

We do business where  
you do business.



International Benefits Network

# The Situation:



# Doing Business Globally

**Just how does one sort through and manage all the developments affecting employee benefits when they occur outside of the country?** Among other considerations, there are pensions, social security, government mandated benefits, taxation, remuneration and termination indemnities.



Each has different requirements from country to country.

For global success, smart organizations know that they must accommodate the vast cultural and structural differences of each country where they have business operations. But how does an organization find the same kind of expertise and attention to detail in South Africa as it offers in Argentina?

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

## IBN Professionals Offer The Solution

IBN was established in 1989 to offer benefit professionals throughout the world a recognized leader in employee benefit consulting who is just around the corner – not across the sea. IBN was the vision of five partners from France, Germany, the Netherlands, the United Kingdom and the United States. Today IBN member companies come from over two dozen countries on five continents. Our knowledgeable consultants and extensive network offer immediate access to expert benefits assistance for employees anywhere in the world.

Our membership follows local marketing practice and is comprised of actuaries, consultants and brokers. In some countries, these services are provided by firms which also include lawyers and social security experts. Each IBN member has committed to several tenets as part of membership:

- Offering expert advice on his or her own country
- Understanding you, the client, your organization and its policies
- Having speedy access to a specialist on current conditions in other countries
- Developing sound recommendations for your problem in an efficient manner
- Implementing the agreed upon solution with the help of other network members or the appropriate outside professional in the appropriate country.

Additionally, members are expected to have and maintain a solid reputation in their firm as well as their expertise of the local market. And their ability to give independent advice, without conflict of interest, is paramount.



# A Global Benefit



Your company thrives when it's staffed with committed people that have confidence in their employer. An attractive and well-thought-out employee benefit package can help ensure your ability to recruit and retain the best talent in your industry, regardless of current economic and employment factors.

This is especially true in the area of employee remuneration, where the package needs to be competitive, motivational and cost effective in local terms.

At the same time, company leadership expects all benefit offerings to be integrated as much as possible with their global benefit philosophy. How does one accomplish this in Denmark from Canada?

## The answer, once again, is the International Benefits Network.

IBN has a global benefit philosophy as well, and it's acknowledged and adhered to by each of our members throughout the world. In fact, we've built our membership on this philosophy that the continuing exchange of information is key to ensuring that our clients are well-served in all geographic areas. It's simple: your goal is to build a strong team, through savvy planning and deliberate execution. Our goal is to support your team with competitive benefits at a reasonable cost. We do this through consistent internal communications, proven expertise in our field and awareness of the cultural climate.

### Ongoing Communication

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We exchange information on an ongoing basis so that clients can be well-served in all geographic regions. Attendance is expected at each of our annual meetings, which are held in a different country each time. Each meeting normally includes a client seminar, at which IBN members make presentations on topics of current interest.

### Expert Services

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We believe that clients should receive the highest standards of service. That's why our members are committed to being recognized as experts in their country of operation. They have a successful history with their clients and a strong commitment to professionalism.

### Cultural Awareness

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

### Dedication to Expertise

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Members will not offer services unless they are experts in the subject matter. IBN members won't give advice for the sake of giving it. Members recognize that their reputations are always at stake and, should a specific client issue require expertise not available within the network, they will seek counsel for clients or refer them to other professionals with the expertise required.

# Philosophy

## How IBN Works

The IBN structure has been successful since handling its first client in 1990. Here's why.

**MEMBERS.** Our member partners are not just names in a database. They are colleagues who know one another and enjoy the challenge of their business and learning the business of others abroad. Only one partner from each region or area of expertise within a larger country is invited into IBN membership. The IBN member structure also is without hierarchy and therefore conducive to members supporting one another without political gain or other prestige.

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 the member is still able to deliver a high standard of service. A review of the member company's financial and corporate status is also performed.

**ADMINISTRATION.** A secretariat is in place as a central point of contact for members. The secretariat collects information and distributes it to members, coordinates the semi-annual meetings and administers IBN's corporate and financial affairs. This position ensures good communication and cohesiveness among members and ultimately their clients.

**REMUNERATION.** Clients of member firms pay no added-value premium to derive help from IBN. All work is itemized when billed and no members add local costs, unless they are required to work within an international project. The structures and overheads of the firms involved allow for competitive pricing of work.



## IBN Services

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

### Benefit Planning and Maintenance

- Establishing corporate aims and strategies
- 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 administration of benefit plans
- Ensuring legislative requirements are met
- Risk analysis of insurance policies and multinational pooling considerations
- Update of local surveys and their interpretation
- Communications for employees through booklets, leaflets, announcements, etc.

### Financial

- Worldwide 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 problems of target acquisition companies
- Analysis of the stated and hidden benefit liabilities
- Liaison to ensure compliance with national and international law and financial practice



## Why IBN?

It's critical for an organization to respond to growth and change – from mergers and acquisitions to changes in benefits offerings – with well-rounded experience and finely-tuned expertise. When that change occurs abroad, the same approach is needed, but that same expertise is not usually readily available.

The next time you ask “how,”  
the answer is the International Benefit Network.

We do business where you do business.

Website: [www.intlben.com](http://www.intlben.com)  
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