



# Global Benefits Network Playbook



Start >

# A World of Experience



## Stable

AIG's Global Benefits Network is a worldwide network of leading insurers providing customised employee benefits products and services to multinationals.

## Global

In cooperation with more than 40 insurer partners, our Network covers over 100 countries, allowing us to serve our clients locally.

## Specialist

Social security systems, pensions and other employee benefits around the world are varied and constantly changing. Our specialist knowledge ensures optimal international management of employee benefits plans.

# Global Expertise

AIG's Global Benefits Network has 50 years of experience meeting the needs of global companies. Our mission is to help our multinational clients optimise their employee benefits plans through:



## Global Reach

The Network, in cooperation with its insurer partners, facilitates cost-effective employee benefits coverage in more than 100 countries.



## Customisation

Thanks to our diverse product portfolio, our insurer partners are able to customise employee benefits solutions to client preferences.



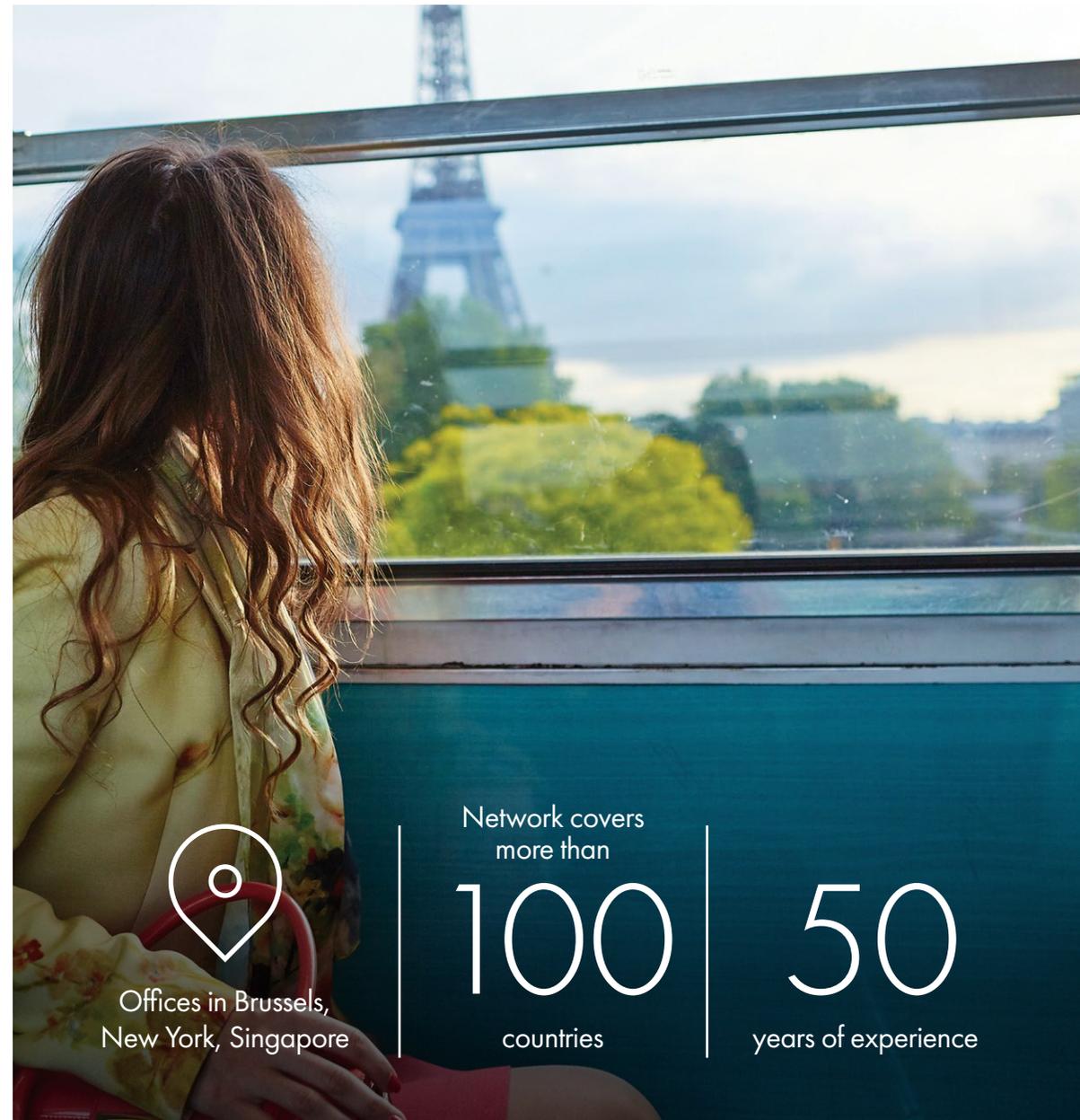
## Compliance

We promote economically viable and compliant solutions by monitoring socio-economic conditions and social security regulations.



## Reporting

We provide timely reporting of employee benefits plan performance and claims experience to clients and brokers.



Offices in Brussels,  
New York, Singapore

Network covers  
more than

100

countries

50

years of experience

# Captives at a glance



## Companies may face challenges that traditional markets may not address:

- Local insurance capacity may be limited
- Significant risk retention may be required
- For certain exposures coverage may not be available in the local market
- Market conditions may be volatile
- Local policy issuance may be required

## We can help with customised captive fronting programmes:

- We partner with the client to understand its objectives and analyse its risks
- We offer a wide range of programmes with varying levels of risk retention and risk financing
- Our programmes extend to all types of exposures and industries

## What employee benefits can be included into a captive fronting arrangement?

- Group Life Insurance
- Group Disability Insurance
- Group Medical Insurance
- Risk Portion of Group Pension Plans
- Accidental Death and Dismemberment



AIG's Global Benefits Network has 50 years of experience in facilitating non-traditional insurance and reinsurance solutions. We are proud to partner with top-listed employee benefit insurance companies in over 100 countries.

## ADVANTAGES

### For Headquarters

- Enhance control over local benefit plans
- Improve profitability with a wide range of retention and premium cession options
- Increase transparency on claims experience via quarterly and annual reporting
- Deliver secure account management at local, regional, and global levels
- Broaden access to reinsurance market

### For Subsidiaries

- Leverage headquarters' global purchasing power
- Customise benefit plans in line with corporate objectives
- Maintain compliance

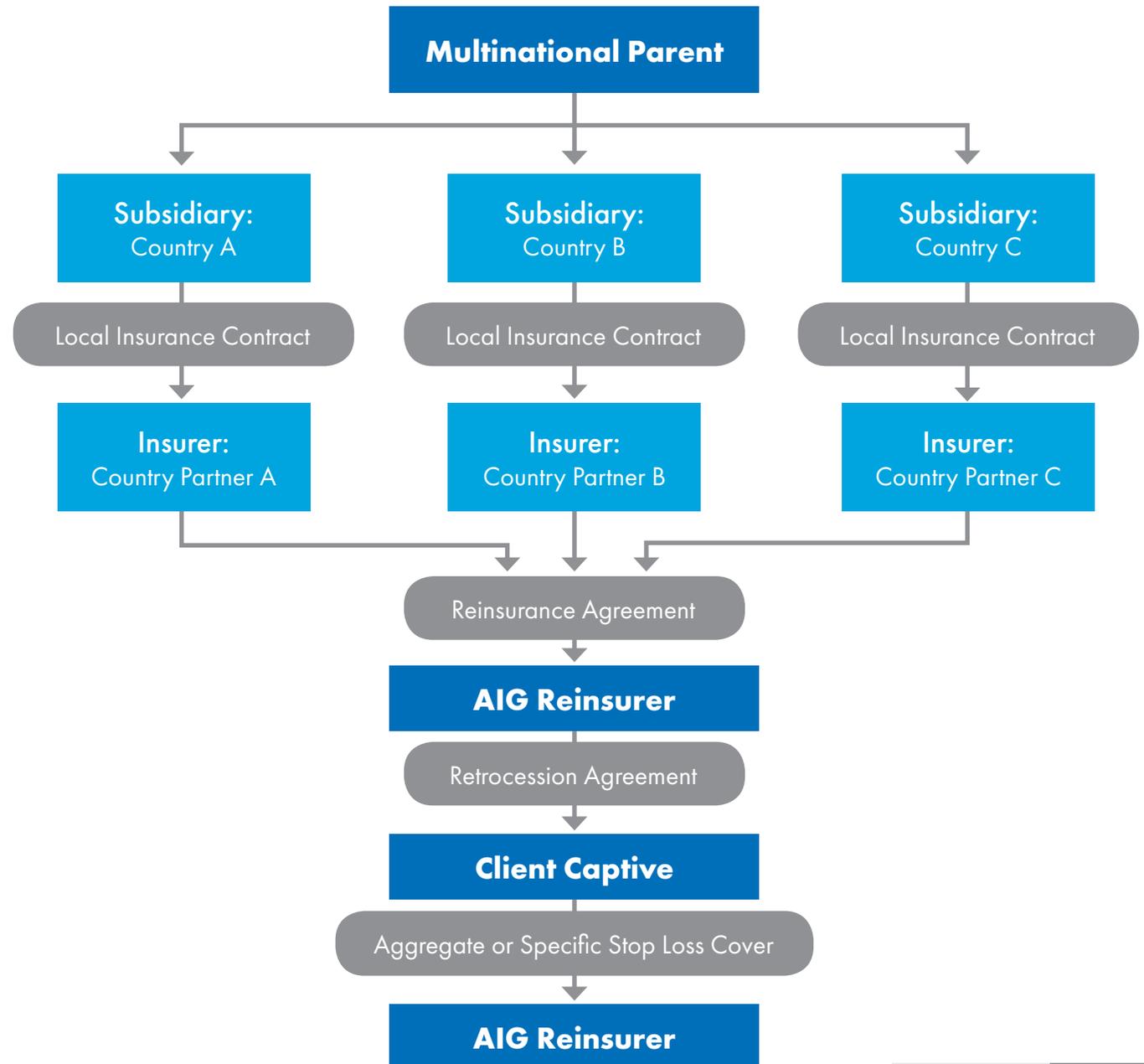
# Captive Arrangement

Shown is the schematic of a captive arrangement. The multinational corporation assumes the insurance risk from AIG, which aggregates this risk across the local contracts. The multinational corporation's captive insurer may decide to reinsure the risk with AIG via a specific or aggregate stop loss cover.



[Introduction to Captives \(2:03\)](#)

For full pdf features, please view in Adobe Acrobat.



# Risk Pooling at a Glance



A multinational employer agrees to insure its local benefits programs with the Network's local insurers

...creating an international pool of premiums and claims experience



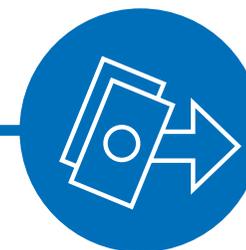
Local employee benefits plans are bundled into a risk pool

...enabling the Network partners to spread the risk and diversify internationally



The Network Partners bear the insurance risk and benefit through an inter-Partner recoupment mechanism

...insulating the multinational employer from exposure to adverse claims experience



Positive balance of pool experience is (in part or as a whole) paid out to the multinational client as a dividend

...an economic surplus originating from the high persistence of risk pools and their favorable risk profiles

## What employee benefits can be pooled?

- ✓ Group Life Insurance

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- ✓ Group Disability Insurance

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- ✓ Group Medical Insurance

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- ✓ Risk Portion of Group Pension Plans

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- ✓ Accidental Death and Dismemberment

## ADVANTAGES

### For Headquarters

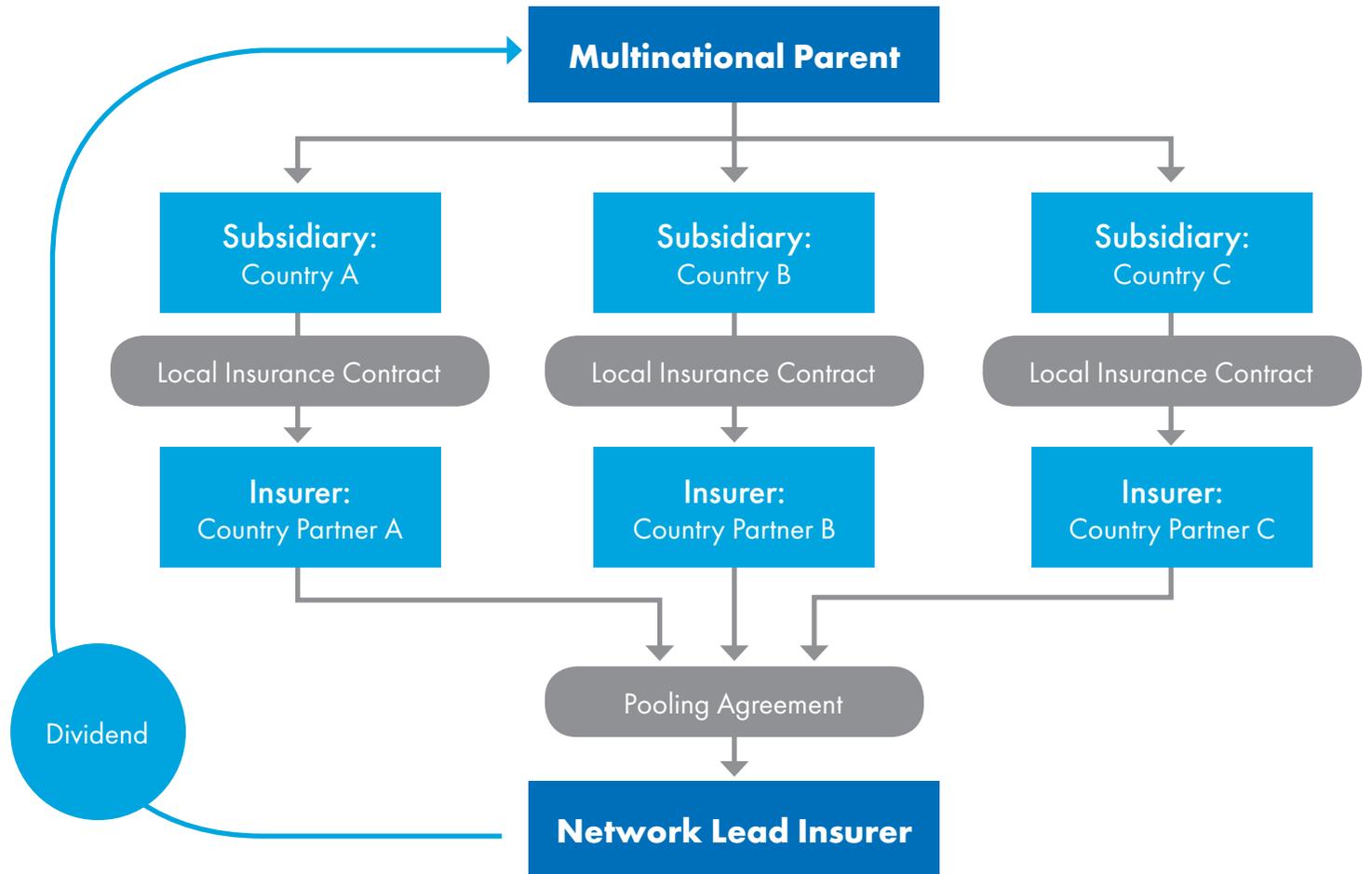
- Reduce global employee benefits costs by participating in the upside of the multinational risk pool
- Promote regulatory compliance across international subsidiaries

### For Subsidiaries

- Leverage in the purchasing decision
- the volatility-reducing effect of risk pooling on insurer partners' underwriting results
  - the high persistence of contracts

# Risk Pool

Shown is the schematic of a risk pool of a multinational corporation. The insurers of the subsidiaries of the multinational corporation enter a cross-border profit-sharing arrangement, where the downside is pooled (in full or in part) among the insurers and the upside is shared with the multinational corporation via a dividend.



[Introduction to Pooling \(1:46\)](#)

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