

## INTRODUCTION

Effective management is central to the good governance of employee benefit plans. It is viewed as increasingly important by sponsoring employers, plan members, and regulators. Good governance defines the roles and powers of those responsible for plan management activities. An effective governing board should lead to effective governance and an ongoing cycle of continuous improvement.

We are well placed to advise on all aspects of governance. We can add value by helping you to manage your plans proactively. We are also able to put any local governance requirements in the context of best practice and global influences which may impact future trends.

## IDENTIFYING AND MANAGING RISKS

Employee benefit plans are subject to a range of risks, some of which can be mitigated while others need to be recognised and managed. We can help to establish and maintain risk registers to assist with all aspects of risk management. Once risks have been identified and measured, we can advise on risk mitigation.

## TRAINING, COMMUNICATION AND EDUCATION

We can provide a range of education opportunities for trustees and others responsible for managing employee benefit plans. Our communications team provides a variety of materials for plan members.

## COMPLIANCE

Compliance with local laws and regulations is essential and may well need to be supplemented by governance standards set globally by parent corporate boards. We provide periodic bulletins on topical issues, as well as client specific advice on how developments will affect your plans. Identifying and managing potential conflicts of interest is increasingly recognised as a governance issue. We can review all aspects of a plan's operations and advise on any improvements needed to meet emerging best practice.

## SUPPORT TO TRUSTEE BOARDS

Our consultants can support the trustee boards of plans and contribute to their effective governance as part of the management team. As needed, we can prepare and review the terms of reference of board committees to ensure that appropriate and effective governance structures are in place. We can also prepare business plans and budgets, provide plan secretarial services, and help to implement effective decision making.

## SELECTING AND MONITORING ADVISORS

Engaging the right advisors is key to an effective employee benefits management operation. We are able to provide a full range of timely and proactive advice on all aspects of employee benefits plan provision. We can also assist in selecting other professional advisors or administrators and in monitoring their services.





### **Focused**

because we are focused on our clients' needs and provide a service to suit their individual requirements.

### **Practical**

because we deliver solutions in practical, commercial and cost-effective ways.

### **Innovative**

because we seek innovative solutions to complex financial problems using advanced analytical tools and software.

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