

We are JTC, an independent, award-winning provider of fund, corporate and fiduciary services to institutional and private clients.

Established in 1987, we now have over 600 people in offices across 19 jurisdictions, with assets under administration totalling over US\$85 billion.

OUR CORE SERVICES

- Accounting Services
- Corporate Services
- Employee & Executive Services
- Family Office Services
- Fiduciary Services
- Fund Services
- Marine & Aviation Services
- Citizenship and Residency
- Real Estate Services
- Treasury Services

WHAT MAKES US DIFFERENT

We value shared ownership.

We operate around the simple but effective principle that if our people have a stake in the business, they will do a better job for our clients. So, in 1998 the JTC Employee Benefit Trust was created, turning our employees into shareholders. In 2014 this belief in shared ownership was embedded further into our culture with the Equity for All scheme, allowing all permanent members of staff the opportunity to invest in the future of their company.

We put relationships first.

We handpick the best team to look after each client’s needs and aim to work with clients who share our belief in the importance of building strong relationships over time.

We don’t do ‘one size fits all’. We put together teams that create effective, purpose-built solutions consistently delivered to the highest standards. We anticipate clients’ needs by listening and ensuring a deep understanding of your circumstances and objectives. We seek cost-effective solutions for you and prioritise long-term relationships over short-term financial gain. We evaluate our performance in order to maintain standards and improve where possible.

We invest in our people.

We have in excess of 500 people across the business, over 70% of whom are professionally-qualified individuals, or working towards a relevant professional qualification. We also established the JTC Academy, which offers professional development programmes for staff, driven by a focus on service excellence.

We embrace technology.

We believe technology is the future and the present; we invest accordingly. JTC Fund Services uses a variety of leading systems to ensure and maintain an impeccable standard of administration. JTC Edge is a state-of-the-art, market-leading technology, purpose-built for (U)HNW clients and single/multi-family offices.

REGULATION AND TERMS OF BUSINESS

JTC Group entities that carry on regulated business are (respectively): regulated by the British Virgin Islands Financial Services Commission; the Cayman Islands Monetary Authority; the Guernsey Financial Services Commission; the Jersey Financial Services Commission; the Commission de Surveillance du Secteur Financier and the Ordre des Experts-Comptables (Luxembourg); the Malta Financial Services Authority; the Financial Services Commission (Mauritius); De Nederlandsche Bank (Netherlands), the South African Financial Services Board as an authorised financial services provider; chartered and regulated to provide trust services by the South Dakota Division of Banking in South Dakota (USA); a member of l’Association Romande des Intermédiaires Financiers (Switzerland); licensed by the Isle of Man Financial Services Authority and authorised and regulated by the Financial Conduct Authority (UK).

For our full website disclaimer, please visit: www.jtcgroup.com/disclaimer. For more information about JTC Group, its offices and alliances please visit: www.jtcgroup.com. For JTC Group’s full terms of business, please visit: www.jtcgroup.com/terms-of-business.

JTC OFFICES

ARGENTINA
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BVI
CAYMAN ISLANDS
GUERNSEY
ISLE OF MAN
JERSEY
LUXEMBOURG
MALTA

MAURITIUS
NETHERLANDS
NEW ZEALAND
SOUTH AFRICA
SWITZERLAND
UK
USA

USA REPRESENTATIVE OFFICES

MIAMI
NEW YORK

ALLIANCE OFFICES

HONG KONG
LABUAN
MALAYSIA
SINGAPORE



PROTEUS THE GLOBAL SAVINGS PLAN



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Developing employee benefit strategies for internationally mobile employees and third country nationals presents a major challenge for many human resource managers of multinational companies. The difficulty can revolve around ensuring that benefits for internationally mobile employees are comparable and consistent with the overall benefit strategy of the parent corporation. Proteus – The Global Savings Plan (the plan) provides a practical solution in a manner that meets the expectations and requirements of both employers and employees.

PROTEUS THE GLOBAL SAVINGS PLAN

SECURE RETIREMENT PROVISION FOR INTERNATIONALLY MOBILE EMPLOYEES

Some expatriates may be able to remain in the company's retirement plan in their home country or have their benefit programmes adjusted to reflect the shortfall in benefits they may experience relative to those enjoyed by colleagues living and working in their home base.

For certain internationally mobile employees, it is difficult to ensure that their benefits are complete due to the highly mobile nature of their employment. Participation in a series of retirement plans can result in significant benefit gaps for the employee.

A suitable retirement arrangement for these individuals needs to meet the demands of both employers and employees. Employers require a plan that is cost effective and flexible enough to accommodate the needs of a variety of mobile employees and which is straight forward to administer. Employees look for retirement benefits that are equivalent to those of non-mobile employees, as well as firm guarantees that their benefits will be paid as promised.

OUR SOLUTION

Based on a flexible and proven approach to retirement planning for internationally mobile employees, the plan uses a trust management facility to purchase shares in a range of investment funds, providing the security of a funded solution for the employees of multinational companies for whom local plan participation is not the most suitable option.

PROTEUS FEATURES

- Design flexibility allows the plan to be constructed in accordance with the company's benefit strategy
- Complete employee communication services including employer branded website and participant booklets
- Full benefit administration services including record-keeping and reporting
- Contributions can be made in multiple currencies and customised to suit the requirements of each individual plan
- Contributions invested or redeemed at full market value with no deduction for broker fees
- Wide range of third party investment fund options from globally recognised investment managers

ADVANTAGES FOR THE EMPLOYER

- To ensure the level of benefits offered are consistent, regardless of where the employee is resident
- Centralisation, allowing all global benefits to be administered from one location
- Assets are held in trust
- An important aid to recruiting, retaining and rewarding employees
- Straightforward plan implementation
- Plan contributions can commence at any point to meet agreed requirements

ADVANTAGES FOR THE EMPLOYEE

- Assets are held in trust, therefore not exposed to any credit risk from the employer
- Comfort that the employee's retirement benefits will not suffer due to the mobile nature of their role
- Individual participant accounts which can be monitored online
- The ability to choose, monitor and switch their investments

ELIGIBILITY

The plan is open to all internationally mobile employees and third country nationals other than residents of the Island of Jersey.

VESTING

Participant contributions normally vest immediately and employer contributions vest according to their own plan design and rules.

MASTER TRUST FACILITY

The plan is established as a Master Trust. The trust instrument sets out the basic framework and general rules of operation, and regulates the rights and obligations between the employer and employees (and other beneficiaries) regarding entitlement to benefits.

PLAN RULES

Under the Master Trust, each employer establishes its own plan with its own rules ensuring that the assets of each plan are segregated and cannot be used to meet the liabilities of another plan.

PAYMENT OF BENEFITS

On retirement, a participant's account is closed and the value of the relevant sub-fund paid to the participant in the form of a cash lump sum. If a participant dies whilst in service, his or her fund will be paid to the secondary beneficiary named at the outset or, if no such beneficiary exists, to the participant's estate.

Participants who leave the employment of the sponsoring company may, with the employer's permission, leave the value of their fund in the plan. Alternatively, they may be allowed to take the benefits immediately in cash (subject to the plan's rules).

