### THE PENSIONS MANAGEMENT INSTITUTE

**Questions 2021**

|  |  |
| --- | --- |
| **Module** | MIEB (International 2) |
| **Session** | April 2021 |

|  |
| --- |
| **Question Number: 1** |
| Traditionally the seller in a corporate transaction would facilitate due diligence through the provision of raw data to potential bidders. Describe two recent developments in this area, and explain the key advantages for both parties.  (5 marks) |

|  |
| --- |
| **Question Number: 2** |
| A UK based technology firm is sending a small number of employees and their families on a 2-year secondment to the Middle East. Explain what medical coverage they may be able to receive, and what could the company do to ensure continuity of their existing coverage in the UK?  (5 marks) |

|  |
| --- |
| **Question Number: 3** |
| In the Russian Pension System what are the two types of pension provider in the Third Pillar (voluntary pension systems)? In addition, describe the key tax advantages for both employer and employee contributions made to this Third Pillar.  (5 marks) |

|  |
| --- |
| **Question Number: 4** |
| Describe five possible employer advantages of paying more than the minimum required contributions to a defined benefit pension plan.  (5 marks) |

|  |
| --- |
| **Question Number: 5** |
| List the key requirements needed to successfully implement a captive solution for risk benefit financing.  (10 marks) |

|  |
| --- |
| **Question Number: 6** |
| Write a brief note outlining the potential impact of climate change and natural resource constraints on global employee benefit provision  (10 marks) |

Long-Answer Question (60 marks)

Introduction for candidates

Answer either Question 7 or Question 8. Do not answer both questions. Marks will only be given for one question. No extra marks given for answering both questions. If answers are provided to both questions, marks will be given to the question started first (unless the answer to that question is crossed out or deleted, in which case marks will be given to the question started last)

|  |
| --- |
| **Question Number: 7** |
| "Inflation, especially medical cost inflation, is the biggest risk impacting global employee benefit costs at the current time".  Do you agree with this statement? Write a paper setting out your own views, and provide examples of how the biggest risks impacting employee benefit costs can be managed by multinational companies. Your paper should also include examples of how different types of risks affect employee benefit costs in at least eight countries in three different continents.  (60 marks) |

|  |
| --- |
| **Question Number: 8** |
| As the International Benefits Director for your company, you have been asked by the Finance Director to write a paper on healthcare and pension systems around the world. You have also been asked to include your views on which countries have the best healthcare and pension provision for employees and employers.  Your paper should include case studies on healthcare provision from at least three countries and pension provision from another three countries. You should also include information and examples on trends in employee wellbeing.  (60 marks) |