

Your partner of choice for the contemporary design of occupational pension plans.

The challenges of complexity

The general trend towards businesses merging and thus becoming increasingly international has also been gaining ground in Germany. Moreover, the legal environment of occupational pensions has undergone numerous substantial changes in recent decades, something that is likely to remain the case. As a result of this, it is not unusual to find a wide variety of diverse pension plans in one company. This is not usually cost-effective or transparent, and also makes monitoring all of the company's pension arrangements difficult.

Optimise your pension plans!

Occupational pensions are one of Swiss Life Germany's key fields of expertise. We offer the full range of employee benefit solutions and related services from one source. Our strong position on the German employee benefit market is underpinned by the fact that around 40% of the total premiums originate from corporate clients. This high share of corporate business is unique among German life insurance providers.

Why not have one of our employee benefit specialists check your German pension plans in order to identify possible overlaps and exploit synergy potentials?

Overview of some topical German employee benefit issues with possible streamlining potential:

<i>Funding of pre-retirement risks</i>	
<i>The situation</i>	<i>Swiss Life Germany's approach</i>
<i>Your company offers employees provisions for disability and/or death.</i>	Coverage for pre-retirement risks can easily be switched from one provider to another. Swiss Life Germany is particularly well-known in the area of disability provisions, in which it has often won awards for excellent products and stands out as a premium brand. Simply test our capabilities!

<i>Outside funding of benefit obligations</i>	
<i>The situation</i>	<i>Swiss Life Germany's approach</i>
<i>More and more companies, particularly multinational corporations, are looking for solutions to rid their balance sheets of the constraints of defined benefit plans. These plans were customary in Germany for decades before defined contribution plans were established by law in 1999.</i>	Swiss Life Germany offers a broad range of alternative outsourcing concepts, e.g. via the pension fund.

Outsourcing of services associated with occupational pensions

The situation

Over time many of the employees covered by your company's pension plan(s) have retired. Administering the pension payments to the retirees is not part of the company's core business and, additionally ties up resources.

Swiss Life Germany's approach

Swiss Life Germany offers a broad variety of services related to company pension plans. The administration and servicing of current pensions, including the calculation of any income tax or social security contributions, and communicating with the retirees wherever necessary, relieve the company of this non-operating administrative burden.

Employer-financed pension schemes

The situation

The recruitment of employees /skilled personnel has to be fostered by attractive employer-financed employee benefits as the existing shortage of skilled personnel in Germany is predicted to continue in the long term.

Swiss Life Germany's approach

Support fund without any funding limits or impact on the local and international balance sheet.

Attractive deferred compensation schemes

The situation

Your company pays profit-related variable bonuses to managers or other key personnel and likes to offer them a concept for the tax-exempt conversion of their bonuses into employee benefits.

Swiss Life Germany's approach

A pension commitment with reinsurance is the only way to pay variable premiums without funding limits on a tax-exempt basis. In combination with outside funding via a contractual trust arrangement (CTA) this concept ensures an off-balance effect since the CTA qualifies as plan assets to be offset against the pension obligations.

Swiss Life Germany sets benchmarks as a provider of employee benefit solutions

Quality

Swiss Life Germany is a leading provider of pensions and financial solutions with award-winning products and profound expertise.

For more than 150 years

Established in 1866, Swiss Life Germany is one of the most experienced life insurance companies on the German market. With a premium volume of more than 1 billion Euro, Swiss Life is among the foremost life insurance companies in Germany.

For detailed information please contact

Swiss Life Germany
Employee Benefit Solutions
Zeppelinstraße 1
85748 Garching b. München, Germany
employee-benefits@swisslife.de

