

A woman is climbing a rock wall covered in mathematical symbols and formulas. She is wearing a grey t-shirt and black leggings. A man is in the foreground, looking at her. The wall is grey and has various colorful climbing holds and symbols like pi, infinity, and mathematical equations.

# PENSIONS

Evolution · Solutions · Performance

**Aon Pension Conference 2019**

Birmingham

Bristol

Edinburgh

Leeds

London

Manchester

**AON**  
Empower Results®



# Welcome

The 2019 Aon Pension Conference has been designed for trustees of pension schemes and pensions, HR and finance professionals who make decisions about their company's pension scheme.

Pensions schemes and trustees have evolved over time with changes to the pensions landscape and the needs of members. This conference will look at the reasons behind these changes and consider how the right solutions, combined with strong performance, can make long term objectives a reality.

Attendance will offer delegates the opportunity to hear experts' views and ideas on how to manage defined benefit and defined contribution pension schemes and provides a platform to learn from and network with peers.

Delegates can expect to leave with fresh actions for their pension scheme and will receive 4.5 CPD points for full day attendance.

The conference will visit the following cities in 2019:

- 5 Feb 2019 – Manchester
- 26 Feb 2019 – London
- 5 March 2019 – Bristol
- 12 March 2019 – Birmingham (new venue)
- 19 March 2019 – Leeds (new venue)
- 26 March 2019 – Edinburgh (central)
- 2 April 2019 – London

We look forward to welcoming you in 2019 for what promises to be an interactive and thought-provoking day.



**Michael Clare**  
Head of EMEA Retirement



**Andy Cox**  
Head of EMEA Investment

# Agenda

08:15 **Registration opens**

09:50 **Welcome**

Formal proceedings commence - chair's opening address.

10:05 **Guest speaker**

10:20 **Tips and techniques to enhance trustee effectiveness**

Trustees and sponsors are continuously having to evolve and adapt to the latest governance needs within the Pensions industry. With more and more guidance and regulation being introduced there is a great deal being asked of these individuals and it can be hard to know where to start.

This session looks at the tips and techniques developed by Aon following the behavioural research carried out by Aon into group decision making. We will focus on useful tips and techniques to help trustees make robust decisions and also manage trustee meetings more effectively. There will be the opportunity to try out some of these decision making techniques in your table discussions throughout the day.

10:40 **The year of living dangerously**

The long period of strong and stable markets is seemingly coming to an end as the investment environment transitions into much more dangerous and murky waters. This session will take you through our latest outlook on the key asset classes and our recommendations for portfolio positioning. We will also provide our updated views on recent political developments. We might even mention Brexit!

11:05 **Enabling financial wellbeing - a retirement savings evolution**

Is it time for trustees and others running pensions to consider the wider financial wellbeing of members?

Aon's recent research shows that the general financial situation of individuals has a significant bearing on, not just their capacity to save for retirement, but also on their expectations towards pension provision and the types of support needed.

When considering this, along with the discovery that we also found the majority of DC members intend to continue working after their 'retirement date', which means many current employees will also be pensioners, has the duty of care to provide retirement benefits changed?

If so what do trustees and sponsors need to do about it?

11:40 **Break**

12:05 **To fully funded and beyond**

Slowly but surely schemes have whittled away their deficits. For many schemes, full funding, at least on a Technical Provisions measure, is now becoming a reality.

As schemes reach that position, the challenges don't disappear, but change. Focus switches from filling the deficit to what happens next. And for many schemes that is not only uncharted territory but something that they have not planned for.

In this session we will explore three topics:

1. What are the immediate issues when you reach full funding?  
How does your approach to funding, investment and covenant change?
2. Where are you heading next? For many schemes buyout has always been the assumed destination, but new opportunities such as commercial consolidators and master trusts are changing the game.
3. How do you bridge that gap? There are a range of tools that sponsors and trustees can use to turn an apparently large gap into one that is financially affordable.

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**13:20 Lunch**

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**14:15 Current issues - Chair's update on topical issues**

Chair's update on topical issues at the time of the conference.

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**14:30 Client journeys: adding value through investment solutions**

Actively managing your pension scheme has become increasingly important; be that the managers you use, your asset allocation, risk management or fee negotiations.

In the current environment, taking no action without due consideration (which is an active decision in itself) is not an option.

In this session we will draw upon a number of client case studies demonstrating how we have helped clients to be active and add value to their scheme. You will hear from the clients themselves as they share their views on the solutions implemented, the performance and outcomes.

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**15:00 GMP equalisation**

After almost 30 years of legal uncertainty the Lloyds case has given schemes a way forward to start tackling the historically thorny issue of GMP Equalisation.

In this session one of the expert witnesses in the case will dispel some of the myths surrounding the topic and help you prioritise actions.

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**15:20 What's your cyber defence?**

Cyber-attacks are hitting some of the largest companies out there and barely a day goes by without this being mentioned in the press. How would you feel if your sponsor was in the headlines due to an attack on your pension scheme?

As a trustee, do you know how you would tackle a crisis situation?

In this interactive session, you can get to grips first-hand with the consequences of a cyber-attack. We will highlight some of the key actions that trustees and sponsors should be taking in relation to this risk and promise to leave you with plenty to think about.

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**15:50 Closing remarks**

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**16:00 Drinks & networking**

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## About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance. For further information on our capabilities and to learn how we empower results for clients, please visit <http://aon.mediaroom.com>.

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