FLEXIBILITY FOR THE FUTURE
A PENSION THAT TRAVELS WITH YOUR RESEARCHERS, WHEREVER THEY GO

RESAVER
WHAT’S NEW?

JULY 2018
RESAVER ROLLED OUT IN MORE COUNTRIES AND AT MORE INSTITUTIONS

The first organisation joined RESAVER Pension Fund in early 2017 – the Central European University, with more than 500 employees in Hungary.

At the beginning of 2018 another research institution, BBMRI-ERIC (Biobanking and BioMolecular Resources Research Infrastructure - European Research Infrastructure Consortium), joined the RESAVER Consortium and is expected to join the Pension Fund later this year. The expectation is that other European Research Infrastructure Consortia from countries like Italy, Romania and the Czech Republic will also follow this route in the next two years.

The MCAA (Marie Curie Alumni Association) joined the RESAVER Consortium in early 2018. MCAA is an active community of researchers, brought together by past or present mobility experience under the European Commission's Marie Skłodowska-Curie Actions programme.

The RESAVER Consortium soon expects to welcome new members from Belgium, Hungary, Italy and Luxembourg.

TESTIMONIALS RESAVER FROM MEMBERS:

Erik Steinfelder (Director General)
BBMRI-ERIC

“RESAVER demonstrates that the European Commission understands the practical everyday issues of modern researchers, who are developing their career in parallel with the increasing role of the EU in research, whether within research infrastructures or academic institutions. This is why we joined in 2017 and we look forward to providing RESAVER to our employees from 2019.

RESAVER is already providing us with added value: young, talented employees are attracted to BBMRI-ERIC because of RESAVER, allowing us to keep a healthy turnover of highly qualified international staff.”

Matthew DiFranco (Chair of MCCA Board)
Marie Curie Alumni Association (MCAA)

“As Marie Skłodowska Curie Actions (MSCA) beneficiaries, Marie Curie Alumni Association (MCAA) members are highly mobile, industry-experienced, and well-trained in all fields of research. However, international mobility and careers in an academic setting can lead to financial challenges for our members, including the lack of a stable pension or other retirement savings.

MCAA recognizes the need not only to provide mobile researchers with viable solutions for their pension needs, but also the need to raise awareness amongst our membership, as well as in the wider research community, about pensions and retirement savings. We have joined RESAVER as an associate member to show our support for the program, and to hopefully help RESAVER grow and mature along with the careers and well-being of our valued members.”
JOINING RESAVER

HOW DOES RESAVER HELP ORGANISATIONS?

RESAVER has been created, with the support of the European Commission, to remove pensions as a barrier to researcher mobility and to help organisations attract and retain the best researchers.

Researchers are among the most mobile employees in Europe and their mobility is increasing. But they face difficulties in continuing their employer-sponsored pension savings when moving between countries or organisations. RESAVER solves this challenge and makes their life easier!

By joining RESAVER, organisations can give their employees access to a state-of-the-art flexible pension solution at a low cost, helping them to maximise their benefit at retirement.

RESAVER is also a cost-effective pension solution for employers. The management of RESAVER – including governance, administration and investment – is delegated to market-leading companies. Costs are low thanks to greater efficiencies and economies of scale.

As the mobility of researchers is crucial to achieving scientific excellence, the European Commission promotes RESAVER to ensure that every research organisation in Europe provides this pension solution to its employees.

HOW DOES THE RESAVER CONSORTIUM SUPPORT NEW EMPLOYERS WHO WOULD LIKE TO JOIN?

At present, if an organisation is interested in joining RESAVER, the Consortium and its advisors will help them to build a business case (at no cost).

If these institutions have an occupational pension solution already in place, the business case will compare the existing solution to RESAVER.

If no such plan exists, the estimated cost of future contributions will be calculated to help quantify the budget needed to establish RESAVER.

There are no extra implementation costs on top of contributions and administration fees.

Individual organisations are free to define their own contribution levels provided they are in compliance with local legislation.

More details on how to join are at the end of this newsletter. If you would like help in developing a business case please contact info@resaver.eu.

YOU CAN REQUEST MORE INFORMATION OR A BUSINESS CASE BY SENDING AN EMAIL TO CONTACT@RESAVER.EU
ADVANTAGES FOR INDIVIDUAL RESEARCHERS

Being a member of RESAVER has great advantages for mobile researchers. Check out Giovanna and Stephan’s pension savings journey.

WHY EMPLOYEES SHOULD JOIN?

- Continuity of the accumulation of pension benefits when professionals move between organisations and countries.
- Access to best-in-class investments, administration, communication and modelling tools.
- At least as tax efficient as local employer-sponsored pension plans.
- Low fees.
- Inclusive - available to individuals on permanent or short-term contracts, or with no employment contract.

IF YOU WOULD LIKE HARD COPIES OF ANY RESAVER PUBLICATION FOR USE AT EVENTS, PLEASE EMAIL INFO@RESAVER.EU
INTERVIEW WITH PREVINET

As the administrator for RESAVER, can you answers a few questions for us?

How long have you been working with multinationals on their pension administration?

Previnet has been working with multinationals and international pension schemes since 2005.

Its market experience, coupled with a multinational experience in providing administration services to the pensions, insurance and finance industry across Europe, are strong credentials for the company.

Previnet aims to expand further its cross-border service provision, offering a winning combination of flexibility and IT innovation.

Who are your other big clients?

Previnet is actively supporting cross-border pensions. Examples include pension arrangements such as RESAVER OFP, NATO DCPS, NATO Provident Fund.

Previnet delivers pension scheme administration on a country-by-country basis and is capable of fully supporting administration and distribution requirements.

Clients include Assicurazioni Generali Group, IntesaSanPaolo, Unipol, Deutsche Bank, FIAT, HP, McKinsey, as well as several occupational pension schemes.

What do you see as the biggest advantage of RESAVER?

By becoming a member of RESAVER, research organisations and universities have the opportunity to offer more attractive working conditions for mobile researchers. They would also benefit from more efficient management, better governance and monitoring tools, a fully transparent approach, the best choice of providers and lower costs through economies of scale.

What do you see as the biggest challenges for RESAVER?

One of the major challenges for RESAVER is achieving better recognition across the research community. An example of work that is being done to help is the current ongoing assessment by several National Authorities with the aim of coordinating local pension regulations with RESAVER’s innovative pension solutions.

The message is clear: RESAVER is a powerful pension vehicle, made available by the European Commission for the benefit of the entire research community.

Do you predict any changes to the way people will manage their retirement savings in the future?

In many countries, the responsibility of retirement planning and saving is shifting from the State and employer to the individual (in other words, to a defined contribution (DC) basis). Previnet therefore sees a growing need to actively engage people with their pension savings.

Awareness, understanding and financial commitment are required to successfully navigate the new world of pensions, particularly because of the increased choice at retirement and growing levels of complexity. With this in mind, it is important to create new solutions to improve communication and equip pension scheme members with the right financial education tools to enable them to make informed decisions.

Offering an attractive, user-friendly experience through different channels is one way that communication with pension scheme members can be improved. Channels can include web portals, mobile apps and, most recently, augmented reality and virtual reality.
MyResaver is a user-friendly website that provides workplace pension administration services for the RESAVER Pension Fund across Europe. It serves as an interface between organisations, individuals, the RESAVER Pension Fund Board and other providers.

MyResaver is a secure online facility for the RESAVER Pension Fund Board and organisations, integrating a full range of administration services:

- Handling multiple currencies, funds and investment profiles,
- Record keeping and statistical reports of underlying assets,
- Portfolio book-keeping, and
- Reporting for country specific market regulators.

For individuals, MyResaver provides a secure online portal for:

- Management of investment portfolios,
- An investment platform that tracks individual members’ account information, by investment type, contributions (employer, employee) and country, and
- Individual support.

Previnet is the provider of these administration services.

You can watch a demo of MyResaver by clicking on the blue circle and white arrow in the image below or visit [http://www.resaver.eu/myresaver/](http://www.resaver.eu/myresaver/)
INVESTMENT SOLUTIONS AT RESAVER: LIFE-CYCLE AND FREESTYLE FUNDS

Participants of RESAVER Pension Fund have control over how their money is invested. They can select their investments themselves via the ‘freestyle’ option or choose the ‘life-cycle’ option, which changes investments automatically until retirement.

**Life-cycle**

This is still a new concept in many countries. Life-cycle strategies allow the participants to diversify their pension savings towards different asset classes at different phases of their lives or career.

For example, more equities (which are riskier, but are expected to deliver higher returns over the longer term) at the start of someone’s career and more bonds and/or cash (which are more conservative and should help to provide a more predictable retirement income) closer to retirement. The participants’ asset allocation is automatically adjusted to become more conservative as their target retirement date approaches.

A recent study conducted by the Bocconi University* has shown that life-cycle investments are providing higher benefits for DC pension funds than guarantee on capital options.

Investment decisions are important as how funds are invested has a direct impact on the amount of money that will be available to the member on retirement.

The Board of the RESAVER Pension Fund has carefully selected the default investment for members as the life-cycle option. The Board believes this will be the most appropriate solution for members who do not want to actively make investment decisions.

**Freestyle**

Freestyle investment offers each participant a choice between investments so that they can select funds that best match their attitude to risk and their retirement plans. They can choose from three different types of freestyle funds:

- Standard (traditional) investment with ‘pure’ funds (equities, bonds, money market).
- Standard (traditional) investment with ‘balanced’ options (medium risk profile as mix of pure funds).
- Advanced investment with more actively-managed characteristics.

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* ‘Consumer protection and the design of the default option of a pan-European pension product’ A Berardi, C. Tebaldi and F. Trojani 1 February 2018
PERFORMANCE OVERVIEW

The table below shows the performance in 2017 of the investment funds used for the life cycle option. All funds are managed passively. This means they follow closely their benchmark, with low asset management fees. Returns are expressed in EUR and are net of asset management fees.

<table>
<thead>
<tr>
<th>Fund Type</th>
<th>Net Returns 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>World Equity</td>
<td>7.8%</td>
</tr>
<tr>
<td>Europe Equity</td>
<td>11.1%</td>
</tr>
<tr>
<td>Emerging Markets Equity</td>
<td>20.2%</td>
</tr>
<tr>
<td>Euro Aggregate Bond</td>
<td>0.5%</td>
</tr>
<tr>
<td>Euro Government Bond</td>
<td>(0.0%)</td>
</tr>
</tbody>
</table>

VARIABLE ANNUITY SOLUTION

A variable annuity solution will go live in 2018. This has been set up for employees joining from BBMRI in Austria and may be available to organisations in other countries depending on their requirements and local regulations.

What is a variable annuity?

At retirement, members will use the money built up in their account to buy a pension from an insurance company. For example, a fund of EUR30,000 may secure an annual income of EUR1,500 per year.

Typically, insurance companies provide a ‘guaranteed’ annuity – an income for life that increases at a fixed rate (such as 0% per year) or that is linked to a particular index (such as inflation). These types of annuities are relatively expensive as the insurer has no flexibility and is required to hold a large amount of low-risk, low-return assets as security for them.

A variable annuity is different because the increases to the yearly income depend on the profits made by the insurance company. In good years, increases can be high. However, in bad years pensions can be reduced. This type of annuity lets the insurance company take more risk, so that it can continue to invest in assets that have the possibility of generating higher returns, that can then be shared with the member.

In the current market it is typical for the initial income from variable annuities to be around 20% higher than the income from a guaranteed annuity.
RESAVER PERSONAL PENSION AND PEPP

RESAVER has a solution for researchers with employment contracts through the RESAVER Pension Fund. The RESAVER Consortium is also committed to offering a proper, cross-border pension provision for researchers without an employment contract.

In November 2017, the RESAVER Consortium published a tender looking for providers across Europe offering personal pension products to researchers.

At the end of February, after reviewing the responses to the tender, the RESAVER Consortium decided to postpone the procurement process as there were too few candidates to proceed with a competitive procedure. The RESAVER Consortium believes that postponing this process is the best solution.

In the meantime, a new European regulation for a Pan-European Personal Pension Product (PEPP) is being discussed. It is expected that providers will set up new products on the basis of this regulation, offering a more suitable solution for mobile researchers.

It is likely that the RESAVER Consortium will start up a new tender procedure in the coming years to find a suitable solution within this framework.
HOW TO JOIN RESAVER

An organisation needs to be a member of the RESAVER Consortium before it can join the RESAVER Pension Fund.

You should consider joining the RESAVER Consortium if:

■ You are interested in joining the RESAVER Pension Fund now or in the future,
■ You want to help shape the future of the RESAVER Pension Fund, and/or
■ You want to help remove pension barriers that affect the mobility of researchers in Europe.

HOW TO JOIN THE RESAVER CONSORTIUM

Joining the RESAVER Consortium is easy. It does not carry any financial burden or commitment.

Membership provides:

■ access to the latest information about RESAVER,
■ invitations to meetings and events, and
■ participation in the future development of RESAVER.

2. Email your completed application to contact@resaver.eu.
3. The RESAVER Consortium will review and approve new members at the first upcoming General Assembly.
4. Your organisation will be able to participate in dedicated work groups, helping in the future development of RESAVER.

HOW TO JOIN THE RESAVER PENSION FUND

Download a copy of the RESAVER Pension Fund ‘Application Form’ and or request copies of RESAVER Pension Fund plan documents, policies and charters via info@resaver.eu.

Complete the RESAVER Pension Fund Application Form and send it to contact@resaver.eu. The RESAVER Consortium and its advisors will help the organisation to complete the form if necessary and support throughout the joining process.

The Board of Directors of RESAVER Pension Fund will review the Application Form. The Board will pass successful forms onto the General Assembly, update the FSMA Application File, complete the necessary forms and send them to FSMA for approval.

Once the FSMA has approved the documents, the organisation can become a member of the RESAVER Pension Fund General Assembly by signing the Act of Accession.

The General Assembly of the RESAVER Pension Fund will then formally approve the new member.
HOW TO JOIN RESAVER (CONTINUED)

WELCOME TO RESAVER

After approving the new employer within the RESAVER Pension Fund, RESAVER will notify the Member Service Centre (MSC). The MSC will register the new organisation and send a welcome email to the organisation’s payroll department.

The MSC Welcome Pack will be available within the dedicated Payroll/Employer website area and contain: a welcome Letter; a payroll manual; a website manual; and FAQs.
MEMBERS OF THE RESAVER PENSION FUND:

HUNGARY
- Közép-Európai Egyetem Kft. (Central European University)
- CEU Oktatási-Szolgáltató Kft.

FULL MEMBERS OF THE RESAVER CONSORTIUM:

HUNGARY
- Central European University

ITALY
- Istituto Italiano di Technologia
- Fondazione Edmund Mach

THE NETHERLANDS
- Vereniging van Universiteiten VSNU (Association of Dutch Universities)
ASSOCIATE MEMBERS OF THE RESAVER CONSORTIUM:

The number of RESAVER Consortium members continuously increased over the last two years. RESAVER now has institutional representatives in all major European countries and further members are expected to join. Some of these institutions represent multiple organisations, providing connections with hundreds of researcher employees.

AUSTRIA
- BBMRI-ERIC

BELGIUM
- MCAA (Marie Curie Alumni Association)

CZECH REPUBLIC
- ELI DC International Association AISBL

DENMARK
- University of Copenhagen

GERMANY
- EMBL - European Molecular Biology Laboratory

HUNGARY
- ELI-HU Non-Profit Kft.

IRELAND
- University of Limerick

ITALY
- Laimburg Research Centre For Agriculture and Forestry
- Fondazione Bruno Kessler

LUXEMBOURG
- Luxembourg Institute of Health
- University of Luxembourg

NORWAY
- The Norwegian Association of Higher Education Institutions
- Association of Norwegian Research Institutes

SPAIN
- ARAID - Fundacion Agencia Aragonesa para la Investigacion y el desarrollo
- ICREA - Institució Catalana de Recerca i Estudis Avançats
- Fundació Institució dels Centres de Recerca de Catalunya (CERCA)
- ICFO - The Institute of Photonic Sciences
- CTTC - Centre Tecnologic de Telecomunicacions de Catalunya
- Universitat Autonoma de Barcelona

CONTACT POINTS

RESAVER Secretariat:
contact@resaver.eu

Joining RESAVER:
www.resaver.eu/resaver/consortium/how-to-join/