by sending the following information:

- first name and surname
- job title
- company/organisation
- the information you would like to appear on your name badge if different from above
- telephone number
- how you heard about this seminar (this is particularly useful information if you'd be kind enough to include it)

by e-mail to lydia.toller@dlapiper.com or by fax to + 44 (0) 20 7796 6609 (marked 'For the attention of Lydia Toller').

Any enquiries should be sent to Lydia Toller.

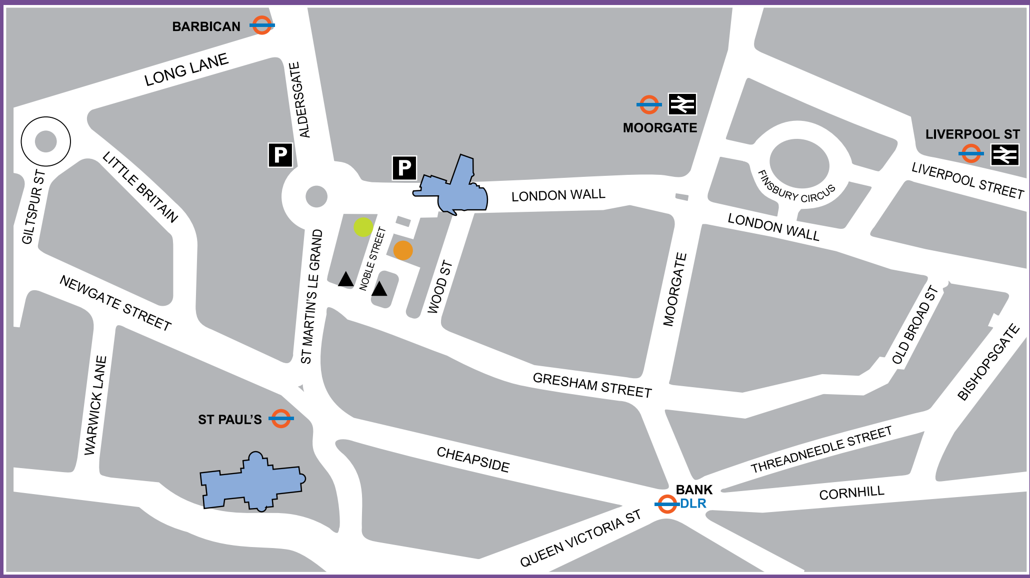
Confirmation of your invitation will be sent by e-mail. Please make sure your spam filter has been forewarned!

If you would prefer confirmation by fax, please indicate this at the time you apply.

Please note: the right is reserved to limit the number of places available to any one pension scheme and/or company.

The organisers reserve the right to change the programme and the speakers at any time and, should it prove necessary, to cancel the seminar at short notice without any liability to you. The organisers also reserve the right to refuse any application to attend the seminar or any request for entry to the seminar.

Information provided on this application form will be used by the organisers and sponsor for the purposes of organising and running this seminar, for notifying you of future seminars and to give you details of books being written or co-authored by Jo Whiterod. It will not be used for other purposes, or passed to third parties other than those connected with the organisation and administration of future pension-related seminars, without your consent.



STREET ADDRESSES:

3 Noble Street
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One London Wall
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KEY

- DLA Piper Noble St.
- DLA Piper One London Wall
- One Way
- Parking
- Railway Station
- Underground
- No Entry
- Fire Assembly Point

Seminars in this series are devised by **Jo Whiterod**, a director of specialist consultancy Pension Meetings Ltd and independent Scheme Secretary. The areas covered are chosen partly for their topical value and, where possible, to reflect feedback and ideas put forward by those who have attended previous seminars.

Please send any comments on this seminar, or suggestions for future seminars/speakers, to jo@pensionmeetings.com.

Another seminar which may be of interest

State Street Global Advisors are kindly sponsoring the first in Jo Whiterod's new *Pensions: Food for Thought* series of seminars. This seminar will be held from 12.15 – 2.30 pm on Tuesday, 29 November 2011 at Sofitel St James, 6 Waterloo Place, London SW1Y 4AN. A three-course lunch is included. Attendance by complimentary invitation. More information can be found at pensionmeetings.com or please e-mail seminars@pensionmeetings.com

A PUZZLE WITH PRIZES – OPEN TO ALL (NOT JUST THOSE APPLYING TO ATTEND THE SEMINAR)

We are indebted to Rod Marshall of Barnett Waddingham for the following brain teaser:

> The London Eye has 32 pods. Each person in a group of friends visiting the Eye decides to choose a pod at random for their ride. The probability of them all choosing a different pod from one another is more than 50%, but if there was one more person in the group then the probability would be less than 50%.
>
> How many friends are in the group?

Entrants should send their answer to puzzles@pensionmeetings.com to arrive no later than Wednesday, 14 December 2011. Please include your name. Winners will be drawn at random from all correct entries received by that date.

Those who attend the seminar will get a second chance to enter during the day on 16 December, when a further prize will be awarded.

The names of winners, plus the solution, will be published on pensionmeetings.com by 18 December.

Prizes will include:

- A voucher valid for three months giving two people free entry to National Trust properties throughout the UK, plus afternoon tea during one such visit donated by DLA Piper
- A delectable something from Fortnum & Mason donated by Lane Clark & Peacock
- The new Kindle donated by PS Independent Trustees
- Decorative solar-powered lights donated by LEBC Group
- A mystery prize donated by Barnett Waddingham
- Heston Blumenthal's iconic Hidden Orange Christmas Pudding donated by Pension Meetings (who wondered if this could be described as an iPud?)
- Oval Reflections: Memories from the World's Most Famous Ground kindly donated by Brit Insurance (five copies, one per winner)

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