



maximising wealth through
employee benefits.

WEALTH at work

KNOWLEDGE | EXPERIENCE | OPPORTUNITY

“the workplace provides a wealth of opportunity to drive real value for employees with little or no cost to the employer.”

David Cassidy, CEO,
WEALTH at work.



introduction.

Today, leading companies spend more money and allocate more resources to their employee benefit programmes than ever before. Unfortunately, research shows that many employees fail to understand these benefits fully – particularly the financial ones such as pension plans and share schemes.

In addition, many of these benefits can now be enhanced to drive more value for the employee with little or no extra cost for the employer.

We work with a number of major companies, helping their employees to understand the benefits on offer and how to maximise their value.

Our objective is to create a more motivated, engaged and loyal workforce, enjoying greater financial security.

WEALTH at work is at the forefront in the provision of financial education and employee wealth management services in the workplace with a reputation of delivering real results for its clients.

As well as working with major FTSE companies covering sectors ranging from pharmaceuticals and banking to telecoms and retail, we also deliver cost effective results for many smaller companies.

why more can be less.

WEALTH at work can help organisations and their employees maximise the value of their workplace financial benefits.

Many employees fail to understand their workplace financial benefits fully whilst many employers fail to structure them in a way to enhance the value and minimise the risk. For example, profits gained through share schemes can be liable to capital gains tax but these can be avoided. Equally, pressure is increasing on employers from both government and regulators to ensure employees:

- Understand the impact of concentration risk in company share schemes
- Understand their full range of choices for income when retiring

Jessica has just received £30,000 worth of shares following the exercise of a SAYE share option. Having already used her Capital Gains Tax (CGT) annual exemption she transferred a proportion of the shares to her online Workplace ISA in order to mitigate some of the CGT that may be payable on the future sales of the shares.



You should also consider whether your company is spending more on its benefits packages than necessary. Are the costs of your pension plan spiralling out of control? Would a Workplace SIPP be better than a defined contribution pension plan? Should a Workplace ISA run alongside a share scheme?

Over the next few pages we will explain how we can help you address these and other issues.



financial education in the workplace.

Financial education modules

The education is tailored to the needs of each organisation and delivered via a range of mediums, from seminars to webcasts. Topics covered include:

- **Retirement** – explaining all options (annuities, unsecured pension, flexible retirement)
- **Share schemes** – maximising value through links with pension and ISA
- **Pension** – ways to increase retirement income
- **Long term income planning** – designed for employees who are part way through their working lives to assess if they are on track for a comfortable retirement
- **Debt management** – servicing debt effectively
- **Executive service** – for senior employees with more complex benefits, e.g. executive share plans
- **Graduate/new entrant** – designed to explain financial benefits on offer from the employer
- **Redundancy** – maximising value from redundancy payments
- **Bespoke modules** e.g. TUPE transfers

Many employees struggle to understand basic financial and investment issues – a cause of concern to both government and employers. Employers spend time and money trying to explain the various benefits on offer in the workplace. However, employees often fail to understand the explanations and maximise the true value of what is on offer.

The reasons for this are not hard to find. Research shows that passively delivered information – through booklets, leaflets or the company intranet – is largely ineffective. What we provide is not information as such but education, which is proactive, interactive and creates a deeper and lasting understanding.

Julie has £30,000 to invest from a maturing share scheme but doesn't know where to start. She recently attended a Long Term Income Planning seminar and thinks the Workplace SIPP may be for her.

Furthermore, the needs of every organisation are different. For example, our experience shows that classroom-based delivery is the best way to enhance the understanding of financial matters for most employees; but this may not always be possible. For that reason, we tailor our financial education to the needs of each company we work with.

Stephen has recently received a £5,000 bonus and would like to invest it. As his employer takes advantage of WEALTH at work's Flexible Savings Platform, he read up on the Workplace ISA through his company intranet and decided to take it out online.

We have developed a range of online education formats. These include webcasts, webinars, podcasts and tailored websites and web pages with interactive tools. These are far more engaging (and interesting) than traditional brochure-type delivery.

Tailored education

We tailor all our education to suit the needs of your company and its employees – because we recognise that every company, and every employee within that company, has distinct and individual needs.

Our three stage approach to developing an education programme:

Stage 1:

- We review your benefits to ensure we fully understand what you offer and how it is offered
- Understand the profile of your employee population e.g. demographics and take-up rates of existing company benefits
- Identify opportunities for your employees, e.g. linking share schemes to pensions
- Identify weak points, e.g. no tax planning for executives



Stage 2:

Having completed the review, we will work through our findings with you to identify where 'added value' can be found.



Stage 3:

We create an education programme tailored to your company, based on the benefits you offer.



enhancing value through the flexible savings platform.

As a result of effective financial education your employees can maximise the value of the benefits you provide via the WEALTH at work Flexible Savings Platform. This can supercharge your existing employee benefits such as share schemes and pension plans. We set this up in response to a call from the Employer Task Force on Pensions to ensure that employees get the most from their workplace benefits. Many leading companies are already making use of the platform.

One of the current hot topics is concentration risk in company share schemes. In other words, the risk employees may face by having too much invested in their employer's stock. Companies now realise that they need to ensure employees

have a mechanism to diversify into broader investments. This is a specific feature of the Flexible Savings Platform.

Using your existing employee benefits, WEALTH at work can tailor its Flexible Savings Platform to ensure that your employees can maximise their wealth and take greater control over their finances.

Catherine has got 20,000 shares vesting from her Performance Share Plan and she doesn't own any other shares. After reading about our Flexible Savings Platform she plans to diversify some of her holdings across a range of investment funds.

The advantages of the integrated approach are:

Tax savings – for example, integrating your Save As You Earn (SAYE) scheme into the platform's workplace ISA will allow your employees to transfer SAYE profits into the ISA and mitigate their capital gains tax liability.

Double tax relief – for example, integrating your Share Incentive Plan (SIP) with a Workplace Self Invested Personal Pension (SIPP) would let your employees benefit from double tax relief on their initial outlay.

Unique tools & modellers – our unique Share Scheme Modeller lets your employees see how they can reduce their tax liability on company share schemes by linking them with a pension or an ISA. Using the interactive modeller, they can see the impact of tax on their schemes at maturity.

Holding company stock – this is helpful for those employees such as executives who need to hold a certain amount of stock as part of their employment contract - again we can ensure this is done in the most tax efficient manner.

Diversification – ensuring employees do not suffer from sudden falls in the value of their company stock, the Flexible Savings Platform allows employees to diversify from their company stock and therefore minimise their investment risk.

Annuity broking tool – allows your employees to compare annuity deals when they retire.

Pension provision – we act as the pension provider and administrator so we can relieve your company of both the burden and the cost of running a pension in-house.

We can run a Group SIPP alongside existing pension arrangements or as a replacement. Salary and bonus sacrifice can be made through the platform.

A user friendly interface – we will create a website for you that can help deliver financial education to your employees and also ensure that they get the most out of the Flexible Savings Platform. The website would be completely secure and branded with your corporate identity which would consolidate the total offering in a single view.

“WEALTH at work has been extremely helpful and supportive in providing a cost efficient pensions solution for the Rating and Valuations Agency. They understood our requirements perfectly and responded quickly to any queries. The team were great to work with, both professional and accessible.”

Barry Neild, CEO,
Rating and Valuations Agency



face-to-face support through our advised services.

Some employees may feel they need personalised support to make important financial decisions, particularly if they have complex investment and tax considerations.

With our advice service your employees can have a face-to-face meeting with one of our Strategic Investment Planners.

Anna has heard that drawdown is an option at retirement but her company has only mentioned annuities. What should she do?

An initial meeting assesses the employee's financial needs, goals and risk appetite. A comprehensive report is then produced which sets out a tailored investment strategy.

Designed for the individual needs of your employees, this provides a tailored service designed for the workplace. This service is particularly useful to those about to retire, executives and those who want to have share scheme maturities managed tax efficiently.

Simon, aged 55, is close to retirement and risk-averse. How can he achieve growth in his investments but guard against extreme investment volatility at the same time?

the next step.

If you would like to talk to one of the team to find out how you can maximise wealth through employee benefits, please call us today on **0800 028 3200**, or email **info@wealththatwork.co.uk**

Alternatively, visit **www.wealththatwork.co.uk** for more information.

WEALTH at work is at the forefront in the provision of financial education and wealth management services with a reputation of delivering real results for its clients. We aim to ensure all our clients and their employees are better placed to make informed decisions about their financial future.

We will put you first in everything we do, and are committed to competitive charges, jargon-free communication and continually improving our services.

Our 3 key principles are:

WEALTH of knowledge.

Our team of professionals with their specialist skills and knowledge are on hand to help and guide you to ensure the value of your company's benefits are maximised.

WEALTH of experience.

With many years of experience in designing and implementing ways to enhance the value of workplace financial benefits, we can provide cost efficient programmes which add real value.

WEALTH of opportunity.

Our tailored approach to working with both large and small companies means we are well placed to provide your company with proven ideas, as well as innovation, to improve your benefit offering.



WEALTH at work

Call us on 0800 028 3200. Email us at info@wealthatwork.co.uk or visit www.wealthatwork.co.uk

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