

COMMERCIAL • PRIVATE CLIENT • PENSIONS & BENEFITS

# Supporting structures

The Osprey Plan

A simple pension plan for Guernsey employers

W: [www.careygroup.gg](http://www.careygroup.gg)



CAREY GROUP

ALDERNEY • CYPRUS • GENEVA • GUERNSEY • LUXEMBOURG • MONACO • UK • ZURICH

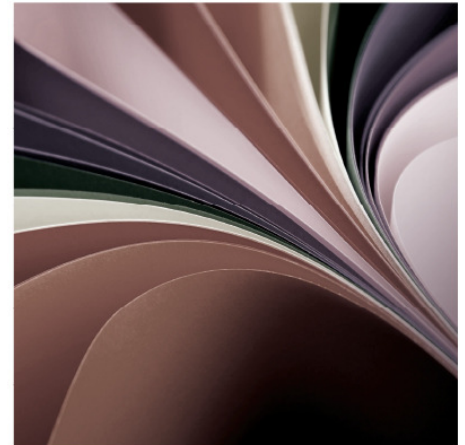
## PENSION & EMPLOYEE BENEFIT SERVICES

Carey Group offers a wide spectrum of pension and employee benefits services operating in both the UK and offshore markets.

We have a history in acting as trustees and administrators for services including employee benefit trusts, qualifying recognised overseas pension schemes (QROPS), international pension plans and bespoke retirement plans including employer funded retirement benefit schemes.

We specialise in providing bespoke solutions for your employee benefit or pension needs and will be happy to discuss your specific requirements. Our innovative software platform allows us to administer pension plans in an efficient and cost effective way, allowing web based access between members, administrators, trustees and fund managers.

We also provide employer companies with access to a web based HR system allowing maintenance of pension records, calculation of contributions, and interaction with plan administrators.



### Carey Group Pension & Employee Benefit Services:

- **QROPS**
- **International Pension Plans**
- **Defined contribution retirement plans**
- **Employee Benefit Trusts & Share Option Plans**
- **Employer Funded Retirement Benefit Schemes (EFRBS)**
- **UK Pensions: SIPP's, SASS, bespoke pension design, commercial property pension service, third party administration services, independent trustee services**

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## THE OSPREY PLAN Group Schemes

Everyone is aware of the need to provide for his or her old age. Demographic changes mean that providing for a source of income independent of a State funded scheme is now becoming a necessity.

The Osprey Plan is specifically designed for employers with a smaller workforce as a relatively inexpensive way of providing a pension plan. The Osprey Plan is an approved Defined Contribution Retirement Benefit Plan and is available to individuals and employers in the Bailiwick of Guernsey. The Plan, which is written under trust, is administered by Carey Pensions and Benefits Limited (“the Trustee”) for the benefit of the Members.

### Investments & Contributions

Carey Group have joined forces with a number of highly regarded and respected investment houses to provide a selection of funds available within the scheme from which an employer or employee will be able to decide which funds and fund manager they want to invest in.

Contributions can be made from simple payroll deduction and then once the contributions are collected from employers or individual members the money is invested in the selected funds and Carey Group reports back to each member details of contributions made, funds purchased and the market value of the funds held via our website.

Carey Group has experience in providing a wide range of pension solutions and a history of acting as trustees and administrators. Our highly skilled and friendly team is always available to answer any questions you may have regarding one of our schemes.



***“The Osprey Plan is an approved Defined Contribution Retirement Benefit Plan and is available to individuals and employers in the Bailiwick of Guernsey.”***

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## Key Features

The Osprey Plan is a defined contribution offshore retirement plan. It is written under trust with Carey Pensions and Benefits Limited acting as trustee. One of the main features of the Osprey Plan is its flexibility, it can be tailored to suit the needs of both large or small organisations. Investments are chosen by members of the scheme and a list of fund managers whose funds are available for investment within the Osprey Plan is included with this document.

### Main Features of The Osprey Plan for Group Schemes

- Defined contribution offshore retirement plan.
- Online system for simple HR management.
- Written under trust.
- Very flexible. It can be tailored to suit the needs of large or small organisations.
- Investment selection from recognised fund managers.
- Investment decisions are in the hands of the member.
- On-line web access for members to enable contributions and investments to be viewed.



***“ One of the main features of The Osprey Plan is its flexibility, it can be tailored to suit the needs of both large and small organisations.”***

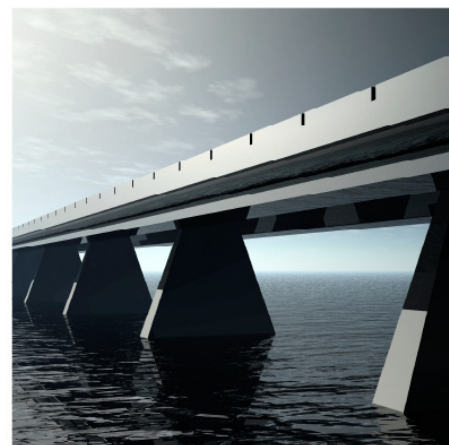
## Flexibility and Advantages of the Osprey Plan

### For Members:

- **A simple, cost effective way to save for retirement.**
- **A source of income at retirement independent of a State Scheme.**
- An opportunity to play an active role in investing the assets.
- Security of knowing contributions are being made on his/her behalf.
- Ability to continue contributing after leaving employment.
- Benefits payable as an annuity and or a lump sum.
- On-line web access via our innovative software platform.

### For Employers:

- Low cost occupational pension plan.
- Easy to establish, some tailoring allowed.
- Means of attracting and retaining key personnel.
- Administrators to maintain financial records and financial statements.
- Assets which are being held to meet retirement / gratuity reserve liabilities are taken off balance sheet.
- Capable of approval under S150 of the Income Tax (Guernsey) Law.



***“For employers The Osprey Plan provides a low cost occupational pension plan which is easy to establish, allowing companies to attract and retain key personnel.”***

## Pension Administration On-Line Access

Carey Group has developed an innovative software platform to administer pension plans in an efficient, secure and cost effective way. It has been designed to improve communications between all parties and provides employees with a web based facility to enable them to make informed decisions about their pensions taking the strain out of communications between members, administrators, trustees and fund managers.

Employer companies are provided with access to a web based HR system which enables them to maintain members' pension records, calculate contributions and interact with the Carey Group in their role as Administrator, allowing HR departments to control the pension data.

### Key Features

- Receive transfer data from existing plans electronically.
- Interact with many existing payroll or HR database systems using an upload facility.
- Maintain member and dependant details, record employment data, individual contribution records and investment choices. In addition web access passwords are controlled by the HR department.
- Link directly to the Administrator's system thereby reducing the risk of error in transmission or handling of data.
- Handle multiple plans in a multi currency environment and consolidate all pension related records for a company / group.
- Allow investment to be made with multiple fund managers within a single plan.



*"When you become a member of The Osprey Plan you are given a unique member number and password and can access your member information via our website".*

## Pension Administration On-Line Access (continued)

- Place responsibility for investing contributions and recording investments for individual members with the Administrator.

### Information Provided

- General plan information e.g. member booklets, plan rules.
- Contribution history.
- Member statement and valuation.
- Investment options and (via hyperlinks) access to fund managers websites / fund fact sheets, enabling members to view up to date investment information.
- Paper statements are also provided annually.
- Provides the member with the information they need to make informed decisions regarding their investment strategy for their pension plan.

**This easy to use facility puts the employer in control of the input data and the communication channels with the member, the Administrator and the Trustee.**



***“Carey Group has experience in providing a wide range of pension solutions and has a history of acting as trustees and administrators”.***

## Fund Managers

Carey Group has selected a number of highly regarded and respected fund managers who provide a selection of funds available within The Osprey Plan. From this list the employer or employee will be able to decide which fund manager and funds to invest in.

- Fidelity Investments International
- Schroders (C.I.) Limited
- Collins Stewart Fund Management
- Newton Private Investment Management
- Sarasin (C.I.) Limited
- Jupiter Asset Management Ltd



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## MEET THE PENSION & EMPLOYEE BENEFITS TEAM



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**For further information on any of our schemes please contact one of our team who will be pleased to answer any of your questions. Alternatively please contact our main number below:**

### Carey Pensions & Benefits Limited:

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These schemes are established on the basis of current UK tax legislation regarding transfers of UK pensions overseas. All applicants should be aware that tax legislation may change in the future and that this may adversely affect the advantages offered by the scheme.

The Carey Group does not provide tax, legal or investment advice which should be sought in the country of domicile/residence of every client.

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## ABOUT CAREY GROUP

Carey Group is an international financial services company, establishing and supporting structures for commercial, private and pensions and benefits clients, providing proactive management services such as domiciliation, administration and accounting.

Multi-lingual staff provide multi-jurisdictional solutions using common and civil law expertise. All activities are carried out effectively, efficiently and with high quality.

As a developing and forward thinking group we are always looking to invest in new opportunities. In recent years, we have established businesses in Luxembourg, Cyprus and most recently we successfully launched Carey Pensions UK, an independent administration and trustee company providing specialist pension services and products to the UK market.

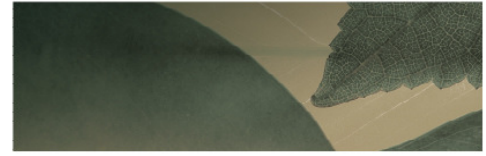
Our heritage dates back to 1968 when we established Carey Trustees Ltd one of the longest established independent trust companies in Guernsey. Consistent growth has led to operations in a number of key European locations with headquarters in Guernsey. We are associated with Carey Olsen, a leading legal services provider for Guernsey and Jersey law, although as an independent group of companies we work with our clients' choice of professional advisers such as asset managers, lawyers, accountants, tax consultants and bankers.



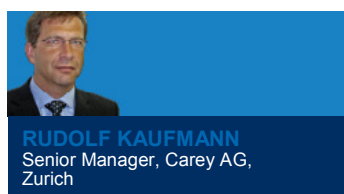
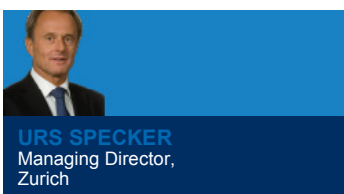
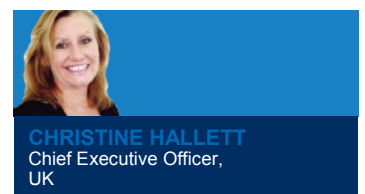
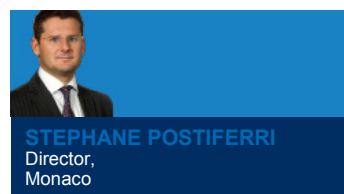
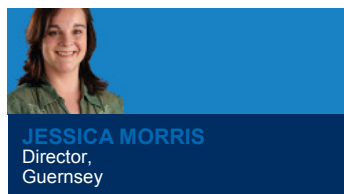
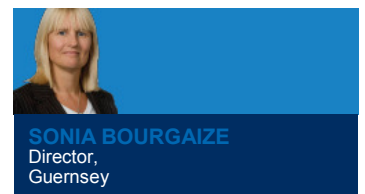
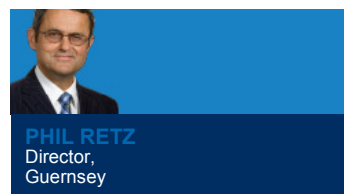
### Carey Group Services:

- **Pensions & Employee Benefits Services**
- **Fund Administration**
- **Stock Exchange Listing Services**
- **Corporate Services**
- **Private Wealth Services**
- **International Estates**

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## MEET THE CAREY GROUP TEAM



To view the full profiles and contact details of Carey Group directors please visit our website [www.careygroup.gg](http://www.careygroup.gg)

For initial group enquiries please contact Patrick Bos on +41 79 359 13 53 (or our general number +44 (0) 1481 700300).

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