



**Pensions  
Management  
Institute**

**International 2  
Managing International Employee Benefits  
Mock Examination**

*Recommended Time: 3 hours*

- 1. You are employed by a large multinational company, which operates across the world in a highly competitive sector. Explain the factors that should be considered in developing an international employee benefits policy for the company.**

**(20 marks)**
  
- 2. As an international benefit consultant prepare a summary report for a client that is considering expanding its business into Russia, that covers:**

  - **An overview of the broad economic and employment climate**
  - **Typical pension and risk benefit provision.**

**(20 marks)**
  
- 3. You are the benefits manager for 123 Company that has just acquired a business with a defined benefit (DB) plan. Draft a briefing note for the Finance Manager of 123 Company that outlines some of the recent developments that may help to manage and reduce the associated risks.**

**(20 marks)**
  
- 4. Write notes on the impact of multinational business on International Benefits.**

**(10 marks)**
  
- 5. Write notes on the management of employee benefits via a global benefits committee.**

**(10 marks)**
  
- 6. Write notes on the provision of medical benefits in China.**

**(10 marks)**
  
- 7. Write notes on the impact of a sale or merger transaction on employee benefits.**

**(10 marks)**