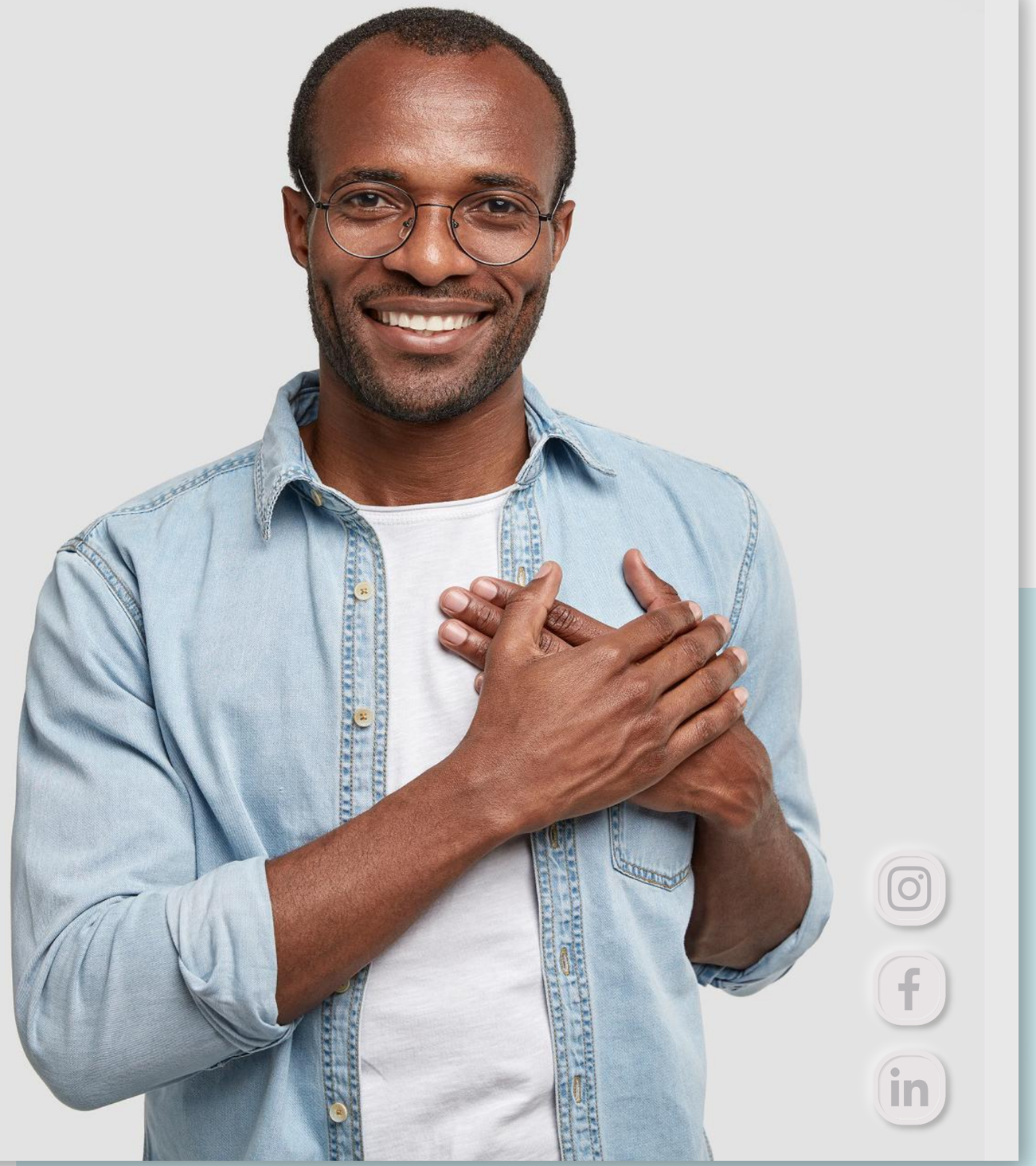
CHAMBER PENSION PLAN

Member Guide

Get to know us!

CHAMBERPENSION.KY



YOU'RE IN GOOD

COMPANY

We are the Chamber Pension Plan, established in 1992 by the Chamber of Commerce to provide a needed service to the business community. We believe we are the most cost-effectively run plan in Cayman when all relevant expenses are factored in. As a not-for-profit entity, we do not charge management fees or account-level charges. Our cost is very low, which benefits you as a member.

Chamber Pension is a defined contribution pension plan and is registered under the National Pensions Law. The Plan is available to anyone whose employer participates in the Plan or is self employed.

WE ARE DRIVEN BY INDIVIDUALS WHOSE CORE VALUES INCLUDE INTEGRITY, PRUDENCE AND CREATING PEACE OF MIND FOR OUR MEMBERS.

PLEASE REMEMBER TO VISIT OUR WEBSITE
WWW.CHAMBERPENSION.KY

A PLAN YOU
CAN TRUST

DID YOU KNOW?

As a not-for-profit entity, the Chamber Pension Plan does not charge front-end fees or account-level charges.

EMPLOYEE CONTRIBUTIONS

As an employee you should not be required without your consent to pay more than 5% of your earnings. Your employer also contributes 5%, which equates to a total of 10%. Anyone earning more than CI$87,000 is not required to make pension contributions on the amount above CI$87,000.

Total earnings include salary, wages, leave pay, fees, commission or gratuity, as well as bonus payments that are more than 20% of your basic pay. Earnings do not include severance payments, retirement long service recognition payments, and health insurance premiums that are paid by the employer.

INVESTMENT MANAGERS

The Plan's investment portfolio is overseen by an international investment consultant, Mercer, who provides proactive and independent oversight of all the Plan's managers. They also assist the Trustees in identifying suitable investment managers for the Plan. Our global equity manager is BlackRock and our fixed income manager is Income Research Management (IR+M).

DID YOU KNOW?

Chamber Pension is active on social media. Follow us @chamberpensionplan on Facebook and Instagram for pension tips and saving advice.

BASIC CONTRIBUTIONS

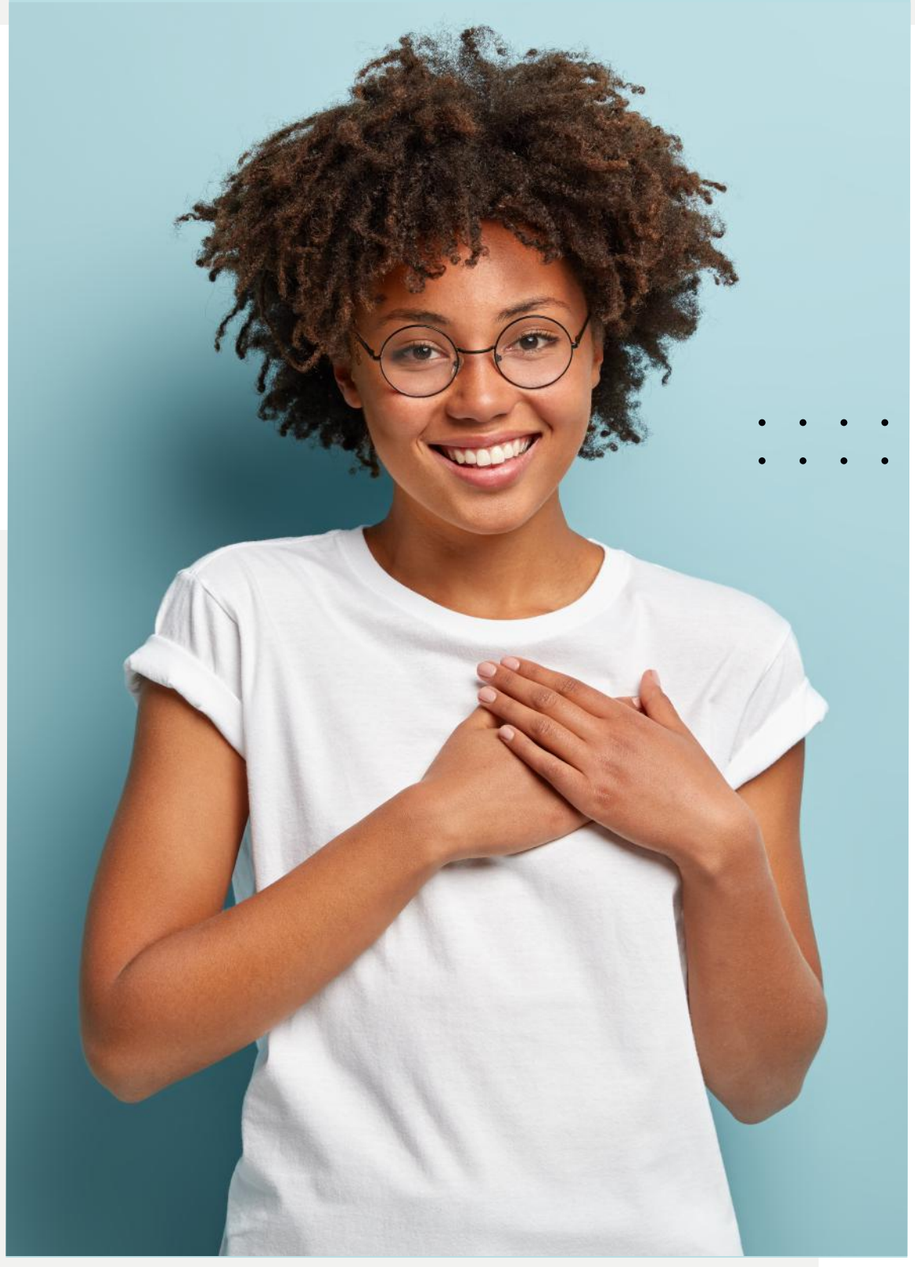
Your basic contributions are automatically invested into one of our six Lifecycle funds. See our most recent Fund Fact Sheet for further information. Which fund your money gets deposited into depends on how old you are when you join the Plan.

Your basic contributions will continue to be placed into this fund until you retire, or elect to transfer your assets, if you are eligible. How the money in your Lifecycle Fund is invested changes over time, with the mix of investments reflecting how long you have until you retire.

Earnings from investments are credited to members' accounts upon receipt of the Net Asset Value ("NAV"). The NAV of the Fund is valued on the last business day of each month.

PLAN ADMINISTRATOR

The voluntary Board of 9 Trustees is responsible for the overall running of the Plan. They delegate day-to-day responsibilities to the Administrative Agent- MUFG Fund Services (Cayman) Limited and are assisted by Mercer, as well as other expert service providers, as required.



ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCS)

Additional Voluntary Contributions (AVCs) are additional payments that you can make into your pension that are in addition to your basic contribution.

They are flexible tools for saving because there are no specific maximum or minimum amounts; you can pay in as much as you can afford, whenever you can afford it. Your AVCs may also be invested into whichever fund you choose. Members are able to access all AVCs upon retirement.

Should you wish to access your AVC earlier, you may do so under one of the four categories: housing, education, uninsured medical expenses or temporary unemployment.

BOARD OF TRUSTEES

The Board of Trustees of the Plan are ultimately responsible for the management and administration of the Plan.

A Trustee term is three years. Trustees may serve an additional term of three years, so long as they are re-elected in accordance with the Trust Deed. All of the Trustees are active members in the business community covering different industry sectors.

Trustees receive regular reports from the Administrative Agent and other service providers with regard to the operations of the Plan and they decide what actions need to be taken and what policy should be followed.

Trustees have the power to remove and replace any service providers if necessary. They also take responsibility for issues such as determining eligibility and interpreting rules and regulations.

OUR GOALS ARE

YOUR GOALS

RECEIVING STATEMENTS

Semi-annual statements are sent via mail to each member. Members are encouraged to contact the Administrator to ensure records reflect your current mailing address. You can also check your statement at www.chamberpension.ky 24/7. Contact the Administrator for login details.

DID YOU KNOW?

The Chamber Pension Plan is one of the largest multi-employer pension plans on the island. We have over 16,500 members and over 1,950 employers participating.

MEMBER FEES

The expense due and payable under the National Pensions Law for annual registration, CI$20.00 per member, is applied to each member account. All administrative fees are deducted from the fund assets, not member contributions.

HOUSING WITHDRAWAL

Caymanian members can withdraw up to CI$35K to build/buy a home; buy residential land; or pay off an existing mortgage. Restrictions and repayment terms apply. Members participating in the housing withdrawal scheme are required to remit 1% of their earnings immediately following the withdrawal. According to the National Pensions Law, following the issuance of the cheque payment of 1% shall continue;

(a) until the expiry of 10 years from the issuance of the cheque;

(b) until the full amount is paid back; or

(c) Until you reach your normal age of pension entitlement.

IN THE EVENT OF DEATH

The National Pensions Law stipulates that all pensions must be “joint and survivor”. This means a surviving spouse is entitled either to an immediate or deferred benefit.

If the deceased member was receiving benefits and has a surviving spouse:
In this scenario, the instalment of payments will be considered joint with rights of survivor. 100% of the deceased member’s benefit is paid to the spouse.

If the deceased member was receiving benefits and has a surviving spouse and dependent children:
In this scenario, the spouse receives and holds half of the deceased member’s pension for the care and education of the children until they reach the age of twenty-three or cease their full-time educa- tion (whichever is earlier).

If the deceased member was not receiving benefits:
If a member or former member of a pension plan dies before the commencement of payment of a pension, the spouse is entitled to an immediate or deferred pension. The value of this should be at least equal to the amount of the value of the deferred pension.

If there is no surviving spouse but there are dependent children:
All of the money is held for the children’s care and education until they reach the age of 23 or cease full-time education (whichever comes first). After this, the remaining pension is paid in equal lump sums to each child.

If there is no surviving spouse and no dependent children:
The money is paid in a lump sum(s) to the named beneficiaries and/or estate.

RETIREMENT SAVINGS ARRANGEMENT (RSA)

RSAs are approved by the Director of Labour and Pensions as a vehicle for retirement payments to members. RSA drawdowns are dependent on the value of member accounts; generally CI$12,480 annually. The RSA drawdown schedule is available in the Resource section on www.chamberpension.ky

DID YOU KNOW?

A great benefit of making AVC payments is the flexibility. If you have extra cash, you can make a larger AVC payment than normal. If you have nothing to spare at the end of the month, you can simply make no AVC payment that month. The control is with you.

YOU'RE IN GOOD HANDS

WHAT TO EXPECT WHEN RETIRING

Once you reach your Normal age of pension entitlement , upon approval, you may begin drawing from your pension account, with your annual pension instalments beginning the first day of the month following your retirement date, unless you choose otherwise. Entitlement Age is 65, although early retire- ment may be reached at age 55. Members who were 48 in 2017 or older may also choose 60 as their Normal Age of Pension Entitlement; opting for an early Retirement Age of 50 (once they cease employment). You can receive benefit payments from your pension account in one of two ways:

1 Enter into a Retirement Savings Arrangement (RSA) which is approved by the Director of Labour and Pensions as a vehicle for retirement payments to the member .

2 A life annuity that will not start before you can retire. This pays you a regular income for 2. the rest of your life. How much you'll be paid will depend on a number of factors such as the size of your fund and the annuity rates at the time. The type of annuity purchased must meet the requirements set out in the National Pensions Law.

TERMINATION OF EMPLOYMENT

When you leave your employer, it is their responsibility to notify the Administrator of the termination by emailing admin@pensions.ky. It is your responsibility to complete a change form to update your mailing address if you have been utilising your employer's PO Box. Even when this happens, your account will remain invested but simply made inactive until:

1

You accept employment with another employer with the Chamber Pension Plan:

In this case, when completing the new member enrollment form, you should indicate in the space provided your existing membership number. This also applies if any employer in your past was part of the Chamber Pension Plan, not just your last employer. Providing the membership number will guarantee the contributions associated with your new employer will be added to your existing account.

2

You accept employment with an employer that is not part of the Chamber Pension Plan:

a) You may choose to leave your existing assets with the Chamber Pension Plan without making any additional contributions. Or if you wish, you have the option of making voluntary payments, even while contributing to a different plan through your new employer.

b) You may choose to transfer your assets from the Chamber Pension Plan to your new employer's plan and should do so by completing and submitting an Individual Transfer Request Form in person, with a valid photo ID (passport), 2nd Floor, Strathvale House, 90 North Church Street, Grand Cayman.

3

You elect to retire if you meet the necessary criteria

4

You transfer your pension balance to another provider or buy an approved annuity

5

You become a non-resident or you are an expatriate leaving the Island:

Balances over CI$5,000 will no longer be permitted, unless the member is of normal age of pension entitlement can demonstrate the inability to transfer and balances to another provider or life annuity. If you wish to transfer your pension to an overseas pension provider, the following conditions must be met:

1) Your employment in the Cayman Islands must be terminated
2) You must cease residency in the Cayman Islands for two years immediately prior to the transfer request
3) You haven't made any contributions for two years immediately prior to the transfer request

CONTACT US

CONTACT THE PLAN ADMINISTRATOR

The Plan's Administrator can be contacted at:

Strathvale House, 2nd Floor,
90 North Church Street
PO Box 609,
Grand Cayman, KY1-1107

Hotline: (345) 745-7630
Email: admin@pensions.ky
Website: www.chamberpension.ky

In accordance with the National Pensions Law, within 30 days of a members' written request, an administrator shall make available a variety of documents. Members may make a request once per calendar year, unless that document has changed.

SEE THE NATIONAL PENSIONS LAW

You can visit www.dlp.gov.ky for more information about pensions in the Cayman Islands and download a copy of the National Pensions Law or contact the Director of Pensions at:

Department of Labour & Pensions
Midtown Plaza, 2nd Foor
273 Elgin Avenue, PO Box 2182, KY1-1105

Telephone: (345) 945-8960
Fax: (345) 945-8961
Email: dlp@gov.ky