



**Pensions
Management
Institute**

Moving pensions forward

Registered Office:
Devonshire House
60 Goswell Road
London
EC1M 7AD

T: +44 (0) 20 7247 1452

W: www.pensions-pmi.org.uk

1. You are the Group Employee Benefits Manager for an international organisation. Summarise for your Executive Committee the main reasons why companies provide employee benefits. (10 marks)

2. Set out in bullet point form the key reasons a company would give for introducing an Employee Share Plan. (5 marks)

3. List the key considerations in the development of an international benefit strategy. (5 marks)

4. The Treaty of Rome was followed by a series of amendments and new treaties.
 - (i) Briefly describe the key points of the Schengen Agreement and the Maastricht Treaty.
 - (ii) List the exceptions of in respect of the Member States of the European Union participation in the "Schengen Area"/Eurozone". (10 marks)

5. Summarise the key features of the regulatory system for DB plans in the United Kingdom. (10 marks)

6. Outline the Social Security pension arrangements in Canada. (10 marks)