

Pensions

Services for Pension Trustees.



At Price Bailey - It's all about you
The right advice for your business life

pricebailey.co.uk

What our clients say about us.

“We have used Price Bailey as Auditors for over 15 years and have been continually impressed by their level of service and understanding of all our pensions schemes as well as the needs and requirements of the Trustees.

They have a unique way of providing personal and pragmatic service and advice to us such that we have built up a very effective and cost efficient approach to our needs.

They have provided outstanding continuity of service and personnel such that they have become a critical partner and adviser to us. We would recommend the Price Bailey team to other pension schemes and their Trustees.”

Bill Dastur - Chair of Trustees
Marshall of Cambridge Group Pension Schemes

Focused on you.

Seeing things your way, and providing what you really need. Those simple aims steer everything we do at Price Bailey.

We promise you **Perspective, Trust, Breadth and Value.**

Perspective – understanding your needs, responsibilities and challenges, and providing unstinting support to help you meet them.

Trust – proving we deserve your trust. We don't simply work for you; we uphold your standards by working with you in a close, supportive partnership. In a recent survey, our clients rated us at 91% for being trustworthy.

Breadth – we bring you a full array of pension sector skills and real-life experience, ensuring we give you advice that's relevant, up to date and effective.

Value – 'added value' is a much-used and abused phrase. We believe it should stand for genuinely good service that results in the greatest benefits for you and your members.

“Our recommendations and advice are always guided by your best interests. If you feel we've enhanced your pension scheme, made your life easier and delivered meaningful value, then we're satisfied.”

Tom Freeman
Partner

Why Price Bailey?

Substantial, yet personal and accessible

Choosing Price Bailey gives you access to a strong line-up of partners, business advisers and chartered accountants, working from offices in East Anglia, Hertfordshire, London, the Channel Islands and the Caribbean.

Our resources are extensive. We're established as one of the Top 30 accountancy firms, so we have the strength in depth to meet all your needs. Though we're big, we're far from impersonal. Our approach is individual, and based on personal relationships and connections.

An alliance of talents

Our advice is guided by extensive, real world experience in the pensions industry. That means it's pragmatic, timely, realistic and effective.

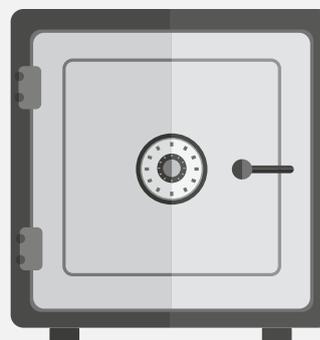
While most of your contact will be with our pensions team, we combine the resources of all our departments to give you the most comprehensive and helpful advice. Our specialist teams, such as tax, covenant and governance, provide their expertise and ideas to find the best solutions for you.

Our recent survey saw our clients score us at 8.36 out of 10 for customer service and 8.34 for delivering on time.

Always partner led

We always deliver on our promises. So the Partner and team who first present to you will be the people who'll actually work with you, for as long as you are a client of Price Bailey.

This means we'll know your pension scheme thoroughly, and provide our service and support in the way that suits you. We enjoy interacting with our clients and encourage face-to-face meetings (at our cost). And yes, you will see your designated Partner regularly – not just at that first presentation.



Adding value

Unlock genuine value by partnering with advisers who really understand your pension scheme.

Competitive, transparent and flexible

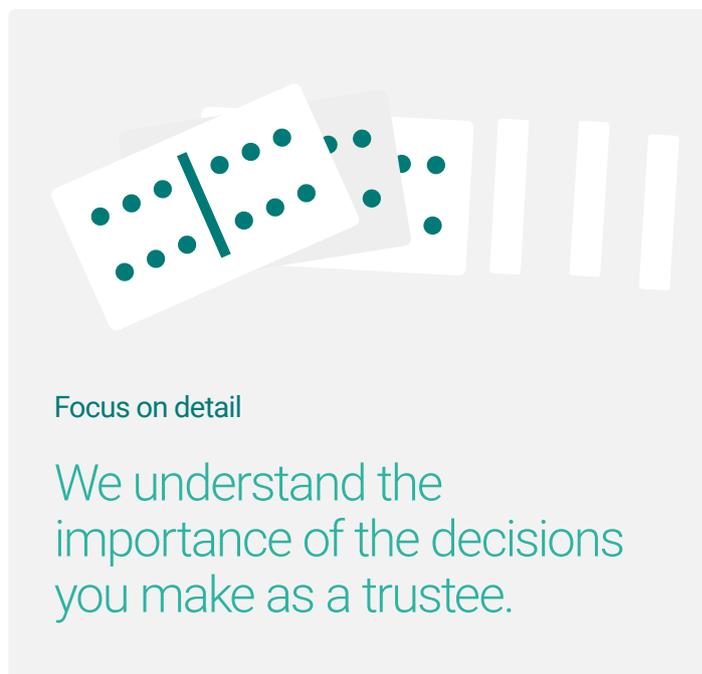
We realise we need to be competitive and offer you good value, so you'll find we compare very favourably with the larger firms. Yet we'll never risk compromising on quality by cost-cutting or under-pricing. As an efficient and disciplined firm, you can expect our fees to be reasonable and realistic.

We appreciate you want certainty, so we'll agree fees before starting work. There are no hidden extras. Our pricing is transparent, and based on our best estimate of the time required and our standard charge-out rates.

We offer you the option of fixed or flexible fee options, and because we think it's important to build a long-term relationship with you, we'll also offer discounts on our rates for recurring work.

What suits you, not what suits us

Focused on you means exactly that – a bespoke service tailored around your needs, not 'one size fits all', fixed menu or commoditised. We adapt to you, not vice versa. We'll constantly review our service, and respond to your feedback, to ensure we provide what you really want.



Focus on detail

We understand the importance of the decisions you make as a trustee.

Our services for trustees

We understand the pressures you face: keeping pace with complex investment strategies, liability management, administration challenges, and the seemingly constant legal and regulatory changes. And above all, you have to fulfil your duty to meet pension promises, improve member outcomes and safeguard your members' pension benefits for their retirement.

We aim to ease your burden, by providing precisely the advice and services you need, at exactly the right time.

We'll be accurate and diligent. We'll be proactive, researching and reporting the regulatory, industry and market changes that affect you. Our close involvement with the regulator, industry working parties and other influential bodies gives us up-to-date and invaluable insights, which we'll pass on to you. At the same time, we'll be selective, so you're informed but not overwhelmed.

The overview below shows how we provide that support. It's an extensive list, but not exclusive. The full breadth of Price Bailey's expertise is available to you, and we're always happy to discuss any service that can help achieve your objectives.

Governance

- Governance structure and effectiveness reviews
- Trustee skills workshops
- Risk management review and design
- Trustee training (TKU)
- Trustee succession planning
- Forensic accounting services for disputes, litigation and fraud
- Mediation services

Compliance

- Statutory audit
- Full or bespoke compliance reviews
- AAF certification for Master Trusts (Master Trust Assurance)
- DC governance advice



We look at which services are right for you.

Finance and administration

- Internal control reviews
- IT due diligence for in-house or provider platforms and software
- IT system consultancy and project management
- Data quality audits
- Outsourcing - accounting and finance, company secretarial and pensioner payroll
- Resource provision for fixed term secondments or special projects
- Tax compliance (including VAT) and advisory services including international taxation and assistance with opening new overseas markets
- Communications - design services and strategy advice

Assets/liabilities

- Investment consultancy
- Investment management
- Treasury management
- FX services
- S.179 audits for PPF levy valuations

Funding/covenant

- Employer covenant services
- Liability management consultancy
- Captive insurance services e.g. for longevity hedging
- Scheme wind-up services



Guiding you

At Price Bailey we like to keep you informed so you can make the right decisions.

We listen and gain a deep understanding of you, your scheme and your objectives. Only then can we provide a solution that is unique to your scheme.



Our commitment to you

Accessible and consistent

We'll do our utmost to ensure consistency and continuity in your designated team. So you'll be dealing with people who know and understand your pension scheme, responding efficiently and ensuring best value.

We'll give you the office phone, mobile phone and email details for all key members of your Price Bailey team, who'll also be available for face-to-face meetings. If you leave a message, we'll respond within 24 hours (we don't charge for phone calls) and reply to your emails within 48 hours. Of course, these are maximum times, and we'll be in touch sooner whenever possible.

On brief and on time

We know you're relying on us, so we'll repay your trust by providing a conscientious, accurate and timely service.

We'll agree a clear project timetable with you so you can be confident about progress and deadlines. We'll deliver reports and Board papers five working days before your Board or Sub Committee meeting, unless we've agreed an earlier date.

As well as your designated lead Partner, we might suggest you talk to fellow partners in Price Bailey – if we think you'd find their advice, knowledge and thought leadership helpful.

You might also benefit from other professional firms that share our high standards, for example providing actuarial or legal services. We'll be happy to introduce you to a network of contacts if it's appropriate, but only with your consent and never with any obligation.

Up to date, and up to standard

Keeping up to date with legal and regulatory changes can be very time-consuming. So we'll do the homework for you, alerting you to anything that affects your scheme and its members.

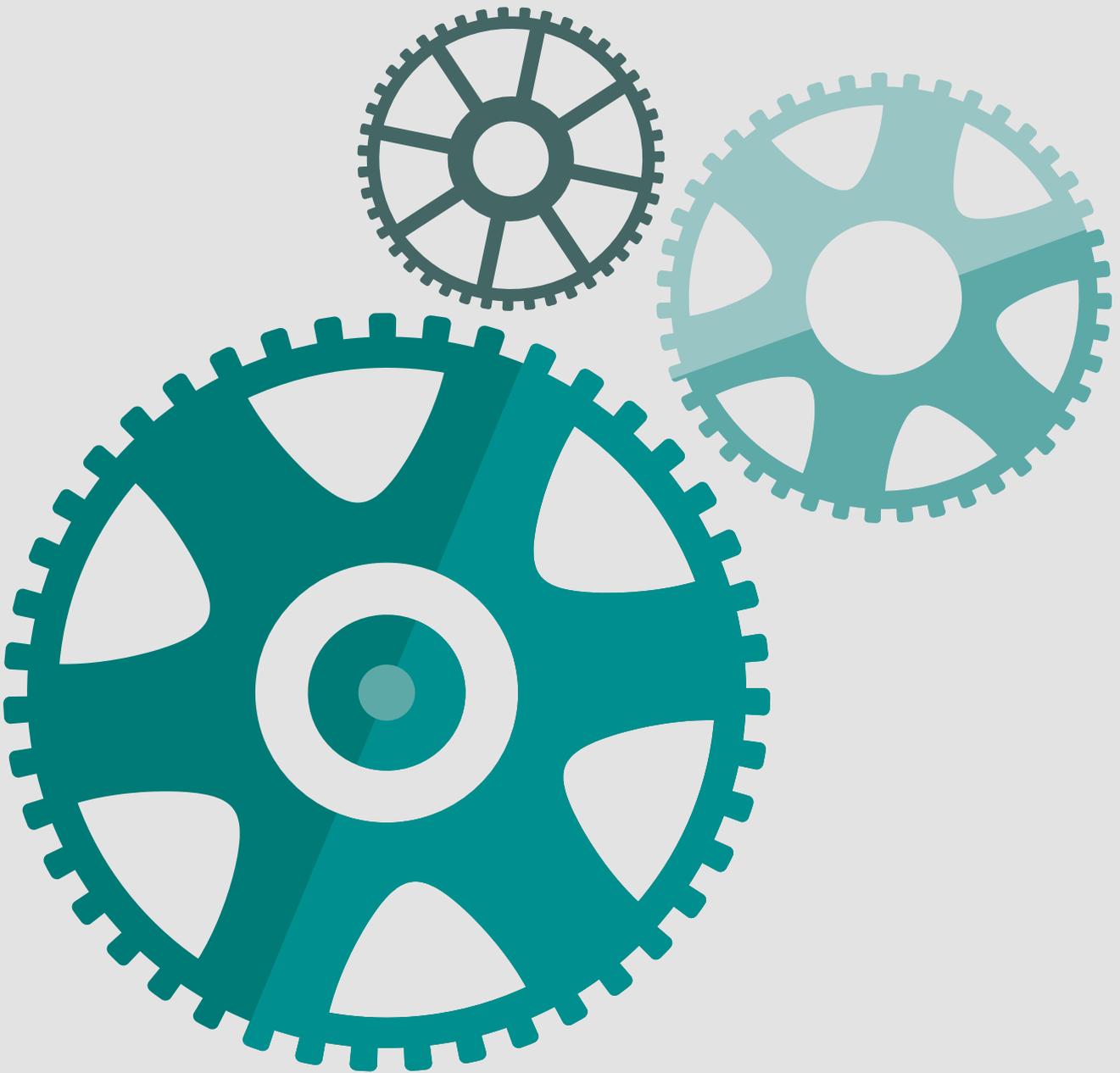
We'll also send you invites to technical updates and seminars, to help you satisfy the Pension Regulator's Trustee Knowledge and Understanding requirements.

It can be really helpful to share knowledge and opinions, so we encourage you to talk to other Price Bailey clients – for example, at our round table meetings.

Most importantly, we ask for, and will always listen to, your feedback. We want to be sure we achieve and go beyond your expectations, so we take a proactive approach too – continually reviewing our knowledge, skills and service.

Meeting your needs

We provide an integrated proposition that helps you succeed in meeting your goals and maximising value for money.



Our specialist Pensions team

Our Partner-led Pensions team draws on a wealth of real-life experience of working for organisations from small company schemes to blue-chip FTSE 100 companies.

The team is headed by Tom Freeman. Previously at Pearson plc, one of the longest-established FTSE100 companies, he was Head of Finance with responsibilities for governance and other operational activities for their hybrid £3.5bn pension plan. This gave him a thorough understanding of the pressures Trustees face in dealing with complex investment strategies, liability management, administration, legal and regulatory changes.

Within the financial services industry, Tom has also held a strategic finance role supporting the executive team at First Data Corporation, helping to determine their worldwide product strategy, and negotiating joint ventures and strategic alliances. As a fully qualified Chartered Accountant, Tom trained and worked in a Top 10 firm, specialising in financial services for corporates, funds and listed investment vehicles.

Tom is responsible for our delivery of corporate and trustee services to the pensions and financial services sector. He works with our expert teams across the practice to deliver comprehensive, value-added solutions.

He believes involvement in helping to shape pensions policies is invaluable for building knowledge and insight, so he serves on a number of industry working parties and committees to ensure you receive the benefit

For more information, please contact Tom Freeman.

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