

Could it be you?

We are now recruiting to the trustee board of your pension scheme



Would you like to ...

- * Challenge yourself with new and complex issues
- * Interact with financial experts
- * Use your knowledge and experience to help others
- * Make informed decisions about your own investments

AB INBEV UK LTD PENSION PLAN

Your pension plan needs you!

There's a vacancy on our trustee board of directors, for someone keen to help monitor and run our company's pension plan.

You'd be given full training, with the opportunity to learn about everything from investments to communications.

Could it be you?



See overleaf for details about the role. For more information, please contact the ABI pensions team at pensions@ab-inbev.com

Being a trustee director is an interesting and challenging opportunity if you're

keen to learn valuable new skills. Those skills can be used not just in helping to run the pension schemes but also in your personal life, giving you confidence to control and get the

best from your own pension investments. You'd be interacting with accounting, legal, investment and actuarial experts as part of a friendly team working to ensure that the financial future for everyone is made stronger.

No experience is needed; you'll get extensive training. We've had people from finance, fork-lift truck operations, science, finance and management. The corporate trustee for our company's pension

plan is the AB InBev UK Pension Trust Ltd. By law, at least a third of the directors must be nominated by members of the pension plan – it is one of these positions that is now vacant.

“My background is science and I have found it very satisfying to challenge myself with something completely different.”
PB

“The role has widened my management skill set by introducing me to senior-level meetings and discussions outside of brewing and retailing.”
JC

Down to the details . . .

As a director on our corporate trustee board, you'd have a vital role in ensuring that the AB InBev UK Pension Plan was operated in the best interests of all its members.

There are two different sections under our company pension plan:

The defined contribution section is the only one now open to ABI employees.

The key responsibility of the trustee directors is to ensure that members have the right range of investment choices and access to the necessary information about the scheme, so that when the members finish work, their income from those savings is what they've been aiming for.

The final salary section (also known as defined benefit) is now closed to new members.

But our trustee directors still have a responsibility to make sure the promised pension payments are made in full and on time each month.

Trustee directors also appoint professional advisers, ensure that proper accounts are kept, help employees understand about their pension, and decide who will receive benefits in the event of a death.



In the know

Training starts as soon as you become a director.

The Pensions Regulator has an on-line programme – the Trustees' Toolkit – to help you. You would have six months to complete it.

You'd also receive training at trustee meetings.

The regulator's Code of Practice on Trustee Knowledge and Understanding can be seen at <http://www.thepensionsregulator.gov.uk/>

A matter of trust

Trustee directors also have access to the Trust Deed and Rules. Over time, you would develop reasonable knowledge and understanding of pensions and trust law, the principles of pension schemes' funding, and the investment of scheme assets.

Meet and greet

There are four full-day meetings for trustee directors each year in London, plus others if more complicated issues arise.

In addition, each sub-committee has a minimum of two meetings per year, in London or at the advisers' offices in the South East.

You would also have the opportunity to carry out other trustee business.

Keep up!

You would be helped to keep up to date with developments in the pensions' world, via training at trustee meetings and attending seminars.



Conflict?

Trustee directors must be able to spot potential conflicts of interest, and make sure these don't inadvertently influence their decisions.

"I enjoy the satisfaction of helping members understand the complexities of pensions, so they can look forward to the best retirement possible."

AH

"I benefit from the camaraderie and forging friendships with new people. We work as a team and support each other."

MC

Putting you in the picture

We need our trustee directors to be:



- trustworthy and honest
- willing to find the necessary time for the role
- keen to learn and to discuss complex issues
- able to understand and identify conflicts of interest
- discreet (some information and discussions will be strictly confidential)
- able to separate their role as director from other roles within AB InBev and from their own benefits under the pension plan
- sure that they can make a valuable contribution to the trustee board

And another thing!

As a director, you would be able to serve on two of the trustee board sub-committees.

These sub-committees include:

- * Incapacity and death
- * Investment
- * Administration
- * Report and accounts
- * Actuarial and funding
- * Communications
- * Governance

“The training will help you make better-informed decisions about your own pension arrangements and investments.”

MW



Here's how we choose

There are some hard-and-fast criteria when candidates are interviewed for the role of trustee director, and some useful extras:

Essentials

Applicants must

- * live in the UK
- * be willing to travel to meetings
- * have internet and email access
- * not be disqualified under s29 of the Pensions Act 1995
- * have time available for the role
- * be willing to keep up to date with the pensions world and to do training in their own time
- * be available to serve on two sub-committees
- * have key skills in communications, effective decision-making, influencing others, and dealing with conflicts

Useful extras

- * any interest/experience of investment and financial matters
- * any knowledge about the AB InBev UK Ltd Pension Plan
- * understanding of the difference between defined benefits and defined contribution arrangements
- * understanding of the different valuation bases
- * any previous relevant experience (eg pension schemes, charities)
- * experience serving on other committees or groups
- * views about the role (eg the three most important things a director needs to do, and how to get those things done)
- * knowledge about conflicts

Telling it like it is



Won't this take up a great deal of time?

There's no denying that the right person would need to be very committed and able to find time, including personal time, to get the most out of this role.

However, it is a great opportunity for the right person to be made stronger.

It's all very complicated isn't it?

Again, this would be very different from your day-to-day role, but the right person would be made stronger for their experience on the trustee board.

I've heard that trustees could be fined or even sent to prison

There have been incidents of trustees being imprisoned, but these were because of fraudulent activities.

The structure of our board means you could not be personally liable (except if you were guilty of fraud).

We have professional advisers at all meetings to ensure all legal requirements are fulfilled.

In addition, you would receive full training, and Mark and Adrian in the Pensions Team are always on hand to provide guidance and support.

If you are interested in applying for the role of trustee director, please contact the ABI pensions team at pensions@ab-inbev.com

ABInBev

