

optus

Group Savings Scheme
Employer Brochure



FRIENDS PROVIDENT
INTERNATIONAL


Welcome

to the home of international investment

Friends Provident International Limited is located at the heart of one of the world's leading international financial centres – the Isle of Man. The Island has the highest Sovereign Credit Rating 'AAA' from Standard and Poor's* and 'Aaa' from Moody's*. From here, in a location with an enviable reputation for political and economic stability, we can offer real benefits to customers all over the world.

Our financial strength and sustained growth in a competitive and demanding market demonstrates how we understand the importance of delivering those benefits.

*Standard and Poor's and Moody's are independent ratings agencies, who assess the strength of financial centres. (www.gov.im/iomfinance/limits)



Since 1978, Friends Provident International Limited has been continually adapting to the changing demands of individuals and companies around the world.

We are a member of the Friends Provident Group, one of the UK's most prestigious and pioneering financial organisations, which was established in 1832.

Remaining faithful to our heritage, we take pride in continuing to pioneer a comprehensive and competitive range of products. We have consistently delivered innovation and expertise to our clients for many decades.

All this together means that flexibility and growth remain at the front of our thinking for international investors.

Optus

The best way to attract the talented people you need is to offer them additional benefits as part of their overall remuneration package.

Helping you to recruit and retain high-quality employees

As an employer, you compete to attract the very highest calibre of employee, to ensure that your company continues to grow. Retaining the requisite talent can however prove more of a challenge than the initial recruitment process.

The best way to attract the talented people you need is to offer them additional benefits as part of their overall remuneration package. This can also help you retain the key personnel, critical to the continued development of your business.

That's where Optus, the flexible group savings scheme from Friends Provident International can help.

The Friends Provident Group has more than 50 years experience in pensions provision, is a market leader in providing online scheme administration services and can boast an award-winning pedigree in this field.

You have control

Our online scheme administration system puts you in control by allowing you to tailor the system access rights to suit your business needs. In addition you decide the level of access to personal information and account administration that you wish to grant to scheme members.

To make your life easier, our administration system provides you with all the tools you need to manage your scheme with minimum effort, giving you the time to concentrate on growing your business.

With many years' experience of transacting business online, you can be certain that your scheme is in safe hands with Friends Provident International.

Optus – How it works

Your Adviser will work closely with you to develop the most appropriate Optus scheme solution for your business and employees.

Amongst other things, this will involve helping you to decide on a suitable level of regular contribution for your scheme members – usually a percentage of salary or a fixed regular contribution – and tailoring the range of funds available to ensure that your scheme’s savings requirements are fulfilled.

You will then be provided with the resources you need to promote the benefits of the scheme to your employees, and secure online access for you to manage the scheme.

This means that, via a special secure website, you will easily be able to:

- Update scheme member details
- Prepare illustrations for prospective scheme members
- Allocate payments to members’ savings accounts direct from payroll
- Make ad hoc payments to your scheme members’ accounts
- Track individual members’ benefit entitlements
- Switch funds, and redirect future contributions

In addition, you decide whether to give your scheme members online access to the member site and, if so, the level of access to which they are entitled. This means you have full control over the access that members have to their personal details, and how they manage their accounts online.

Additional Voluntary Contributions

Optus includes the facility for scheme members to supplement any contributions you provide for them, by making voluntary contributions to their account within the scheme.

Whilst the investment funds available will be determined at scheme level, an additional voluntary contribution account will give your scheme members access to these specialist investments, at terms not normally available to individual investors.

Optus – Fund Range

The Optus fund range comprises more than 120 top-class funds, in a number of currencies, designed to satisfy as broad a range of investment philosophies as possible.

Investment Choice

Friends Provident International has been building close relationships with some of the world's most successful and highly respected fund managers for more than 30 years.

This means that through Optus we can offer access to a broad range of funds, which has been specially selected based on a combination of the fund managers' investment expertise and past performance.

The Optus fund range comprises more than 120 top-class funds, in a number of currencies, designed to satisfy as broad a range of investment philosophies as possible.

The funds available include low-risk liquidity investments, a range of Sharia'h compliant funds, right through to specialist single market equities.

The funds are detailed in the Optus Fund Guide and are clearly marked with a 'risk profile' grading.

Working with your Investment Adviser, you can choose a range of funds you feel are most appropriate for your scheme, or you may decide to make the full range available – the decision is yours.

Scheme members can invest in up to ten funds at any one time, inclusive of those needed for any Lifestyle Investment Option if applicable.

Lifestyle Investment Option

When you set up your savings scheme you can include the Lifestyle Investment Option. This option is designed to progressively move units to lower risk funds towards the end of the savings term.

The Lifestyle Investment Option is an overlay and can be used in conjunction with any investment fund portfolio you choose.

There are three standard Lifestyle options, which comprise a three-, five- or ten-year automatic switching strategy.

These options allow scheme members to automatically combine exposure to funds with greater growth potential – and consequently higher risk – in the early years, with funds that operate to a more risk averse mandate in the years leading up to maturity age.

The decision on whether to include a Lifestyle Investment Option is yours.

Further information is available in our Lifestyle Investment Option leaflets.

Fund Management



Optus – Benefits

The benefits of the scheme can be defined to suit your employee recruitment and retention plans.

Scheme Rules & Trust Arrangement

The scheme rules govern individual member's benefit entitlements.

In order to provide an additional level of protection for you and your scheme members, it is possible to set up your Optus savings scheme under a trust arrangement. This means that if your company were to cease trading, the benefits built up in the members' accounts would be protected.

If you decide to hold your scheme in trust, an appropriate trust can be established with a framework of trust rules – agreed by the board of your company. The benefits of the scheme can be defined by the trust rules to suit your employee recruitment and retention plans.

Alternatively, you are free to use an existing trust, create a new trust of your own or to simply hold the scheme as an asset of the company, without the protection of a trust.

Find Out More

To find out more about how Optus can help you to recruit high calibre personnel and build employee loyalty, please contact your Financial Adviser or visit our website:

www.fpinternational.com

Important Information

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The information given in this document is based on the understanding of Friends Provident International Limited of current Isle of Man law and taxation practice, which may change in the future.

No liability can be accepted for any personal tax consequences of this scheme or for the effect of future tax or legislative changes.

Past performance should not be viewed as an indication of future performance, fund prices may go up and down depending upon investment performance and are not guaranteed. You may get back less than you paid in.

The rules and regulations made by the Financial Services Authority for the protection of investors will not normally apply to persons resident outside the United Kingdom

All policyholders will receive the protection of the Life Assurance (Compensation of Policyholders) Regulations 1991 of the Isle of Man, wherever their place of residence.

Complaints we cannot settle can be referred to the Financial Services Ombudsman Scheme for the Isle of Man or the Financial Ombudsman Service in the UK, depending on the parties involved.

Some telephone communications with the Company are recorded and may be randomly monitored or intruded into.

Important Notice for Residents of the United Arab Emirates

If you effect a Scheme whilst resident in the United Arab Emirates (UAE), all disputes regarding the Scheme will be subject to the jurisdiction of the UAE courts whilst you remain resident in the UAE.

Gratuity Scheme

Under UAE Law No.8 of 1980, as amended by Law No.12 of 1986 (the "Labour Law") Article 140, where scheme rules provide that whatever payments the employer makes into the member's account are in respect of their statutory obligation to provide severance pay to employees, the member will be entitled to the value of their account **or** statutory severance pay, whichever is greater.

Where no such scheme rule exists, the scheme member will be entitled to the value of their account **and** statutory severance pay.

Employers are advised to take appropriate advice to ensure their employees' contracts of employment reflect appropriate terms and conditions.



United Arab Emirates

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Registered in the United Arab Emirates as an insurance company (Registration No.76)
and as a foreign company (Registration No. 2013).
Authorised by the United Arab Emirates Ministry of Economy to conduct life insurance
and savings business.

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Incorporated company limited by shares. Registered in the Isle of Man No. 11494.
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Provider of life assurance and investment products.

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