

# LOCAL GIBRALTAR EMPLOYER

## CASE STUDY: SOVEREIGN CUSTOMISED DEFINED CONTRIBUTION SCHEME

### PROFILE



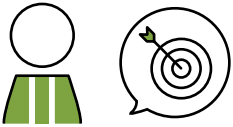
Gaming company with 300 employees in Gibraltar

### CIRCUMSTANCES



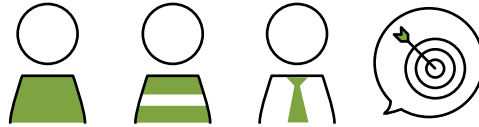
They have a mix of locals and cross border workers within their working population. They are successful and growing and so they need to attract the best calibre of staff in a competitive employee market.

### AIM



#### Employer

They have a relatively young workforce and feel a duty of care to help their staff save for retirement. They pride themselves on the level of training they give their employees so they also want to retain them.



#### Employee

Pension provision is an important part of my overall package, so this is a consideration when I choose my employer. People are living longer, so it's important that I start saving for my retirement as early as possible.

### SOLUTION



- » The Employer opts to establish their plan as a customised Sovereign Defined Contribution Pension Scheme.
- » They can tailor the rules, within regulation to their needs.
- » They can also have co-branded employee documentation and use photographs that they own the copyright to. This helps them tailor their employee engagement to their specific needs.
- » The Scheme offers suitable investments for the diverse employee population that have different attitudes to investment risk.
- » With the straight through processing via a user-friendly portal, this will help their HR team's workload with easy access and efficiency and allows employees to engage directly and self-serve.
- » The Scheme is also highly competitive in terms of the initial and ongoing costs.