



## Global Benefits and Compensation Roundtable Video-Webinar

Jointly Sponsored by the American Benefits Council and The Conference Board

### **Collective Defined Contribution ("Shared Risk") Plans**

**Tuesday, May 14, Noon - 1:15 p.m. (Eastern Time)**

The American Benefits Council and The Conference Board Governance Center, joint sponsors of the Global Benefits and Compensation Roundtable, are pleased to invite you to the next webinar providing a forum for addressing current cross-border benefits and compensations topics.

#### **DESCRIPTION**

A new approach to getting a defined benefit outcome under a defined contribution structure has been developing in Europe and Canada over the past several years. The name varies depending upon the jurisdiction from a "shared risk plan" to a "collective defined contribution (CDC) plan" to a "target benefit plan." What these plans have in common is a defined contribution structure for the incoming contributions (no further employer liability) to a distribution structured as a variable annuity (longevity and investment risk assumed by pooled amount held in a dedicated trust fund).

How did these plans come to be? How exactly are they structured in Europe and Canada, and what have the results been so far? Could this model possibly work in the United States? Join us for our next Roundtable webinar, where we will have a panel of experts discuss:

- The current defined contribution structure in the United States and the increased focus on possible changes to address weaknesses in the current structuring of defined contribution plans (e.g., increased interest in annuitization)
- How are CDC plans structured? What are their key underlying concepts? Design and actuarial considerations? Increased administrative burden? Pros and cons of the different models?
- CDC experiences to date: Countries where structure has been implemented (Canada, The Netherlands); Pending legislation in the UK (Royal Mail CDC plan)
- Viability: Could the CDC structure be implemented in the United States (legal and regulatory - ERISA and the Code - considerations)

## PANELISTS:

- [Lynn Dudley](#), senior vice president, global retirement and compensation policy, American Benefits Council (Co-Moderator) (USA)
- [Matthew Arends](#), partner & head of UK retirement policy, Aon (UK)
- [Philip Bennett](#), partner, Slaughter & May (Retired) (UK)
- [Howard Pianko](#), partner, Seyfarth Shaw LLP (USA)
- [Jana Steele](#), partner, pensions & benefits, Osler, Hoskin & Harcourt LLP (Canada)
- [Janet VanAlsten](#), program director, The Conference Board, Inc. (Co-Moderator) (USA)

**For questions related to registration** – If you have colleagues at your organization who would like to participate in this session, but do not regularly receive Council materials, please contact [Deanna Johnson](#), senior director, membership, [Mary Lindsay](#), executive assistant, or [Sondra Williams](#), manager, member and staff engagement, at (202) 289-6700.



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