

GBV

GLOBAL BENEFITS VISION

THE GLOBAL BENEFITS VISION

GLOBAL EMPLOYEE BENEFITS & GLOBAL MOBILITY

DIRECTORY



SUMMER 2021 — EDITION

Why You SHOULD BE IN THE GBV DIRECTORY

- It is the most comprehensive Directory of Global Employee Benefits and Global Mobility providers, in digital format.
- Our purpose is to maximize distribution of the Directory. Accordingly, inclusion is free and the directory will be distributed free of charge. Advertisements are welcome, and customized versions are possible.
- Every provider has a full right-hand page to themselves (contents and layout are standardized for ease of use); the facing page is either provider's own advertisement or a neutral illustration.
- Inclusion is by invitation only.

Who Will RECEIVE THE DIRECTORY: TARGET AUDIENCES

Core audiences

- > Corporate HR of multinationals and exporting/importing companies
- > Global employee benefits managers
- > Global mobility managers
- > Corporate risk management / finance / audit
- > Global employee benefits and global mobility professionals (providers)

Satellite audiences

- > Local employee benefits providers (insurance carriers, brokers)
- > Network partners (pooling and brokers networks)
- > Expatriate employees

The GBV Directory is Neutral and Comprehensive – all providers are included at no cost to them.

DISTRIBUTION

COST TO USERS: FREE OF CHARGE

- > Distribution by email with link to the GBV website or with attached PDF file
- > Always available on the GBV website

PRIMARY DISTRIBUTION CHANNELS

• GBV website	1300+ unique visitors per month
• GBV LinkedIn page	
• GBV LinkedIn contacts	4700+
• GBV subscribers	1150+
• Providers and their clients	freely redistributable
• Conference attendees (USB Key)	free of charge for organizers, customizable
• Apps, online database	subject to market study

SECONDARY DISTRIBUTION

- > Redistribution is free and unlimited, on an as-is basis.
- > Anyone who has a copy can redistribute the directory at will, provided it is an exact, full copy.

EXAMPLE

scaled approximately 25%.

INDIVIDUAL SUBSCRIPTIONS

€490 for 1 year of access

Digital magazine, one year, 10 issues

Computer & Tablet friendly

Includes access to all back issues and to the database of articles and news

Individual Subscriptions are for one reader only



GROUP SUBSCRIPTIONS

For organizations wishing to give access to GBV magazine to all their members for a flat yearly fee

If your organization has more than 30 readers of GBV, a group subscription will save you money and streamline subscription management

Global Benefits Vision

GETTING IN TOUCH

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PARENT COMPANY INFO

Global Benefits Knowledge SA

Founded: 2015
Employees: 7
Revenue (2015 date): 10k

Key Information

Employees: 11k
Countries covered: 11k
Other Offices: New York, Paris



Global Benefits Vision was created from the realization that no digital, professionally published publication existed that covered global employee benefits. Our mission is to put the industry's accumulated knowledge and wisdom about global employee benefits within the reach of organizations of all sizes, by demystifying the principles behind global mobility, multinational pooling, employee benefits captives and other tools of the trade and by sharing best practices.

PRODUCTS OFFERED

- ☐ Knowledge product
- ☐ Online training

KEY PRODUCTS

- GBV Magazine
- GBV Knowledge Base
- Conference Support
- GBV Directory

LEADERSHIP TEAM AND KEY POSITIONS

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OPERATIONS: **Yassine HAMROUMBAKH** COMMUNICATIONS: **Adrien MOUTON**

STRUCTURE

GBV includes a monthly digital magazine built around several articles written by global employee benefits experts for their practitioner colleagues, incorporating knowledge and wisdom accumulated over years of experience, valid for years to come. In the future, Global Benefits Vision will put its vast body of knowledge at your fingertips through thematic e-books, directories and training modules.

You are a provider of Global Employee Benefits and you are likely to be an insurer, a broker, a consultant, a member of a pooling network, a captive manager, a reinsurer, a software provider, a lawyer, a TPA... Demonstrate your expertise to your clients and prospects by contributing in-depth articles, continuous education resource to your Global Employee Benefits (GEB) team members, train local the global team, keep an eye on the competition and on key industry players, use its rich content and customer generated articles.

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TO BE INCLUDED, CONTACT eric.muller-borle@global-benefits-vision.com – INCLUSION IS FREE OF CHARGE !

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P LING MARKETS IN 2018

A POSITION PAPER

C Chief executives of the multinational pooling networks meet from time to time to discuss general industry trends, and recent discussions focused on the future of multinational pooling and how to grow the market for global solutions offered by the multinational networks. While the structure and focus areas vary between the networks, there was consensus on a number of issues relating to the current state of the market.





Ludovic Bayard



Roland de Crombrugghe



Mauro Dugulin



Michael Hansen



Wendy Liu



Morten Unneberg



Peter de Vries

Multinational pooling has existed for more than 50 years, resulting from the need to provide multinational corporations (**MNCs**) with global coordination services for their local employee benefits and a means of controlling costs. Employee benefits remain attached to each local jurisdiction for regulatory, legal, compliance, tax, social, or servicing considerations, resulting in a high degree of complexity that pooling networks and global advisers help address.

Global brokers and consultants have, over the years, taken the initiative to stimulate changes to the basic product to cover different risk management appetites, cultures or needs of **MNCs**. The networks applaud these initiatives and have enhanced their product ranges to cater for different needs by adapting a traditional product for more sophisticated funding and servicing solutions.

But the demand has changed – especially in the last 15 years –from “basic pooling” to continued enhancement of pooling solutions, and captive reinsurance for a select number of larger and more centrally-managed companies. Global pricing has also evolved for an even smaller pool of larger companies that have the power to influence their subsidiaries’ buying decisions. Pooling remains a preferred solution for many multinational companies.

‘A pooling network is fundamentally a service company that opens doors to local services and insurance carriers all over the world, collects data, and provides analysis and intelligence to its clients.

Mauro Dugulin, MAXIS

‘Pooling is of great value for the majority of multinational firms, great or small, whether they realize it or not at this time. Of course, the international dividend is always very important. It guarantees that the client pays a fair price and the risk carrier keeps a fair margin at the same time. This is how a strong, steady, and mutually beneficial business relationship can be built. On top of a fair price for both parties, services such as financial sustainability, compliance, data and information, and global benchmarking are gaining ever greater importance’

Ludovic Bayard, GEB



‘Pooling as a product within AIG has advanced and become more standardized in recent years; we see a trend towards more global underwriting and captives that are very much bespoke solutions. But whatever the product may be, there is strong client demand for detailed information about the underlying risks, both in terms of claims details and frequency.’

Roland de Crombrughe, AIG GBN

‘The focus has shifted from the dividend, which is still there but is becoming less important in relative terms, whereas data, information, and insight has become the name of the game.’

Peter de Vries, IGP

‘... we as an industry must focus more on brand new business, as opposed to fighting over the existing user base in order to expand the market for multinational pooling solutions to a wider segment of the market.’

Morten Unneberg, Insurope

‘... the entire pooling industry, along with the large brokers and consultants, have chased the same list of large multinational clients and prospects, year after year. With more than 50 years of experience and valuable data collected from all over the world, services from global networks add a lot of value also to smaller multinational companies. We can contribute with much more than performing “network searches” and sharing information of existing client relationships.’

Michael Hansen, Swiss Life

The market has also seen the emergence of new requirements from **MNCs**. For example, clients demand more detailed and more frequent data and detailed claims information, as well as timely quarterly reporting. Another important development is the desire to reduce global employee benefits costs through advanced analytics, wellness programs, and other risk mitigation techniques. Finally, online access to digitized information, tailored for HR departments, employees and dependents, is fast becoming prevalent via smartphones, tablets, PCs and apps.

The number of **MNCs** actively engaged in global agreements of any sort has remained essentially stable for the last couple of decades with CAGR of 2% over the last 15 years. There aren't enough new companies entering the market.

It's fair to say that the advisor community, as well as the networks, could have been more focused on expansion of the market, by raising awareness of pooling and education of the market. Attention has been concentrated on the same group of 500 or so **MNCs**, and trying to optimize something that already exists. This reduces margins for insurance providers, multinational networks and their partners, by just moving business from one provider to another when the real wins come from a larger market, thus affording more potential to invest in the future for the provision of data, reporting and service.

Contrasting with past practice, the networks need to work with the consultants to raise awareness of pooling and the benefits it offers to **MNCs in order to expand the market beyond existing multinational pooling customers.**

MNCs
Multinational
Corporations

While optimization and synergies are healthy, there is only so much that can be achieved if the potential group of “buyers” does not grow. Providers continue to be pressured to lower costs, resulting in reduced administrative fees and lower technical margins. The degree to which a multinational arrangement needs to be profitable for the provider depends on the structure of the network, but certainly, such an arrangement needs to be sustainable in the medium to long term.

There is a need to challenge those who promote the belief that insurers are retaining huge profits that **MNCs** leave on the table. While this may have been the case several decades ago, due to tariff rate countries and a lack of global coordination, it is by no means the case today. Local premiums being paid by those **MNCs'** subsidiaries (*of companies that are already clients*) have reduced over the years, meaning that the returns that can be achieved through a global program have been reduced and to a large extent been translated into a reduction of the up-front cost. Combining coverages internationally certainly continues to deliver further savings, but there's a limit to how much can be achieved.

All global networks strongly believe that service, coordination and reporting should be valued as equally important as financial savings in a world where data and reporting is the key to understanding and managing one's assets. This, however, comes at a price.

Considerable resources are brought into play by the pooling networks, such as licensing to operate in full compliance with local laws and regulations in 100+ countries, general expenses required to fund a skilled international workforce and invest in new IT & technology, dedicating capital to fund a global activity that is acknowledging drastic changes impacting its business model (*longevity, stress*

'After several decades, multinational pooling is quite mature as a product. However, for many customers that are highly decentralized, pooling products need to evolve and innovate. In general, pooling calculations are viewed as complicated and must be simplified if we are to address new client segments that may not be prepared to invest in highly specialized resources or expertise'.

Wendy Liu, Zurich Global Employee Benefits Solutions

'Of course, dividend rates have diminished from 25-30% in the 1970s to around 10% today, but year after year, 99% of our clients carry on with pooling, and they do so because they still see the value in pooling, both the financial value and the other benefits pooling offers like high limits without medical evidence and of data, coordination services, amongst other. Also, lower dividends in the majority of cases do not translate into higher cost because the upfront cost is often lower. We also see an increased interest from smaller and mid-size companies to start pooling arrangements'.

Morten Unneberg, Insurope

'Maybe it is also a question about how “pooling” is actually defined or what it brings in addition. Is it just about dividends and reporting, absolutely not! I believe that the majority of the pooling clients value expertise, advice and the relationship with their network much more than the potential financial benefits'.

Michael Hansen, Swiss Life



'The industry is likely to see greater consolidation since success in the future requires investments and commitment on the part of network owners.'

Mauro Dugulin, Maxis

'Consolidation in the insurance industry continues unabated and that – along with changes in corporate strategies – may result in the disappearance of the unsustainably unprofitable networks and/or in mergers, reducing the breadth of the market.'

Peter de Vries, IGP

'Unsurprisingly, with lower pooling dividend rates and increasing governance and compliance requirements, the dividends/savings argument, whilst still dominant, is being complemented by information, plan data/reporting, and improved service as key reasons to set up or to keep a pool running'.

Wendy Liu, Zurich Global Employee Benefits Solutions

'Until now, all market participants – insurers, networks, brokers, and consultants – focused too much on “jumbo” accounts, i.e. the top 500 global corporations. As technical margins have reduced in that segment, we need to enlarge the cake and attract smaller firms to multinational pooling'.

Ludovic Bayard, GEB

at work, pandemic risk, terrorism, climate change, cyber risks ...). These are things that should be appreciated as necessities and as added value, rather than seen – as is too often the case – as “frictional costs”.

The networks believe that the community of insurers, global networks, and advisors, needs to focus their attention on growing the demand from **MNCs** that have not yet given adequate attention to managing the financing of the employee benefits coverages of their subsidiaries around the world. They believe that this is where the most meaningful savings can be achieved.

This is not to say that existing clients of the Multinational Networks do not have more work to do. There is certainly a lot of scope for additional savings there, but this is primarily in addressing the coverages that are not yet participating in any international arrangement, rather than moving business from one network to another.

THE LONG-TERM VIEW

The networks envision a truly three-way partnership, rather than individually seeking out quick wins for the short term. To that extent, they see that partnership as an arrangement that fits the needs and objectives of each of the stakeholders:

- Clients (**MNC** parent organizations + subsidiaries + employees/plan members)
- Insurers and global networks
- Advisors

In fact, addressing new requirements from **MNCs** can hardly be achieved outside of a partnership approach.



For example, the demand for more detailed and frequent data requires **MNCs** to choose insurance suppliers capable of transmitting detailed claims information promptly; advisors and global networks to make the data available in a coherent manner, enabling analysis and making recommendations; and insurers to settle claims with minimal delays. For an information system to work well, it needs to be designed in partnership, always keeping the **MNCs'** ultimate goals in mind.

Another illustration of the importance of working as partners lies in the control of medical costs which requires advanced analytics to understand what is going on, tailored communications to help shape employees' and employers' expectations and actions, and wellness programs to influence individual health behaviors. All these components must work together in order to reach desired outcomes and this is best achieved through partnerships where responsibilities are apportioned in the most efficient way.

In addition, employers and employees alike have a strong dislike for having to access a multitude of applications or websites to get hold of information pertaining to their employee benefits plans. Running a common information platform requires working together in a partnership that includes the **MNC**, the advisors, the TPAs, the insurance carriers, and the networks.

As the networks see it, pooling can continue to grow on the back of new large multinationals from Asia and Latin America and by developing the middle market in the USA and Europe. This requires investing in educating market participants – in particular intermediaries and HR leadership.

After fifty years of service, one thing is certain: insuring risk requires proper pricing

'Think about fire and explosion, or business interruption, and the role of risk engineering whereby insurers assist their clients in preventing hazards up front – as opposed to shelling out money when something has happened. We believe the same is happening or must happen in employee benefits – see the current trend in wellness/wellbeing initiatives. Of course, it is doctors not engineers who do the job, but the underlying thinking is the same'.

Roland de Crombrughe, AIG GBN

'Clients want assurance that local plans are in compliance with all applicable laws and regulations; and they want both financial strength and reporting capabilities to be guaranteed by one single counterparty as opposed to having to deal with multiple, unfamiliar providers around the world'.

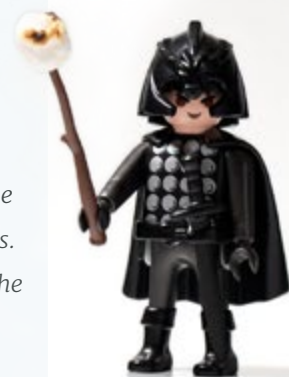
Ludovic Bayard, Generali GEB

'What clients really expect from us nowadays is more data to feed into the management and governance of their employee benefit plans.'

Mauro Dugulin, MAXIS

'Multinational organizations and their needs are changing; intermediaries as well as insurance carriers need to look for new ways to address the changing markets.'

Wendy Liu, Zurich



‘... pooling will continue its steady growth, driven by young large multinationals from Asia and Latin America [who are] setting up their multinational pools, and by the development of the middle market in the USA and Europe. That is provided that we, as an industry, succeed in educating the market, including insurance intermediaries. To that end, we need to get the message about pooling across to HR leaders in a trusted way.’

Morten Unneberg, Insurope

‘There will be continued demand for pooling, for international dividends, for risk coverage; and at the same time, for more data, more reporting, more employee communications, more benchmarking... Employers need to benchmark their plans against their peers and employees should get benchmarking information to assess how rich their plans really are.’

Peter de Vries, IGP

‘For our market to be sustainable, clients need to recognize and make better use of the networks’ capabilities, for example, accessing relevant claims analytics and data, as opposed to focusing on price only. Networks can be of great help in coordinating local capabilities and in helping define global company-wide employee benefits strategies.’

*Wendy Liu, Zurich Global
Employee Benefits Solutions*

and underwriting, mutualization, and spread of risk. In order to make this sustainable in the medium to long term, it is time to start seeing global arrangements as tools for global data and reporting, where governance and risk management programs require active management from the client, rather than relying on “pools of convenience”.

One also needs to see service and coordination as a way to add value, rather than engaging in exercises purely for procurement, that are aimed only at reducing the company’s insurance spending over the next one to three years.

The potential market for pooling consists of the vast majority of multinational organizations. It continues to grow and at the same time, remains largely untapped. As a result, pooling definitely has a great future, alongside other optimization tools such as captives, global underwriting, and other, still to be invented solutions. And there is room for all players, consultants, brokers, and networks alike, to add their distinctive value to the management of employee benefits on a global basis. ∞

MULTINATIONAL POOLING DEFINED

Global networks of employee benefit insurance carriers are fundamental to multinational pooling. They enable MNCs to combine best-in-class local coverages within different countries into one global, multinational account by:

- **Protecting** their human capital (local employees and expatriates) in each and every location, hence fulfilling their corporate social responsibility and helping attract and retain a skilled and engaged workforce.
- **Providing coordination services** to simplify HQ activity and its various stakeholders (HR, risk management, finance), providing data & reporting capabilities to manage their risks and support them in making informed decisions.
- **Enabling MNCs to leverage** their global size, thus achieving economies of scale and reducing net costs over time through spreading/mutualization of risk.

The first pooling networks were founded more than fifty years ago in the early 1960's. The newest network already is 20 years old. Over the course of two generations, perhaps a dozen networks were created, of which eight still are in existence today. With the consolidation of the insurance industry, it is unlikely that new global networks will come into existence.

'... the market, to this day, remains woefully underserved – and there is room for all players and for all solutions: captives, global underwriting, pooling – and for ideas yet to come!'

Michael Hansen, Swiss Life







Pooling Networks



AIA Regional Solutions

GETTING IN TOUCH

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SOCIAL NETWORKS:



AIA Regional Solutions is managed by the AIA Group. We leverage our extensive reach across Asia-Pacific to deliver consistent service standards, reliable management and accountability. For corporations seeking a single, convenient way to manage their employee benefits programmes, our dedicated team of specialists provide tailored support and solutions that meet both local needs and regional requirements.

PRODUCTS OFFERED

- ☐ Multinational Pooling
- ☐ EB Captives
- ☐ Regional Portfolio Management

KEY PRODUCTS

- AIA MULTINATIONAL POOLING SOLUTIONS
- AIA CAPTIVE SOLUTIONS
- AIA REGIONAL PORTFOLIO MANAGEMENT
- AIA VITALITY
- AIA ANALYTICA
- AIA REGIONAL PASSPORT

LEADERSHIP TEAM AND KEY POSITIONS

SALES: AMBRA DEBERNARDI

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UNDERWRITING: PHILIP BUNDY

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STRUCTURE

AIA Regional Solutions is managed by the AIA Group. The Group's rich Asian heritage and keen contemporary insights have enabled us to maintain leading positions across Asia-Pacific and secure our vision as the world's pre-eminent life insurance provider. AIA Group has operations set across 18 markets within the Region.

PARENT COMPANY INFO



AIA Group Limited

Founded: 1919

Employees: n/a

Revenues (2017 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: Hong Kong (Headquarters), Thailand, Singapore, Malaysia, China, Korea, the Philippines, Australia, Indonesia, Taiwan, Vietnam, New Zealand, Macau, Brunei, Cambodia, Sri Lanka, India and Myanmar.



Allianz Global Benefits

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SOCIAL NETWORKS:



Allianz Global Benefits is the employee benefits network of Allianz Group and specialized in implementing local employee benefits products, insurance solutions and services into global programs. The headquarters of the network is based in Germany and operates a strong global network of more than 110 Allianz subsidiaries and selected external insurance partners in over 90 countries. Leveraging on the geographical scale, the expertise and the customer centricity of its network partners, AGB addresses the needs of multinational companies of managing employee benefits globally.

PRODUCTS OFFERED

- | | | |
|---|--|---|
| <input type="checkbox"/> Group Life | <input type="checkbox"/> Group Pension | <input type="checkbox"/> Critical Illness / Dread Disease |
| <input type="checkbox"/> Group Accident | <input type="checkbox"/> Asset management | <input type="checkbox"/> Pooling |
| <input type="checkbox"/> Group Disability | <input type="checkbox"/> Travel Assistance | <input type="checkbox"/> EB captives |
| <input type="checkbox"/> Group Medical | <input type="checkbox"/> Health & Wellness | <input type="checkbox"/> Global underwriting |

KEY PRODUCTS

- Stand Alone
- Multinational Pooling
- Global Underwriting
- Captive Reinsurance
- Global Pension

LEADERSHIP TEAM AND KEY POSITIONS

SALES: CYRIL SAMSON

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PRODUCTS & SOLUTIONS: FRANÇOIS JACQUEMIN

NETWORK MANAGEMENT & DISTRIBUTION: MARIANA ISHCHUK

TRANSFORMATION: FRANK FORSTER

COMMUNICATIONS: MELANIE LIEDTKE

STRUCTURE

Member of Allianz Group.

PARENT COMPANY INFO



Allianz Group

Founded: 1890

Employees: Over 147,268

Revenues (2016 GWP): EUR 142.4 bn

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: Present in over 70 countries



Generali Employee Benefits

GETTING IN TOUCH

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SOCIAL NETWORKS:



GEB is an integrated network, operating through Assicurazioni Generali Luxembourg branch, that offers services for employees of multinational companies consisting of protection, life and health coverage and pension plans for both local and expat employees. Located in over 100 countries and with more than 400 coordinated multinational programmes (of which more than 40 are Captive), GEB today is the market leader for multinational companies with a premium volume of € 1.5 billion.

PRODUCTS OFFERED

- | | |
|--|--|
| <input type="checkbox"/> Group Life | <input type="checkbox"/> Reinsurance to Captive |
| <input type="checkbox"/> Group Accident | <input type="checkbox"/> Global Underwriting Programme |
| <input type="checkbox"/> Group Disability | <input type="checkbox"/> Business Travel Assistance |
| <input type="checkbox"/> Group Medical | <input type="checkbox"/> Voluntary Employee Benefits |
| <input type="checkbox"/> Multinational Pooling | <input type="checkbox"/> Health & Wellness Solutions |

KEY PRODUCTS

- GEB MULTINATIONAL POOLING
- GEB GLOBAL UNDERWRITING PROGRAMME
- GEB Reinsurance to Captive
- GEB International Lines for Expatriates & Mobile Employees

LEADERSHIP TEAM AND KEY POSITIONS

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SALES APAC: STEVE WONG
SALES INT. LINES: PASQUALE GORRASI
INSURANCE AND OPERATIONS:
CRISTINA MORPURGO

OPERATIONS AND IT: ANDREA PONTONI
INSURANCE: VITTORIO ZANIBONI
COMMUNICATIONS AND CSR:
SABRINA DI GIORGIO
MARKETING AND CUSTOMER EXPERIENCE:
CHRISTIAN KELLER

STRUCTURE

Generali Country Italy and Global Business Lines is the largest unit within the Generali Group, leader in the Italian retail insurance market, and is amongst the major insurance players worldwide focusing on corporate business. Via its two units, Generali Global Corporate & Commercial and Generali Employee Benefits (GEB) it caters to the needs of medium and large businesses by providing flexible, custom-tailored insurance services and solutions in the P&C and Life segments, health protection and pension plans for local and global employees of multinational companies.

PARENT COMPANY INFO



Assicurazioni
Generali S.p.A.

Founded: 1831

Employees: 72,000

Revenues (2019 GWP): €69,785 Billion

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: 12 (LUXEMBOURG, LONDON, FRANKFURT, PRAGUE, PARSIPPANY, SAN FRANCISCO, ATLANTA, SAO PAULO, MILAN, PARIS, MUMBAI AND HONG KONG)

Generali Employee Benefits

The solution to all mobility needs
One entry point to the leading global Network

geb.com



GETTING IN TOUCH

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EMAIL: bmccarthy@jhancock.com

CEO: PETER DE VRIES

TEL: n/a
EMAIL: pdevries@jhancock.com

ADDRESS (HEADQUARTERS)

200 Berkeley Street
Boston, MA – USA

WEBSITE:

www.igpinfo.com

SOCIAL NETWORKS:



The International Group Program (IGP) is a network of major life insurance companies (Network Partners) operating throughout the world, who work together to meet the global and local employee benefits needs of international corporations and their affiliates, branches, and subsidiaries.

Represented in approximately 80 countries and territories throughout the world, IGP offers the full spectrum of global employee benefits solutions: multinational pooling, global underwriting and captive reinsurance.

PRODUCTS OFFERED

- ☐ Pooling
- ☐ EB Captives
- ☐ Global Underwriting

KEY PRODUCTS

- STAND-ALONE POOLING
- IGP SMALL GROUPS POOL
- CAPTIVES
- GUARANTEED GLOBAL ADVANCE
- STOP LOSS

LEADERSHIP TEAM AND KEY POSITIONS

SALES: BRIAN MCCARTHY
OPERATIONS: MICHAEL FONTAINE

UNDERWRITING: DAVID BISCH
COMMUNICATIONS: BRIAN MCCARTHY

STRUCTURE

IGP is managed by John Hancock Life Insurance Company (U.S.A.), the U.S. operation of Manulife Financial Corporation, a leading financial services group based in Toronto, Canada. Manulife offers its clients a diverse range of financial protection products and wealth management services.

PARENT COMPANY INFO



Manulife Corporation

Founded: 1887
Employees: >35,000
Revenues (2019 GWP): 80 billion

KEY INFORMATION

Other Offices:

Europe Office : Brussels, Belgium
SE Asia Office: Singapore
Japan Office: Tokyo, Japan
Waterloo Office: Ontario, Canada



Insurope SCRL/CVBA



GETTING IN TOUCH

MAIN CONTACT: CATHERINE MATHEIJS

TEL: +32 2 286 50 63

EMAIL: catherine.matheijs@insurope.com

CEO: MORTEN UNNEBERG

TEL: +32 2 286 50 86

EMAIL: morten.unneberg@insurope.com

ADDRESS (HEADQUARTERS)

Avenue des Arts 9
1210 Brussels
Belgium

WEBSITE:

www.insurope.com

SOCIAL NETWORKS:



PARENT COMPANY INFO



Insurope SCRL/CVBA

Founded: 1968

Employees: n/a

Revenues (2017 GWP): n/a

KEY INFORMATION

Other Offices:

- USA (Represented by Insurope Services, Inc. in New York + 3 regional offices)
- EMEA (Presence in Belgium, Finland, UK, Germany)
- Asia Pacific (Presence in Singapore; and in China, represented by Insurope Business Service Co., Ltd.)

Insurope is a network of independent insurance companies providing employee benefit services to multinational companies across the world for more than 50 years. The central area of Insurope's activity is multinational pooling, a concept which allows multinational companies to combine employee benefits insurance policies under one umbrella, and they benefit from financial and administrative advantages. With more than 800 multinational clients, 80 Network Members covering more than 100 countries, Insurope has been consistently ranked among the top networks in the market.

PRODUCTS OFFERED

- Pooling

KEY PRODUCTS

- UNLIMITED CARRY FORWARD
- LIMITED CARRY FORWARD
- MULTIPOOL
- STOP-LOSS
- RENEWAL MANAGEMENT
- REPORTING AND INSUROPE PORTAL

LEADERSHIP TEAM AND KEY POSITIONS

SALES:

DIRECTOR AMERICAS: SYLVIA ALVARINO

DIRECTOR EMEA: INGO HANNEMANN

DIRECTOR APAC: GARY CHUANG

OPERATIONS: HERVÉ DUBOCQUET

(Group Financial Controller)

UNDERWRITING: AKI QUASHIE (Chief Actuary)

COMMUNICATIONS: CATHERINE MATHEIJS

(Marketing Lead & Communication Specialist)

STRUCTURE

- Service provider for the Network Members
- Manage the Network and Multinational Programs on behalf of the Network Members

MAXIS Global Benefits Network

GETTING IN TOUCH

MAIN CONTACT: MELINA Foo

TEL: +33 1 57 65 04 09

EMAIL: melina.foo@maxis-gbn.com

CEO: MATTIEU ROUOT

TEL: +44 (0)7392 272809

EMAIL: mattieu.rouot@maxis-gbn.com

ADDRESS (HEADQUARTERS)

The Monument Building
11 Monument Street
London, UK EC3R 8AF

WEBSITE:

maxis-gbn.com

SOCIAL NETWORKS:



PARENT COMPANY INFO

MAXIS Global Benefits Network

Founded: 1998

Employees: 132

Revenues (2020 GWP): €1,3bn

KEY INFORMATION

Employees: N/A

Countries covered: N/A

*Other Offices: France, Hong Kong,
Singapore, Switzerland, United States
(Atlanta, California, Chicago, Florida, New York)*



Co-founded by MetLife and AXA, two of the biggest and most trusted insurance companies in the world, MAXIS Global Benefits Network is a network of nearly 140 insurance companies in over 120 markets combining local expertise with global insight. Together, we help multinational employers deliver the employee benefits they need to care for their people and meet their strategic goals.

PRODUCTS OFFERED

- ☐ Pooling
- ☐ EB Captives
- ☐ MAXIS Mobility Solutions

KEY PRODUCTS

- MAXIS GLOBAL CAPTIVE SOLUTION
- MAXIS GLOBAL RISK SOLUTION
- MAXIS GLOBAL POOL
- MAXIS GLOBAL PREFERRED DATA SOLUTION
- MAXIS GLOBAL MEDICAL DASHBOARD REPORTS
- MAXIS GLOBAL WELLNESS
- MAXIS Mobility Solutions

LEADERSHIP TEAM AND KEY POSITIONS

BUSINESS DEVELOPMENT: RICARDO ALMEIDA

FINANCE & OPERATIONS: JEROME PICON

MARKETING AND DIGITAL: PATSY LANGRIDGE

TECHNICAL AND SERVICES: MATTHIAS HELMBOLD

HEALTH AND WELLNESS: DR. LEENA JOHNS

STRUCTURE

+ 60% of our members are owned by MetLife or AXA. Almost 85% of our premium volumes are ceded by MetLife or AXA members of the MAXIS Network. The strength of our unique structure and members offers a powerful combination of global reach and local market expertise.

**'CHANGE IS THE CONSTANT IN LIFE'
ARE YOU READY TO EMBRACE IT?**

maxis-gbn.com



MetLife and AXA in partnership



Swiss Life Network



SwissLife
Global Solutions

GETTING IN TOUCH

MAIN CONTACT: SWISS LIFE NETWORK

TEL: +352 42 39 59 1

EMAIL: swisslifenetwerk@swisslife.com

CEO: MICHAEL HANSEN

TEL: +352 691 264 037

EMAIL: michael.hansen@swisslife.com

ADDRESS (HEADQUARTERS)

Vertigo Naos Building
2-6 rue Eugène Ruppert
L-2453 Luxembourg, Luxembourg

WEBSITE:

<https://www.swisslife-global.com>

SOCIAL NETWORKS:



PARENT COMPANY INFO



Swiss Life Group

Founded: 1857

Employees: 9.300

Revenues (2019 GWP): CHF 23.0 bn

KEY INFORMATION

Employees: 200

Countries covered: 80+

Other Offices: Zürich, Singapore

Established in 1962, Swiss Life Network is a leading independent platform for Global Employee Benefits Solutions including life, pension and health cover as well as additional non-insurance benefits. It pioneered the multinational risk pooling concept in 1962.

With more than 500 multinationals as long-standing relationships, Swiss Life Network covers over 80 countries through more than 90 partners, offering the security and freedom of choice that allows its clients and their employees to lead a self-determined life.

PRODUCTS OFFERED

- ☐ Risk, health and pension solutions for local and mobile employees
- ☐ Flexible risk and cost optimisation across countries
- ☐ Fully compliant and sustainable local and global solutions
- ☐ Reporting and monitoring services (profit and loss reports)
- ☐ Market intelligence services via a digital solution
- ☐ Wellbeing solutions to assess, monitor and improve all aspects of health

KEY PRODUCTS

- SWISS LIFE PREFERRED INTERNATIONAL PLAN
- EB-LIFE DIGITAL PLATFORM
- SWISS LIFE MULTINATIONAL POOLING

LEADERSHIP TEAM AND KEY POSITIONS

SALES: MICHAEL HANSEN

OPERATIONS: MICHAEL GUBSER

UNDERWRITING: ARNAUD SCHMIT

COMMUNICATIONS: MARIE DREUMONT

STRUCTURE

Swiss Life Network is part of Swiss Life Holding Ltd, registered in Zurich and founded in 1857 as Schweizerische Rentenanstalt. The shares of Swiss Life Holding Ltd are listed on the SIX Swiss Exchange (SLHN). It is rated A+ by Standard & Poor's with stable outlook.



Zurich Global Employee Benefits Solutions

GETTING IN TOUCH

MAIN CONTACT: WENDY LIU

TEL: +41 44 628 3028

EMAIL: wendy.liu@zurich.com

CEO: WENDY LIU

TEL: +41 44 628 3028

EMAIL: wendy.liu@zurich.com

ADDRESS (HEADQUARTERS)

Austrasse 46
8045 Zurich, Switzerland

WEBSITE:

<https://www.zurich.com/en/products-and-services/protect-your-employees>

SOCIAL NETWORKS:



The Zurich Employee Benefits Network is a global network of market-leading insurance companies offering products and services in over 140 countries and territories. We work with Zurich-owned companies and top-quality local insurers in countries where Zurich does not have a local presence. We continually expand our services and geographic coverage and work with strategic regional partners in Asia-Pacific (AIA), Africa (Globus), Central America and the Caribbean (Palig) to provide consistent solutions with improved governance for our customers.

PRODUCTS OFFERED

- ❑ Consolidated management information (profit and loss report)
- ❑ Access to the Zurich Employee Benefits Network global network of market-leading local insurance companies in over 140 countries and territories
- ❑ A choice of flexible pooling systems that can be tailored to a company's individual requirements
- ❑ Group insurance benefits included in a pooling agreement: Group Life and survivors, disability, accidental death and dismemberment and health benefits

KEY PRODUCTS

- The Zurich Employee Benefits Network works on a reinsurance basis, which means we take risk onto our own balance sheet from our Network Partners, allowing us to offer central underwriting and flexibility to tailor solutions to the needs of our customers.
- All our customers are supported by a dedicated account manager who works closely with our general insurance colleagues to ensure we offer a holistic customer approach across life and non-life needs.

LEADERSHIP TEAM AND KEY POSITIONS

SALES EUROPE: GILLES FINKSTEIN

SALES UK & APAC: ROBERT BROWN

SALES AMERICAS: GUY WORSEY

OPERATIONS: ROSARIO ESPOSITO

UNDERWRITING: MIGUEL MIRANDA

NETWORK PARTNER MANAGEMENT:
JEAN-LUC BRAEGGER

STRUCTURE

Zurich Global Employee Benefits Solutions is a business unit within Zurich Insurance Company Ltd.

PARENT COMPANY INFO



Zurich

Founded: 1872

Employees: 53,000

Revenues (2017 GWP): 63.96bn USD

KEY INFORMATION

Employees: 47

Countries covered: >140
countries and territories

Other Offices: London, Paris,
New York, Chicago, Hong Kong







Assistance



Europ Assistance

GETTING IN TOUCH

MAIN CONTACT: JONATHAN HEYWOOD

TEL: +33 6 01 20 08 18

EMAIL: jheywood@europ-assistance.com

CEO: ANTOINE PARISI

TEL: N/A

EMAIL: aparisi@europ-assistance.com

ADDRESS (HEADQUARTERS)

2 rue Pillet-Will
75309 Paris Cedex 09, France

WEBSITE:

www.europ-assistance.com

SOCIAL NETWORKS:



Inventor of the concept of assistance, Europ Assistance Group is a trusted partner to millions around the world, relentlessly pioneering care and mobility services to improve people's lives in the most difficult and stressful situations, securing peace of mind and independence. We support 300m customers with stand-alone services or in combination with insurance coverage and solutions for day-to-day or emergency situations across five lines of business: Automotive, Travel, Health, Home & Family and Conciergerie & CRM.

PRODUCTS OFFERED

- ☐ Travel Insurance
- ☐ TPA
- ☐ Security

KEY PRODUCTS

- TRAVEL RISK INTELLIGENCE
- BUSINESS TRAVEL INSURANCE
- TRAVEL, MEDICAL & SECURITY ASSISTANCE



PARENT COMPANY INFO

Europ Assistance

Founded: 1963

Employees: 7,898

Revenues (2016 GWP): 1480M€

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: N/A

LEADERSHIP TEAM AND KEY POSITIONS

SALES: PIERRE BRIGADEAU

OPERATIONS: PASCAL BAUMGARTEN

UNDERWRITING: EMMANUEL DALBARADE

COMMUNICATIONS: ROBERTO RAVAGANI
CRISTINA PETTAZZI



Workplace Options

GETTING IN TOUCH

MAIN CONTACT: JB GRUET

TEL: 1 919 834 6506

EMAIL: jbgruet@workplaceoptions.com

CEO: DEAN DEBNAM

TEL: 1 919 834 6506

EMAIL: sales@workplaceoptions.com

ADDRESS (HEADQUARTERS)

2912 Highwoods Boulevard
Raleigh, NC 27604

WEBSITE:

www.workplaceoptions.com

SOCIAL NETWORKS:



PARENT COMPANY INFO



Workplace Options

Founded: 1982

Employees: 700+

Revenues (2017 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: U.S. (4 locations), UK, Ireland, Portugal, France (2 locations), Belgium, UAE, India, Indonesia, Japan, China, Singapore, Canada (2 locations)

WORKPLACE OPTIONS

Workplace Options is the world's largest provider of integrated employee wellbeing services. The company provides global EAP, wellness coaching, work-life services, critical incident support, and much more to help employees become healthier, happier and more productive. Drawing from an international network of credentialed providers and professionals, Workplace Options provides support to more than 58 million employees in over 90,000 organizations, across more than 200 countries and territories.

PRODUCTS OFFERED

- | | | |
|---|--|--|
| <input type="checkbox"/> EAP Support Services | <input type="checkbox"/> Critical Incident Support | <input type="checkbox"/> Work-Life Services |
| <input type="checkbox"/> Wellness Coaching | <input type="checkbox"/> Trauma Counselling | <input type="checkbox"/> Employee Well-Being |

KEY PRODUCTS

- | | |
|---|----------------------------|
| • <i>Work-Life Services</i> | • <i>Training Services</i> |
| • <i>Advantage Answer 24</i> | • <i>Wellness Coaching</i> |
| • <i>Rapid Response Critical Incident</i> | • <i>Engagement Engine</i> |

LEADERSHIP TEAM AND KEY POSITIONS

SALES: JB GRUET

OPERATIONS: ALAN KING

UNDERWRITING: BERJIN ADIBELLI

COMMUNICATIONS: MICHAEL ZELLMER

STRUCTURE

Privately Owned



WorldCare International

GETTING IN TOUCH

MAIN CONTACT: **TINA KARAS - VP, MARKETING**

TEL: 617 250 5142

EMAIL: connect@worldcare.com

CEO: **NASSER MENHALL**

TEL: 617 250 5161

EMAIL: nmenhall@worldcare.com

ADDRESS (HEADQUARTERS)

7 Bulfinch Place, Suite 301,
Boston, MA 02114

WEBSITE:

www.worldcare.com

SOCIAL NETWORKS:



PARENT COMPANY INFO



WorldCare International, Inc.

Founded: 1992

Employees: 35

Revenues (2017 GWP): \$10,300,000

KEY INFORMATION

Employees: N/A

Countries covered: N/A

*Other Offices: Rio de Janeiro, Brazil
- Toronto, Canada - Beijing, China -
Dubai, UAE - Sydney, Australia*



Our mission is to improve healthcare outcomes globally by connecting members to 20,000+ specialists at the top-ranked U.S. academic hospitals of The WorldCare Consortium™. Our focus is to provide serious illness medical second opinions (MSOs) targeting complex, high-cost medical conditions. Our solutions are embedded into various insurance products. We work with brokers, consultants, reinsurers and strategic partners. Our difference is our experience, superior level of clinical rigor and impact.

PRODUCTS OFFERED

- ☐ Medical second opinion (MSO) services
- ☐ Virtual medical management
- ☐ VIP Concierge Medical

KEY PRODUCTS

- **WORLD CARE SERIOUS ILLNESS MSO**
- **WORLD CARE MENTAL HEALTH MSO**
- **WORLD CARE PAIN MANAGEMENT MSO**
- **WORLD CARE SPECIALTY^{RX} MSO**
- **WORLD CARE DISABILITY MSO**
- **WORLD CARE CONSULTING AND MANAGEMENT**
- **WELLNESS CENTERS**

LEADERSHIP TEAM AND KEY POSITIONS

SALES: GREG ARMS

OPERATIONS: HASSAN S. SHARIF, MD

UNDERWRITING: RICHARD HEINZL, MD

COMMUNICATIONS: TINA KARAS

STRUCTURE

Privately-owned, local operations in more than 25 countries.



Why You Should Be in the GBV Directory

- It is the most comprehensive Directory of Global Employee Benefits and Global Mobility providers, in digital format.
- Our purpose is to maximize distribution of the Directory. Accordingly, inclusion is free and the directory will be distributed free of charge. Advertisements are welcome, and customized versions are possible.
- Every provider has a full right-hand page to themselves (contents and layout are standardized for ease of use); the facing page is either provider's own advertisement or a neutral illustration.
- Inclusion is by invitation only.

Who Will Receive the Directory: Target Audiences

Core audiences

- > Corporate HR of multinationals and exporting/importing companies
- > Global employee benefits managers
- > Global mobility managers
- > Corporate risk management / finance / audit
- > Global employee benefits and global mobility professionals (providers)

Satellite audiences

- > Local employee benefits providers (insurance carriers, brokers)
- > Network partners (pooling and brokers networks)
- > Expatriate employees

The GBV Directory is Neutral and Comprehensive – all providers are included at no cost to them.

DISTRIBUTION

COST TO USERS: FREE OF CHARGE

- > Distribution by email with link to the GBV website or with attached PDF file
- > Always available on the GBV website

PRIMARY DISTRIBUTION CHANNELS

• GBV website	1300+ unique visitors per month
• GBV LinkedIn page	
• GBV LinkedIn contacts	4700+
• GBV subscribers	1150+
• Providers and their clients	freely redistributable
• Conference attendees (USB Key)	free of charge for organizers, customizable
• Apps, online database	subject to market study

SECONDARY DISTRIBUTION

- > Redistribution is free and unlimited, on an as-is basis.
- > Anyone who has a copy can redistribute the directory at will, provided it is an exact, full copy.

EXAMPLE

scaled approximately 25%.

INDIVIDUAL SUBSCRIPTIONS

€490 for 1 year of access

Digital magazine, one year, 10 issues

Computer & Tablet friendly

Includes access to all back issues and to the database of articles and news

Individual Subscriptions are for one reader only



GROUP SUBSCRIPTIONS

For organizations wishing to give access to GBV magazine to all their members for a flat yearly fee

If your organization has more than 30 readers of GBV, a group subscription will save you money and streamline subscription management

Global Benefits Vision

GETTING IN TOUCH

Main contact: **Félicie HENRIKSEN**
Tel: +33 1 5320 1717
Email: f.henriksen@globalbenefitsvision.com

CEO: **Eric Muller-Borle**
Tel: +33 1 5320 1717
Email: eric.muller-borle@globalbenefitsvision.com

Address (headquarters):
100 rue de Cassange,
L-1321 Luxembourg, LUXEMBOURG

Website:
<http://www.global-benefits-vision.com/>

Social Networks:



PARENT COMPANY INFO

Global Benefits Knowledge SA

Founded: 2015
Employees: 7
Revenues (last 12m): n/a

Key Information

Employees: n/a
Countries covered: n/a
Other Offices: New York, Paris



Global Benefits Vision was created from the realization that no digital, professionally published publication existed that covered global employee benefits. Our mission is to put the industry's accumulated knowledge and wisdom about global employee benefits within the reach of organizations of all sizes, by demystifying the principles behind global mobility, multinational pooling, employee benefits captives and other tools of the trade and by sharing best practices.

PRODUCTS OFFERED

- ☒ Knowledge product
- ☒ Online training

KEY PRODUCTS

- GBV Magazine
- GBV Knowledge Base
- Conference Support
- GBV Directory

LEADERSHIP TEAM AND KEY POSITIONS

Sales: **Félicie HENRIKSEN** | Underwriting: **Olivia DUBOIS**
Operations: **Yann HAINBOURG** | Communications: **Agnès MOUTON**

STRUCTURE

GBV includes a monthly digital magazine built around several articles written by global employee benefits experts for their practitioner colleagues, incorporating knowledge and wisdom accumulated over years of experience, valid for years to come. In the future, Global Benefits Vision will put its vast body of knowledge at your fingertips through thematic e-books, directories and training modules.

You are a provider of Global Employee Benefits and you are likely to be an insurer, a broker, a consultant, a TPAs of a pooling network, a captive manager, a reinsurer, a software provider, a lawyer, a TPA...

Demonstrate your expertise to your clients and prospects by contributing in-depth articles, continuous education resource to your Global Employee Benefits (GBV) team members, train the global team, keep an eye on the competition and on key industry players, use its rich content open customer presentations.





Expatriate Insurance



Aetna International

GETTING IN TOUCH

MAIN CONTACT: DAMIAN LENHIAN

TEL: 0333 400 5500

EMAIL: lenihand@aetna.com

CEO: RICHARD DI BENEDETTO

TEL: n/a

EMAIL: n/a

ADDRESS (HEADQUARTERS)

50 Cannon Street
London
England - EC4N 6JJ

WEBSITE:

www.aetnainternational.com

SOCIAL NETWORKS:



Aetna International is committed to helping create a stronger, healthier global community by delivering comprehensive health care benefits and population health solutions worldwide. One of the largest providers of international private medical insurance, Aetna International serves almost 900,000 members worldwide, including expatriates, local nationals and business travelers. Its global benefits include medical, dental, vision and emergency assistance and, in some regions, life and disability.

PRODUCTS OFFERED

- ☐ International private medical insurance services
- ☐ Population health management

KEY PRODUCTS

- AETNA SUMMIT – FOR GROUPS
- AETNA FOCUS – FOR GROUPS
- AETNA PIONEER – FOR INDIVIDUALS

LEADERSHIP TEAM AND KEY POSITIONS

SALES: DAMIAN LENIHAN

OPERATIONS: N/A

UNDERWRITING: DONAL O'LEARY

COMMUNICATIONS: CATHERINE DARROUE

STRUCTURE

Aetna International is part of CVS Health.

PARENT COMPANY INFO



CVS Health Inc,

Founded: 1963

Employees: >300,000

Revenues (2019 GWP): \$256bn

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: Tampa – USA, Dublin – Ireland, Dubai – UAE, Singapore, Bangkok – Thailand, Jakarta – Indonesia, Hong Kong, Shanghai – China



Allianz Care

GETTING IN TOUCH

MAIN CONTACT: SALES SUPPORT

TEL: +353 1 514 8442

EMAIL: sales@allianzcare.com

CEO: IDA LUKA-LOGNONÉ

TEL: N/A

EMAIL: N/A

ADDRESS (HEADQUARTERS)

7 rue Dora Maar
93400 Saint Ouen
Paris, France

WEBSITE:

www.allianzworldwidecare.com

SOCIAL NETWORKS:



PARENT COMPANY INFO



Allianz Group

Founded: 1890

Employees: 140,000+

Revenues (2017 GWP): EUR126.1bn

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: Brussels, Dubai, Dublin, Qatar



Allianz Care, a specialised brand of Allianz Partners offers iPMI solutions including international health, life and disability insurance, associated health and protection services, reinsurance and administration services. Our focus is on protecting the health and wellbeing of our customers, helping them navigate healthcare in whichever country they may be in; through the delivery of straightforward, innovative services and plans that ensure each customer feels understood, confident and valued.

PRODUCTS OFFERED

- ☐ iPMI
- ☐ Life insurance for expats
- ☐ TPA
- ☐ Security

KEY PRODUCTS

- INTERNATIONAL HEALTHCARE PLANS FOR GROUPS AND INDIVIDUALS
- SPECIALISED PLANS FOR IGOs AND OTHER INDUSTRY SECTORS
- REGIONAL HEALTHCARE PLANS
- GLOBAL HEALTH & PROTECTION SERVICES FOR GROUPS
- SHORT-TERM HEALTHCARE PLANS
- LIFE & DISABILITY COVER FOR GROUPS

LEADERSHIP TEAM AND KEY POSITIONS

SALES: ALEXIS OBLIGI

OPERATIONS: EAMONN O'FLYNN

UNDERWRITING: ERIC MORSILLI

MARKET MANAGEMENT: PAULA COVEY

STRUCTURE

Dedicated to global protection and care, Allianz Partners is the B2B2C leader in assistance and insurance solutions. These solutions, which are a unique combination of insurance, service and technology, are available to business partners or via direct and digital channels under four commercial brands: Allianz Assistance, Allianz Care, Allianz Travel and Allianz Automotive.



Bellwood Prestbury

GETTING IN TOUCH

MAIN CONTACT: PETER BELLWOOD

TEL: 07779 596078
EMAIL: pdb@bellwoodprestbury.com

CEO: PETER BELLWOOD

TEL: 07779 596078
EMAIL: pdb@bellwoodprestbury.com

ADDRESS (HEADQUARTERS)

20 St Dunstan's Hill,
London, EC3R 8HL

WEBSITE:

www.bellwoodprestbury.com

SOCIAL NETWORKS:



Bellwood Prestbury are global insurance specialists providing solutions for organisations operating outside their home country often in high-risk industries and dangerous, remote or politically unstable regions. Our clients include organisations from oil and gas, construction, consulting, demining, engineering, IT and communications, logistics, marine security, mining, NGOs, and UN contractors, operating worldwide.

PRODUCTS OFFERED

- ☐ Pooling
- ☐ Global underwriting
- ☐ Group IPMI
- ☐ Group insurance for Expats

PARENT COMPANY INFO



Founded: 2001
Employees: 8
Revenues (2017 GWP): n/a

LEADERSHIP TEAM AND KEY POSITIONS

SALES: PETER BELLWOOD
OPERATIONS: ALAN THOMPSON

UNDERWRITING: ROB THOMPSON
COMMUNICATIONS: ALAN THOMPSON

KEY INFORMATION

Employees: N/A
Countries covered: N/A
Other Offices: N/A

Expacare

GETTING IN TOUCH

MAIN CONTACT: CHARLIE O'BRIEN

TEL: +44 7552 241668

EMAIL: charles.obrien@expacare.com

CEO: BEVERLY COOK

TEL: +44 (0)1344 233950

EMAIL: beverly.cook@expacare.com

ADDRESS (HEADQUARTERS)

11 Bracknell Beeches, Old
Bracknell Lane - West, Bracknell,
Berkshire, RG12 7BW, UK

WEBSITE:

www.expacare.com

SOCIAL NETWORKS:



PARENT COMPANY INFO



Health International Group Ltd

Founded: 1994

Employees: 50+

Revenues (2019 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

*Other Offices: Zimbabwe, South
Africa, Zambia, Mauritius, Malawi*



With more than 30 years' experience Expacare is one of the world's longest established global health insurance providers and whilst the international healthcare market has changed considerably over the years, we have remained consistent, continuing to deliver the level of cover that our members both need and deserve.

Supporting our members is at the very heart of everything we do and the way we take a very personal approach to customer service, always ready with a friendly voice on the end of the phone.

PRODUCTS OFFERED

- ☐ International Private Medical Insurance

KEY PRODUCTS

- Choices Worldwide
- Choices Dubai
- Choices Abu Dhabi
- Islands Choices

LEADERSHIP TEAM AND KEY POSITIONS

SALES: CHARLES O'BRIEN

OPERATIONS: JONI TAILOR

UNDERWRITING: JON BUESDEN

COMMUNICATIONS: CHARLIE O'BRIEN



Generali Global Health

GETTING IN TOUCH

MAIN CONTACT: SALES

TEL: +44 (0) 207 265 6444

EMAIL: ggh@generali.co.uk

CEO: MARCO GIACOMELLI

TEL: +44 (0) 207 265 6444

EMAIL: ggh@generali.co.uk

ADDRESS (HEADQUARTERS)

Generali Global Health
100 Leaman Street
London, E1 8AJ

WEBSITE:

www.generaliglobalhealth.com

SOCIAL NETWORKS:



PARENT COMPANY INFO

ASSICURAZIONI GENERALI S.P.A.

Founded: 1831

Employees: 74,000

Revenues (2017 GWP): 70 billion euro

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: N/A



Generali Global Health (GGH) is the specialist IPMI division of Generali Assicurazioni S.p.A., one of the world's largest providers of employee benefits and one of the largest insurers in the world by premium income and global presence.

GGH provides international private health insurance to globally mobile people. Through a worldwide network of 900,000 medical professionals and facilities, GGH members have access to the best healthcare services in the world.

PRODUCTS OFFERED

- International Private Medical Insurance (IPMI)

KEY PRODUCTS

- *Global Health*

LEADERSHIP TEAM AND KEY POSITIONS

SALES: STUART LEATHERBY

OPERATIONS: PAUL TIDY

UNDERWRITING: JAMIE MARSHALL

PRODUCT: CHARLOTTE HOOPER

CLIENT SERVICES: RICHARD LONSDALE

COMMUNICATIONS: ALEX CONABEARE

STRUCTURE

Generali Global Health (GGH) head office is located in London, UK. Generali Global Health Services, GGH's wholly owned service and international health network management company (GGHS) is based in Canada, with customer service centres in Europe and Asia.

GGH has a growing network of regional offices (today in Dubai, Hong Kong, London and Madrid).

GGH leverages the size, financial strength and expertise of the global Generali Group as well as working with local partners to develop and deliver innovative and flexible products for groups and individuals.



Insured Nomads

GETTING IN TOUCH

MAIN CONTACT: ANDREW JERNIGAN

TEL: +1 205-767-0507 x.802

EMAIL: andrew@insurednomads.com

CEO: ANDREW JERNIGAN

TEL: +44 (0)20 3514 1337

EMAIL: andrew@insurednomads.com

ADDRESS (HEADQUARTERS)

120 19th St. N, Ste.401
Birmingham, AL, USA 35203

WEBSITE:

www.insurednomads.com

SOCIAL NETWORKS:



PARENT COMPANY INFO



Insured Nomads

Founded: 2019

Employees: n/a

Revenues (2015 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: N/A

Insured Nomads



Insured Nomads is a provider of specialized international insurance solutions offering the World Explorer line of travel insurance plans and the Nomad Health Insurance line of medical insurance plans, international term life insurance and international disability insurance plans. We provide an integrated service for individual, family, educational and, charitable organizations, corporate and employee travel, life, accident & health insurance protection.

PRODUCTS OFFERED

- ☐ iPMI
- ☐ Travel Insurance
- ☐ Life Insurance for Expats
- ☐ Disability Insurance for Expats

KEY PRODUCTS

- NOMAD HEALTH INSURANCE (iPMI) - INDIVIDUAL
- WORLD EXPLORER (TRAVEL INSURANCE LINE)
- NOMAD HEALTH INSURANCE - GROUP PLANS FOR HEALTH/LIFE/DISABILITY

LEADERSHIP TEAM AND KEY POSITIONS

SALES: ANDREW JERNIGAN

OPERATIONS: TYLER HARJU

MEDICAL DIRECTOR: JULIANA JERNIGAN

LEGAL: JUSTIN JENKINS

STRUCTURE

A privately held, remote company, based in Birmingham, Alabama, USA with client service points for the UK, Canada, and Indonesia; a social impact venture with the global charity: Not For Sale.



MSH International

GETTING IN TOUCH

MAIN CONTACT: LAURENT COCHET

TEL: +33 1 44 20 29 87

EMAIL: laurent.cochet@msh-intl.com

CEO: FREDERIC VAN ROEKEGHEM

TEL: +33 1 44 20 48 52

EMAIL: Frederic.VANROEKEGHEM@msh-intl.com

ADDRESS (HEADQUARTERS)

Season, 39 rue Mstislav Rostropovitch
75815 Paris cedex 17
FRANCE

WEBSITE:

www.msh-intl.com

SOCIAL NETWORKS:



PARENT COMPANY INFO



MSH International

Founded: 1974

Employees: 1,145

Revenues (2019 GWP): 105.7 M€

KEY INFORMATION

Other Offices: Toronto, Calgary, Paris, Lyon, Hamburg, Geneva, Zurich, Luxembourg, Tunis, Dubai, Abu Dhabi, Riyadh, Jeddah, Singapore, Shanghai, Beijing, Guangzhou, Shenzhen, Chengdu, Dalian, Suzhou



MSH International, a subsidiary of SIACI SAINT HONORE, is a world leader in the design and management of international healthcare and life solutions for globally-mobile individuals: employees of multinationals, SMEs and micro-businesses, workers in IOs/NGOs, individual expatriates and local high-net-worth individuals.

MSH International has 2,000 corporate clients and over 400,000 insured members across almost 200 countries, 5 regional head offices in Calgary, Paris, Dubai and Shanghai.

PRODUCTS OFFERED

☐ iPMI

☐ Life insurance
for expats

☐ TPA

KEY PRODUCTS

- FIRST'EXPAT
- RELAIS'EXPAT
- LIFEPLAN'EXPAT
- START'EXPAT
- BUSINESS'EXPAT
- LIV'EXPAT

LEADERSHIP TEAM AND KEY POSITIONS

SALES: LAURENT COCHET

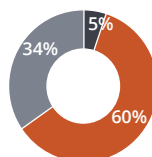
OPERATIONS: LAURENT BONHOTE

UNDERWRITING: N/A

COMMUNICATIONS: FABRICE TUFFIGO

STRUCTURE

MSH - A wholly owned subsidiary of Siaci Saint Honoré (S2H)
Siaci Saint Honoré - Robust financial strength & prestigious shareholders



5% : Ardian: an independent investment company
www.ardian.com

60% : Management: Siaci Saint Honoré Group Managers
www.s2hgroup.com

34% : Charterhouse Group
www.charterhouse.co.uk

Zurich Eurolife S.A.

GETTING IN TOUCH

MAIN CONTACT: MILOSLAV CUTKA

TEL: +352 26 642 885

EMAIL: miloslav.cutka@zurich.com

CEO: XAVIER NEVEZ

TEL: +352 26 642 720

EMAIL: xavier.nevez@zurich.com

ADDRESS (HEADQUARTERS)

Zurich Eurolife S.A.
21, rue Léon Laval
L-3372 Leudelange Luxembourg

WEBSITE:

www.zurich.lu

SOCIAL NETWORKS:

PARENT COMPANY INFO



Zurich Insurance Group

Founded: 1872

Employees: 55,000

Revenues (2017 GWP): USD 5.3bn
business operating profit (31 December 2019)

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: N/A



We serve businesses in Europe providing corporate employee benefits solutions for domestic and internationally mobile employees. We are part of Zurich Insurance Group with over 140 years of experience. Providing Group Life and Disability cover, we help employers to recruit and retain their employees.

As the European entity of Zurich International and being part of Global Business Platforms, we are a market leading employee benefits provider with excellent and individually tailorable products.

PRODUCTS OFFERED

- Life and disability insurance for international mobile and domestic employees

KEY PRODUCTS

- ZURICH INTERNATIONAL GROUP RISK SOLUTIONS** (group life and disability benefits for internationally mobile employees of multinational corporate entities)
- TEAM® GERMANY AND TEAM® AUSTRIA** (group life and disability benefits for employees of German and Austrian employers, individually tailored to the company's requirements)
- TEAM® NORWAY** (group life and disability benefits for employees of Norwegian employers, individually tailored to the company's requirements, in partnership with local specialized agent)

LEADERSHIP TEAM AND KEY POSITIONS

SALES: XAVIER NEVEZ

UNDERWRITING: ARIANNA RIDOLFO

OPERATIONS: MARION CHALON

COMMUNICATIONS: STÉPHANIE SCHÜTTEL

STRUCTURE

Regional office: Luxembourg (operating in Europe on Freedom of Providing services basis)



Zurich International

GETTING IN TOUCH

MAIN CONTACT: **ANDREW WOOD**

TEL: +44 (0) 7875 887743
EMAIL: andrew.wood@zurich.com

CEO: **PETER HUBER**

TEL: n/a
EMAIL: n/a

ADDRESS (HEADQUARTERS)

Zurich House,
Isle of Man Business Park,
Douglas IM2 2QZ Isle of Man

WEBSITE:

www.zurich.com

SOCIAL NETWORKS:



PARENT COMPANY INFO



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Revenues (2017 GWP): USD 5.3bn
business operating profit

KEY INFORMATION

Employees: N/A
Countries covered: N/A
Other Offices: N/A



Zurich International is part of Zurich Insurance Group, one of the world's largest insurers with over 140 years of experience. We are one of the few global employee benefits providers that can consistently deliver high quality solutions across both retirement and long term savings, and group life and disability cover.

We help employers to reward, motivate and protect their IMEs, wherever they are in the world, helping them save for the future and protect their families, offering valuable peace of mind. .

PRODUCTS OFFERED

- ☐ Life insurance for expats
- ☐ Pensions for expats

KEY PRODUCTS

- **ZURICH INTERNATIONAL GROUP RISK SOLUTIONS** (*group life and disability benefits for internationally mobile employees of multinational corporate entities*)
- **INTERNATIONAL PENSION PLAN** (*long-term savings for internationally mobile employees of multinational corporate entities*)
- **INTERNATIONAL MULTI-EMPLOYER SAVINGS PLAN** (*long-term savings for small groups expats/IME without the need to set up a full international pension plan programme*)
- **INTERNATIONAL DEFERRED BENEFITS PLAN** (*for employees who are either unable to, or choose not to remain in their current retirement savings plan when they leave employment*)
- **INTERNATIONAL CORPORATE INVESTMENT PLAN** (*offers simple outsourced administration for defined benefit company pension schemes and end of service gratuity liability*)

LEADERSHIP TEAM AND KEY POSITIONS

SALES: ANDREW WOOD
OPERATIONS: MARK CADY

UNDERWRITING: ROGER SMITH
COMMUNICATIONS: ADELE COX

STRUCTURE

Regional offices: Isle of Man, UK, Luxembourg, Dubai, Hong Kong

Why You Should Be in the GBV Directory

- It is the most comprehensive Directory of Global Employee Benefits and Global Mobility providers, in digital format.
- Our purpose is to maximize distribution of the Directory. Accordingly, inclusion is free and the directory will be distributed free of charge. Advertisements are welcome, and customized versions are possible.
- Every provider has a full right-hand page to themselves (contents and layout are standardized for ease of use); the facing page is either provider's own advertisement or a neutral illustration.
- Inclusion is by invitation only.

Who Will Receive the Directory: Target Audiences

Core audiences

- > Corporate HR of multinationals and exporting/importing companies
- > Global employee benefits managers
- > Global mobility managers
- > Corporate risk management / finance / audit
- > Global employee benefits and global mobility professionals (providers)

Satellite audiences

- > Local employee benefits providers (insurance carriers, brokers)
- > Network partners (pooling and brokers networks)
- > Expatriate employees

The GBV Directory is Neutral and Comprehensive – all providers are included at no cost to them.

DISTRIBUTION

COST TO USERS: FREE OF CHARGE

- > Distribution by email with link to the GBV website or with attached PDF file
- > Always available on the GBV website

PRIMARY DISTRIBUTION CHANNELS

• GBV website	1300+ unique visitors per month
• GBV LinkedIn page	
• GBV LinkedIn contacts	4700+
• GBV subscribers	1150+
• Providers and their clients	freely redistributable
• Conference attendees (USB Key)	free of charge for organizers, customizable
• Apps, online database	subject to market study

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EXAMPLE

scaled approximately 25%.

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Digital magazine, one year, 10 issues

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GROUP SUBSCRIPTIONS

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Global Benefits Vision

GETTING IN TOUCH

Main contact: **Félicie HENRIKSEN**
Tel: +33 1 5320 1717
Email: f.henriksen@globalbenefitsvision.com

CEO: **Eric Muller-Borle**
Tel: +33 1 5320 1717
Email: eric.muller-borle@globalbenefitsvision.com

Address (headquarters):
100 rue de Cassange,
L-1321 Luxembourg, LUXEMBOURG

Website:
<http://www.global-benefits-vision.com/>

Social Networks:



PARENT COMPANY INFO

Global Benefits Knowledge SA

Founded: 2015
Employees: 7
Revenues (last 12m): n/a

Key Information

Employees: n/a
Countries covered: n/a
Other Offices: New York, Paris



Global Benefits Vision was created from the realization that no digital, professionally published publication existed that covered global employee benefits. Our mission is to put the industry's accumulated knowledge and wisdom about global employee benefits within the reach of organizations of all sizes, by demystifying the principles behind global mobility, multinational pooling, employee benefits captives and other tools of the trade and by sharing best practices.

PRODUCTS OFFERED

- ☒ Knowledge product
- ☒ Online training

KEY PRODUCTS

- GBV Magazine
- GBV Knowledge Base
- Conference Support
- GBV Directory

LEADERSHIP TEAM AND KEY POSITIONS

Sales: **Félicie HENRIKSEN** | Underwriting: **Olivia DUBOIS**
Operations: **Yann HENRIKSEN** | Communications: **Alexis MOUTON**

STRUCTURE

GBV includes a monthly digital magazine built around several articles written by global employee benefits experts for their practitioner colleagues, incorporating knowledge and wisdom accumulated over years of experience, valid for years to come. In the future, Global Benefits Vision will put its vast body of knowledge at your fingertips through thematic e-books, directories and training modules.

You are a provider of Global Employee Benefits and you are likely to be an insurer, a broker, a consultant, a member of a pooling network, a captive manager, a reinsurer, a software provider, a lawyer, a TPA...

Demonstrate your expertise to your clients and prospects by contributing in-depth articles, continuous education resource to your Global Employee Benefits (GBV) team members, train the global team, keep an eye on the competition and on key industry players, use its rich content for customer presentations.





Asset Management



Amundi ESR (Employee Savings & Retirement)

GETTING IN TOUCH

MAIN CONTACT: PATRICK TISSOT-FAVRE

TEL: +33 1 53 15 70 52

EMAIL: patrick.tissot-favre@amundi.com

CEO: XAVIER COLLOT

TEL: +33 1 76 33 70 92

EMAIL: xavier.collot@amundi.com

ADDRESS (HEADQUARTERS)

91 Boulevard Pasteur
75015 Paris

WEBSITE:

www.amundi.com

SOCIAL NETWORKS:



Amundi | Employee Savings & Retirement

Amundi, the leading European asset manager, ranking among the top 10 global players, offers its 100 million clients - retail, institutional and corporate - a complete range of savings and investment solutions in active and passive management, in traditional or real assets.

With its six international investment hubs, Amundi clients benefit from the expertise and advice of 4,500 employees in nearly 40 countries. Created in 2010 and listed on the stock exchange, Amundi currently manages more than €1.650 trillion of assets.

PRODUCTS OFFERED

- ☐ Asset management
- ☐ Retirement solutions
- ☐ Lifecycle solutions

KEY PRODUCTS

- Amundi ESR has a long experience in designing life-cycle/glide path techniques. We have a strong experience in accompanying corporates in the implementation of defined contribution plans for the benefits of their employees.*

LEADERSHIP TEAM AND KEY POSITIONS

SALES: PATRICK TISSOT-FAVRE

UNDERWRITING: N/A

OPERATIONS: N/A

COMMUNICATIONS: N/A

STRUCTURE

Headquartered in Paris, Amundi was listed in November 2015. Amundi Employee Savings & Retirement (Amundi ESR) is a dedicated Business Line within Amundi that serves employers and their employees with customized occupational pension and savings plans. Amundi is 70% owned by Crédit Agricole Group.

PARENT COMPANY INFO



Amundi Asset Management

Founded: 2010

Employees: 4,500

Revenues (2019 GWP): n/a

OTHER OFFICES

Other Offices: Boston, Dublin, London, Milan, Paris and Tokyo

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Includes access to all back issues and to the database of articles and news

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Global Benefits Vision

GETTING IN TOUCH

Main contact: **Félicie HENRIKSEN**
Tel: +33 1 5320 1717
Email: f.henriksen@globalbenefitsvision.com

CEO: **Eric Muller-Borle**
Tel: +33 1 5320 1717
Email: eric.muller-borle@globalbenefitsvision.com

Address (headquarters):
100 rue de Cessange,
L-1321 Luxembourg, LUXEMBOURG

Website:
<http://www.global-benefits-vision.com/>

Social Networks:



PARENT COMPANY INFO

Global Benefits Knowledge SA

Founded: 2015
Employees: 7
Revenues (last 12m): n/a

Key Information

Employees: n/a
Countries covered: n/a
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PRODUCTS OFFERED

- ☐ Knowledge product
- ☐ Online training

KEY PRODUCTS

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- GBV Knowledge Base
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- GBV Directory

LEADERSHIP TEAM AND KEY POSITIONS

Sales: **Félicie HENRIKSEN** | Underwriting: **Olivia DUBOIS**
Operations: **Yann HAINBOURG** | Communications: **Agnès MOUTON**

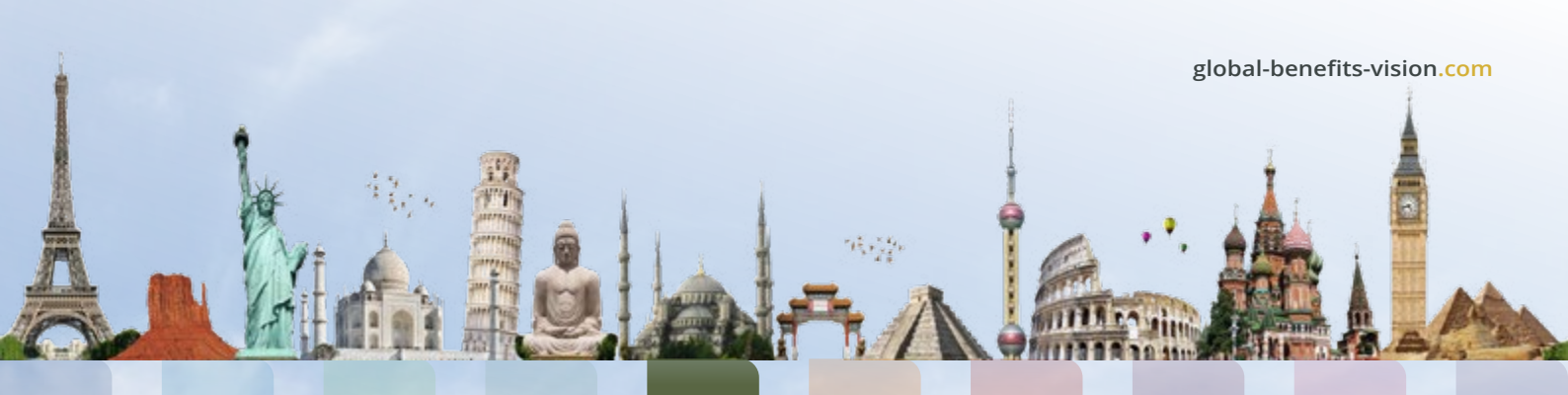
STRUCTURE

GBV includes a monthly digital magazine built around several articles written by global employee benefits experts for their practitioner colleagues, incorporating knowledge and wisdom accumulated over years of experience, valid for years to come. In the future, Global Benefits Vision will put its vast body of knowledge at your fingertips through thematic e-books, directories and training modules.

You are a provider of Global Employee Benefits and you are likely to be an insurer, a broker, a consultant, a member of a pooling network, a captive manager, a reinsurer, a software provider, a lawyer, a TPA...

Demonstrate your expertise to your clients and prospects by contributing in-depth articles, continuous education resource to your Global Employee Benefits (GBV) team members, train the global team, keep an eye on the competition and on key industry players, use its rich content for customer presentations.





Global Brokers & Consultants



ASN, Advisory Services Network AG

GETTING IN TOUCH

MAIN CONTACT: BALAZS KAPOSVARI

TEL: +41 79 403 03 97
EMAIL: balazs.kaposvari@asn.ch

CEO: PASCAL FANTI

TEL:
EMAIL:

ADDRESS (HEADQUARTERS)

Bederstrasse 51,
8002 Zurich, Switzerland

WEBSITE:

<https://asn-insurance.com/en/corporate>

SOCIAL NETWORKS:



Since 1995, ASN continues to be an industry leader in the international private medical insurance market, offering specialist consultation, and comprehensive corporate solutions & services. By working closely with clients and insurance providers, ASN establishes consolidation and control, built on trust and transparency. ASN delivers consistent management support and dedicated insurance services for all stakeholders, supporting employees & employers at local and global levels, in 100+ countries.

PRODUCTS OFFERED

- | | |
|---|--|
| <input type="checkbox"/> Brokerage | <input type="checkbox"/> Life insurance for expats |
| <input type="checkbox"/> IPMI | <input type="checkbox"/> Pooling |
| <input type="checkbox"/> Pension for expats | <input type="checkbox"/> Management Consulting |

PARENT COMPANY INFO

Founded: 1995
Employees: n/a
Revenues (2017 GWP): n/a

LEADERSHIP TEAM AND KEY POSITIONS

SALES: MARIE MODINI
OPERATIONS: BALAZS KAPOSVARI


UNDERWRITING: DR. GUGLIELMO CALLIPARI
COMMUNICATIONS: CHRISTOPHER MIFSUD

KEY INFORMATION

Employees: N/A
Countries covered: N/A
Other Offices: N/A

STRUCTURE


Owned by CEO Pascal Fanti
Broker license in Switzerland, EU and UK



The smart choice for superior employee benefits

Comprehensive solutions. Specialist services.
The right choice for local & international employee benefits.

asn-insurance.com
+41 43 399 89 89
info@asn.ch



International Benefits Network



INTERNATIONAL BENEFITS NETWORK

IBN is a network of independent employee benefits consulting firms in over 70 countries around the world.

- > IBN provides member firms and their clients with access to international employee benefits expertise.
- > IBN promotes global standards in employee benefits consulting.
- > We select the best consultants to provide services for each specific market.

PRODUCTS OFFERED

- | | | | |
|--|--|--|---|
| <input type="checkbox"/> Pooling | <input type="checkbox"/> Global employee benefits software | <input type="checkbox"/> Workers' Compensation | <input type="checkbox"/> Investment Consulting |
| <input type="checkbox"/> Global underwriting | <input type="checkbox"/> Software and services | <input type="checkbox"/> Risk Benefits Consulting | <input type="checkbox"/> Retirement Planning |
| <input type="checkbox"/> TPA | <input type="checkbox"/> Actuarial services | <input type="checkbox"/> Risk Benefits Re-broking | <input type="checkbox"/> Actuarial Consulting |
| <input type="checkbox"/> iPMI | <input type="checkbox"/> Benefit plan design | <input type="checkbox"/> Private Medical Insurance | <input type="checkbox"/> Actuarial Accounting |
| <input type="checkbox"/> Life insurance for expats | <input type="checkbox"/> Benefits auditing | <input type="checkbox"/> Wellness | <input type="checkbox"/> Financial Planning |
| <input type="checkbox"/> Pensions for expats | <input type="checkbox"/> Benchmarking | <input type="checkbox"/> Pension Scheme Design | <input type="checkbox"/> Mergers and Acquisitions |
| <input type="checkbox"/> BPO other than TPA | <input type="checkbox"/> Life Insurance | <input type="checkbox"/> Pension Administration | <input type="checkbox"/> International Transfers |
| <input type="checkbox"/> HR consulting | <input type="checkbox"/> Disability Insurance | | |
| <input type="checkbox"/> Brokerage | | | |

KEY PRODUCTS

- EMPLOYEE BENEFITS CONSULTING
- ACTUARIAL SERVICES
- EMPLOYEE INSURANCE
- GLOBAL BENEFITS BENCHMARKING
- RETIREMENT PLANS
- GLOBAL BENEFITS AUDIT

LEADERSHIP TEAM AND KEY POSITIONS

SALES: N/A UNDERWRITING: N/A
OPERATIONS: N/A COMMUNICATIONS: N/A

STRUCTURE

International Benefits Network Ltd is a non profit organisation.

GETTING IN TOUCH

MAIN CONTACT: SALLY HART

TEL: +44 1189 403719

EMAIL: info@internationalbenefits.net

CEO:

TEL:

EMAIL:

ADDRESS (HEADQUARTERS)

PO Box 8201, Reading,
RG6 9QQ, UK

WEBSITE:

www.internationalbenefits.net

SOCIAL NETWORKS:



PARENT COMPANY INFO

International Benefits
Network Ltd

Founded: 1989

Employees: n/a

Revenues (2017 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: Registered office address:
Ground Floor, The Old Court House,
Hughenden Road, Wycombe, Bucks.
HP13 5DT, UK.



Lockton

GETTING IN TOUCH

MAIN CONTACT: NICHOLAS DOBELBOWER

GLOBAL BENEFITS PRACTICE LEADER

Tel: +44 20 2414.2495

EMAIL: ndobelbower@lockton.com

CONTACT: SIMON GILLIAT

HEAD OF GLOBAL BENEFITS

TEL: +44 20 7933 2441

EMAIL: Simon.Gilliat@uk.lockton.com

ADDRESS (HEADQUARTERS)

444 W. 47th St., Suite 900
Kansas City, MO 64112 – USA

WEBSITE:

www.lockton.com

SOCIAL NETWORKS:



What makes Lockton stand apart is also what makes us better: independence. Lockton's private ownership empowers its 8,000 Associates doing business in over 130 countries to focus solely on clients' risk and insurance needs. With expertise that reaches around the globe, Lockton delivers the deep understanding needed to accomplish remarkable results.

For 12 consecutive years, Business Insurance magazine has recognized Lockton as a "Best Place to Work in Insurance."

PRODUCTS OFFERED

- Brokerage Services
- Employee Benefits and P&C Consulting services
 - > Pooling
 - > EB captives
 - > Global underwriting
 - > iPMI
 - > Life insurance for expats
 - > Pensions for expats
 - > Travel insurance
 - > Security
 - > HR consulting
 - > Global benefits management software
 - > Actuarial services

KEY PRODUCTS

- Lockton Global Benefits Navigator
- Lockton GlobalView
- Lockton Global Forums
- Transaction Advisory Practice (Mergers & Acquisitions)

LEADERSHIP TEAM AND KEY POSITIONS

SALES: PETER CLUNE – CEO

OPERATIONS: SAID TAIYM – COO

UNDERWRITING: SHANNON DEMAREE
BENEFITS PRACTICE LEADER

COMMUNICATIONS: JULIE GIBSON
DIRECTOR OF COMMUNICATIONS

STRUCTURE

Lockton Global is the largest insurance broking partnership in the world. The 38 partners of Lockton Global represent more than 130 countries and serve the risk management and employee benefits needs of our clients around the world.

PARENT COMPANY INFO



Lockton Companies

Founded: 1966

Employees: 8,000+

Revenues (2019 GWP): \$1.88 B (2020)

KEY INFORMATION

Brokerage services provided via Lockton Global, LLP in over 130 countries including:

Australia, Brazil, China, Egypt, Hong Kong, Ireland, Jordan, Korea, Malaysia, Mexico, Morocco, Norway, Philippines, Singapore, Thailand, United Arab Emirates, United Kingdom, United States



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- > Always available on the GBV website

PRIMARY DISTRIBUTION CHANNELS

• GBV website	1300+ unique visitors per month
• GBV LinkedIn page	
• GBV LinkedIn contacts	4700+
• GBV subscribers	1150+
• Providers and their clients	freely redistributable
• Conference attendees (USB Key)	free of charge for organizers, customizable
• Apps, online database	subject to market study

SECONDARY DISTRIBUTION

- > Redistribution is free and unlimited, on an as-is basis.
- > Anyone who has a copy can redistribute the directory at will, provided it is an exact, full copy.

EXAMPLE

scaled approximately 25%.

INDIVIDUAL SUBSCRIPTIONS

€490 for 1 year of access

Digital magazine, one year, 10 issues

Computer & Tablet friendly

Includes access to all back issues and to the database of articles and news

Individual Subscriptions are for one reader only



GROUP SUBSCRIPTIONS

For organizations wishing to give access to GBV magazine to all their members for a flat yearly fee

If your organization has more than 30 readers of GBV, a group subscription will save you money and streamline subscription management

Global Benefits Vision

GETTING IN TOUCH

Main contact: **Félicie HENRIKSEN**
Tel: +33 1 5320 1717
Email: f.henriksen@globalbenefitsvision.com

CEO: **Eric Muller-Borle**
Tel: +33 1 5320 1717
Email: eric.muller-borle@globalbenefitsvision.com

Address (headquarters):
100 rue de Cessange,
L-1321 Luxembourg, LUXEMBOURG

Website:
<http://www.global-benefits-vision.com/>

Social Networks:



PARENT COMPANY INFO

Global Benefits Knowledge SA

Founded: 2015
Employees: 7
Revenues (last 12m): n/a

Key Information

Employees: n/a
Countries covered: n/a
Other Offices: New York, Paris



Global Benefits Vision was created from the realization that no digital, professionally published publication existed that covered global employee benefits. Our mission is to put the industry's accumulated knowledge and wisdom about global employee benefits within the reach of organizations of all sizes, by demystifying the principles behind global mobility, multinational pooling, employee benefits captives and other tools of the trade and by sharing best practices.

PRODUCTS OFFERED

- ☒ Knowledge product
- ☒ Online training

Key Products

- GBV Magazine
- GBV Knowledge Base
- Conference Support
- GBV Directory

LEADERSHIP TEAM AND KEY POSITIONS

Sales: **Félicie HENRIKSEN** | Underwriting: **Olivia DUBOIS**
Operations: **Yann HAINBOURG** | Communications: **Agnès MOUTON**

STRUCTURE

GBV includes a monthly digital magazine built around several articles written by global employee benefits experts for their practitioner colleagues, incorporating knowledge and wisdom accumulated over years of experience, valid for years to come. In the future, Global Benefits Vision will put its vast body of knowledge at your fingertips through thematic e-books, directories and training modules.

You are a provider of Global Employee Benefits and you are likely to be an insurer, a broker, a consultant, a member of a pooling network, a captive manager, a reinsurer, a software provider, a lawyer, a TPA...

Demonstrate your expertise to your clients and prospects by contributing in-depth articles, continuous education resource to your Global Employee Benefits (GBV) team members, train the global team, keep an eye on the competition and on key industry players, use its rich content for customer presentations.



THE LARGEST INDEPENDENT BROKER NETWORK

Six continents. 100+ countries.
Local expertise. Global reach.

1	Marsh & McLennan	\$16.75B
2	Aon PLC	\$10.94B
3	Willis Towers Watson PLC	\$8.94B
4	Worldwide Broker Network	\$6.12B*
5	Arthur J. Gallagher & Co.	\$5.71B

The Worldwide Broker Network
of 112+ member firms offer:

- Top-quartile local presence
- More than 15,000 brokers worldwide
- State-of-the-art technology
- Compliance-focused solutions
- Continuous 360-degree reviews
- Combined purchasing power

*2019 Revenues from insurance commissions & employee benefits fees.

Learn more at wbnglobal.com
info@wbnglobal.com

Worldwide Broker Network (WBN)

GETTING IN TOUCH

MAIN CONTACT: ALAN FERGUSSON

DIRECTOR OF EB

TEL: N/A

EMAIL: afergusson@wbnglobal.com

CEO: OLGA COLLINS

TEL: N/A

EMAIL: ocollins@wbnglobal.com

ADDRESS (HEADQUARTERS)

315 Montgomery Street, Suite 900,
San Francisco, CA 94104

WEBSITE:

www.wbnglobal.com

SOCIAL NETWORKS:



PARENT COMPANY INFO

Worldwide Broker Network, Ltd. (WBN)

Founded: 1989

Employees: n/a

Revenues: \$6.12bn

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: Other offices: 100+ offices in
over 100 countries on 6 continents



The Worldwide Broker Network, Ltd (WBN) is the largest, independently owned international network of insurance brokers and employee benefits consultants. The network's mission is to be the premier worldwide independent insurance brokerage network. Through its owners and members, WBN delivers outstanding and consistent global insurance solutions and services to its customers. WBN exists to facilitate the cross-border capabilities of our individual member firms in serving their clients and developing new business. An unequalled degree of collaboration, state of the art technology and staff support ensure that knowledge is maximized, that members are accountable to each other and member independence is supported.

PRODUCTS OFFERED

- ☐ Global Benefits Strategy and Management
- ☐ Global Broking (EB and P&C)
- ☐ Global Technology Solutions
- ☐ Benefits benchmarking and global reporting
- ☐ Regulatory and compliance updates
- ☐ IPMI, Life, LTD, STD, Ex Pat, Travel
- ☐ Bespoke Product offerings
- ☐ Security and Medical Intelligence
- ☐ Country reporting and market insight
- ☐ Eco system of additional services

LEADERSHIP TEAM AND KEY POSITIONS

CEO: OLGA COLLINS

DIRECTOR OF EMPLOYEE BENEFITS: ALAN FERGUSSON

STRUCTURE

WBN is an international network of brokers and consultants. WBN is member driven, and our Board of Directors is drawn from member firms from across the globe, representing both the commercial insurance and employee benefits disciplines within the network. The Board plays an instrumental role in the long term direction of the network. WBN's staff, led by a full time CEO, supports new business development and facilitates cross border connections between WBN members.







Tax & Legal Networks



Global Tax Network



GETTING IN TOUCH

MAIN CONTACT: CRAIG DEXHEIMER

TEL: (+1) 763 252 0650
EMAIL: cdexheimer@gtn.com

CEO: DAVID KOLB

TEL: (+1) 763 746 4556
EMAIL: dkolb@gtn.com

ADDRESS (HEADQUARTERS)

6900 Wedgwood Road N, Suite
400, Maple Grove, MN 55301

WEBSITE:

www.gtn.com

SOCIAL NETWORKS:



PARENT COMPANY INFO



GTN

Founded: 2000
Employees: 90
Revenues (2015 GWP): n/a

KEY INFORMATION

*GTN assists clients with mobility
tax planning and compliance
in over 140 countries.*

GTN is a global mobility tax services firm, focused exclusively on assisting organizations with tax issues related to their domestic and international mobile employees by providing mobility tax services, solutions, and technology that simplify their mobility programs. We help corporate mobility program managers and mobile employees navigate cross-border tax complexities and manage risks.

PRODUCTS OFFERED

- ☐ Tax services
- ☐ Global mobility management software

KEY PRODUCTS

- ASSIGNMENT MANAGEMENT
- ASSIGNMENT COMPENSATION AND PAYROLL ADVISORY
- MOBILE EQUITY MANAGEMENT
- MOBILE EMPLOYEE TAX SERVICES
- MOBILE WORKFORCE MANAGEMENT SOLUTION
- RELOCATION EXPENSE MANAGEMENT

LEADERSHIP TEAM AND KEY POSITIONS

SALES: GREG DUMMER
OPERATIONS: CRAIG DEXHEIMER

UNDERWRITING: N/A
COMMUNICATIONS: BARB KOLB

STRUCTURE

Privately held



Why You Should Be in the GBV Directory

- It is the most comprehensive Directory of Global Employee Benefits and Global Mobility providers, in digital format.
- Our purpose is to maximize distribution of the Directory. Accordingly, inclusion is free and the directory will be distributed free of charge. Advertisements are welcome, and customized versions are possible.
- Every provider has a full right-hand page to themselves (contents and layout are standardized for ease of use); the facing page is either provider's own advertisement or a neutral illustration.
- Inclusion is by invitation only.

Who Will Receive the Directory: Target Audiences

Core audiences

- > Corporate HR of multinationals and exporting/importing companies
- > Global employee benefits managers
- > Global mobility managers
- > Corporate risk management / finance / audit
- > Global employee benefits and global mobility professionals (providers)

Satellite audiences

- > Local employee benefits providers (insurance carriers, brokers)
- > Network partners (pooling and brokers networks)
- > Expatriate employees

The GBV Directory is Neutral and Comprehensive – all providers are included at no cost to them.

DISTRIBUTION

COST TO USERS: FREE OF CHARGE

- > Distribution by email with link to the GBV website or with attached PDF file
- > Always available on the GBV website

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Global Benefits Vision

GETTING IN TOUCH

Main contact: **Félicie HENRIKSEN**
Tel: +33 1 5320 1717
Email: f.henriksen@globalbenefitsvision.com

CEO: **Eric Muller-Borle**
Tel: +33 1 5320 1717
Email: eric.muller-borle@globalbenefitsvision.com

Address (headquarters):
100 rue de Cessange,
L-1321 Luxembourg, LUXEMBOURG

Website:
<http://www.global-benefits-vision.com/>

Social Networks:



PARENT COMPANY INFO

Global Benefits Knowledge SA

Founded: 2015
Employees: 7
Revenues (last 12m): n/a

Key Information

Employees: n/a
Countries covered: n/a
Other Offices: New York, Paris



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PRODUCTS OFFERED

- ☒ Knowledge product
- ☒ Online training

KEY PRODUCTS

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- GBV Knowledge Base
- Conference Support
- GBV Directory

LEADERSHIP TEAM AND KEY POSITIONS

Sales: **Félicie HENRIKSEN** | Underwriting: **Olivia DUBOIS**
Operations: **Yann HAINBOURG** | Communications: **Agnès MOUTON**

STRUCTURE

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You are a provider of Global Employee Benefits and you are likely to be an insurer, a broker, a consultant, a member of a pooling network, a captive manager, a reinsurer, a software provider, a lawyer, a TPA...

Demonstrate your expertise to your clients and prospects by contributing in-depth articles, continuous education resource to your Global Employee Benefits (GBV) team members, train the global team, keep an eye on the competition and on key industry players, use its rich content for customer presentations.





Major Local Insurers



Canada Life Group Insurance

GETTING IN TOUCH

MAIN CONTACT: ANDY JONES

TEL: n/a

EMAIL: andy.jones@canadalife.co.uk

CEO: TIM STOVES

TEL: +44 (0)117 916 4014

EMAIL: tim.stoves@canadalife.co.uk

ADDRESS (HEADQUARTERS)

Canada Life Place
Potters Bar
Hertfordshire, EN6 5BA

WEBSITE:

www.canadalife.co.uk

SOCIAL NETWORKS:



PARENT COMPANY INFO



Great-West Lifeco, Inc.

Founded: 1847

Employees: 24,000

Revenues (2019 GWP): \$2.359B (CAD)

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: N/A



Canada Life is the UK's largest provider of group insurance by all measures – premiums, companies covered and employees covered. They've earned their leading position through a consistent focus on customers needs, working closely with advisers and creating a culture of service excellence. For multi-national pooling, Canada Life partners with the International Group Program (IGP) and Insurope Multinational Benefits Association.

PRODUCTS OFFERED

- ☐ Pooling - Group Life Assurance
- ☐ Pooling - Group Income Protection

KEY PRODUCTS

- GROUP LIFE ASSURANCE
- GROUP INCOME PROTECTION
- GROUP CRITICAL ILLNESS

LEADERSHIP TEAM AND KEY POSITIONS

SALES: DAN CROOK

OPERATIONS: ANDY TARZEY

UNDERWRITING: DAVE PARKER

MARKETING: ALICE WATSON

STRUCTURE

Canada Life is a wholly-owned subsidiary of Great-West Life, Canada's largest insurance company and part of the Power Corporation family.



HUMANIS

GETTING IN TOUCH

MAIN CONTACT: SYLVAINÉ EMERY

TEL: +33 6 08 952 146

EMAIL: sylvaine.emery@humanis.com

CEO: THOMAS SAUNIER

TEL: n/a

EMAIL: n/a

ADDRESS (HEADQUARTERS)

141 rue Paul Vaillant Couturier
92240 Malakoff, France

WEBSITE:

<https://humanis.com>

SOCIAL NETWORKS:



Humanis is a leading social protection group in France associating non-profit organizations created by their customers. **Humanis protects employees, individuals and their families throughout their lives**, providing them with solutions for retirement, health and benefits coverage, savings, long term care and community care. Humanis develops expert solutions adapted to **international mobility**, covering expatriates' health, retirement and mortality and disability risks. **Key figures:** 700,000 corporate clients – 10 million people protected.

PRODUCTS OFFERED

☐ Pensions for expats

☐ IPMI

☐ Training/consulting for expats

☐ TPA (Welcare)

Other in France:

☐ Welfare

☐ Savings

☐ Retirement

☐ Health insurance

☐ Social Activities

KEY PRODUCTS

- PACK EXPAT FOR EXPATRIATION
- MA BOX EXPATRIATION
- WELCARE
- COMPLEMENTARY PENSIONS FOR EXPATS

LEADERSHIP TEAM AND KEY POSITIONS

PRESIDENT: FRÉDÉRIC AGENET

CEO: THOMAS SAUNIER

INTERNATIONAL & OVERSEAS ACTIVITIES DIRECTOR: SYLVAINÉ EMERY

DEPUTY CEO HUMANIS ASSURANCES: SYLVAINÉ EMERY

STRUCTURE

International & Overseas Activities is a dedicated business unit, part of Humanis Group and reporting to the CEO.

Welcare is the TPA department of the International Activities. Humanis Assurances is the insurance company which holds IPMI contracts, part of Humanis Group.

Cre Ircafex are the entities managing pension plans for expats, part of Humanis Group.

PARENT COMPANY INFO



Humanis

Founded: 2012

Employees: 6500

Revenues (2017 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: N/A







Management Consultants

GENESIX Network

GETTING IN TOUCH

MAIN CONTACT: ALEX TRAN (FR)

TEL: +33 6 46 36 13 99 (FR)
EMAIL: info@genesixnetwork.com

MAIN CONTACT: KAVEH TARBIAT (DE)

TEL: +498151773405 (DE)
EMAIL: info@genesixnetwork.com

ADDRESS (HEADQUARTERS)

N/A

WEBSITE:

www.genesixnetwork.com

SOCIAL NETWORKS:



The Genesix Network (GN) is a partnership of independent industry experts that brings together many years of first-hand experience across the International Health Insurance, Healthcare Services and Employee Benefits industry by providing practical advice, training and global capabilities for clients worldwide.

With operations in France, Germany, the UK, Switzerland, United Arab Emirates and the USA, GN are uniquely able to support all aspects of healthcare management for multinational employers and expatriates.

PRODUCTS OFFERED

- | | |
|--|---|
| <input type="checkbox"/> Market entry | <input type="checkbox"/> Legal |
| <input type="checkbox"/> Sales | <input type="checkbox"/> Underwriting |
| <input type="checkbox"/> Marketing & P.R. | <input type="checkbox"/> Claims |
| <input type="checkbox"/> Customer service | <input type="checkbox"/> Medical assistance |
| <input type="checkbox"/> Client management | <input type="checkbox"/> Pooling |
| <input type="checkbox"/> Product design | |

LEADERSHIP TEAM AND KEY POSITIONS

SALES: ALEX TRAN, KAVEH TARBIAT, MARTIN BÜHLER UNDERWRITING: N/A
OPERATIONS: JAMES ACKER COMMUNICATIONS: ALEX TRAN, KAVEH TARBIAT

STRUCTURE

As independent and external advisers, Genesix Network has over 500 business experts from across the industry and around the world, ensures that the clients get the right advice every time.

Our specialist consultants have a wealth of real time 'on the ground' experience and are able to collect data that the companies may find difficult to access.

PARENT COMPANY INFO



Founded: 2013
Employees: n/a
Revenues (2017 GWP): n/a

KEY INFORMATION

Employees: N/A
Countries covered: N/A
Other Offices: New York, USA – London, UK – Paris, France – Zurich, Switzerland – Munich, Germany – Dubai, UAE



MIBAV Service GmbH

GETTING IN TOUCH

MAIN CONTACT: GUGLIELMO CALLIPARI

TEL: +49 2238 96600 39

EMAIL: callipari@mibav-service.de

CEO: JÜRGEN HEINRICH RÖLKE

TEL: +49 2238 96600 20

EMAIL: roelke@mibav-service.de

ADDRESS (HEADQUARTERS)

Venloer Str. 85d
50259 Pulheim – Germany

WEBSITE:

MIBAV-Service.de

SOCIAL NETWORKS:



We are an Employee Benefit Optimizer, with the ambition to improve efficiency, cost savings, and ultimately plan design, marketing, and support.

As neutral auditors of employee services, we promote transparency, savings and accountability without compromising quality.

- Pro-active involvement of the management of the customer's headquarters
- Comprehensive audit report on the determination of optimization goals / results
- Transparent processes and reporting

PRODUCTS OFFERED

- Training/consulting for HR/Finance/ Legal decision makers
- Strategic services for Headquarters in global benefits matters including software as a service (SaaS)
- Management Consulting

KEY PRODUCTS

- EB-AUDIT
- EB-SAFE
- TRAININGS AND WORKSHOPS
- EB-SAFE PLUS

LEADERSHIP TEAM AND KEY POSITIONS

SALES: DADAS BAYRAM

UNDERWRITING: N/A

OPERATIONS: GUGLIELMO CALLIPARI

COMMUNICATIONS: JANA BRETTSCHEIDER

STRUCTURE

The MIBAV Group is composed by different consulting firms that operate under a common leadership as well as a combined back-office and IT structure. All firms are independent consulting entities that work predominantly on a success-fee basis.



PARENT COMPANY INFO

MIBAV Service GmbH

Founded: 2010

Employees: 20

Revenues (2015 GWP): 4 million EUR

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: N/A







Mobility Management



AIRINC

GETTING IN TOUCH

MAIN CONTACT: MICHELLE CURRAN

TEL: 617 250 6600

EMAIL: inquiries@air-inc.com

CEO:

TEL: 617 250 6600

EMAIL: inquiries@air-inc.com

ADDRESS (HEADQUARTERS)

1100 Massachusetts Ave
Cambridge MA 02138, USA

WEBSITE:

www.air-inc.com

SOCIAL NETWORKS:



PARENT COMPANY INFO



AIRINC

Founded: 1954

Employees: 125

Revenues (2017 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: Hong Kong, London, Brussels



AIRINC is the leading authority on international mobility data since 1954, providing organizations with data, technology and advice to support their workforce globalization strategies. Working with more than 900 clients around the globe, including half of the Fortune 100, AIRINC is headquartered in Cambridge, Massachusetts (USA), with full service offices in Brussels, London and Hong Kong.

PRODUCTS OFFERED

- | | |
|---|---|
| <input type="checkbox"/> Mobility Data, Advice and Technology | <input type="checkbox"/> HR Consulting |
| <input type="checkbox"/> Tax Services | <input type="checkbox"/> Global Mobility Management |
| | <input type="checkbox"/> Software and services |

KEY PRODUCTS

- | | |
|-------------------------------|--|
| • COST OF LIVING DATA | • HOST PAY CALCULATOR AND SALARY EVALUATION TOOL |
| • INTERNATIONAL HOUSING GUIDE | • AIRFARE DATABASE |
| • BALANCE SHEET MANAGER | • ASSIGNMENT COST ESTIMATOR |

LEADERSHIP TEAM AND KEY POSITIONS

SALES: MORGAN WILCOX CROSBY

OPERATIONS: PATTY CLEWLEY

UNDERWRITING: PATTY CLEWLEY

COMMUNICATIONS: SEAN LUITJENS

STRUCTURE

AIRINC provides data covering expenses related to international business - cost of living allowances, housing, tax, hardship, airfare, education and more. Data is collected by in-house staff and is the most robust data methodology and extensive data coverage in the market.



Bournes Relocation Solutions

GETTING IN TOUCH

MAIN CONTACT: JEREMY CHANDAR

TEL: +44 7764 225444

EMAIL: relocation@bournesmoves.com

CEO:

TEL: n/a

EMAIL: n/a

ADDRESS (HEADQUARTERS)

Harbour Road, Rye, East Sussex,
TN31 7TE. United Kingdom

WEBSITE:

www.bournesrelocationsolutions.com

SOCIAL NETWORKS:



Since 1875 Bournes has been making moving special, personal and easy. Today's generation of Bournes brings professional expertise, innovative systems and a renowned personal touch to worldwide relocation solutions. Whether you need to move one or many assignees in-country or across five time zones, you're safe in Bournes' hands.

Relocation is more than just moving things, it's about people and their lives, so we're here to help make that a great experience.

PRODUCTS OFFERED

- ☐ Relocation

KEY PRODUCTS

- INTERNATIONAL REMOVALS
- EUROPEAN REMOVALS
- UK REMOVALS
- DESTINATION SERVICES
- STORAGE

LEADERSHIP TEAM AND KEY POSITIONS

SALES: JEREMY CHANDAR

OPERATIONS: N/A

UNDERWRITING: N/A

COMMUNICATIONS: N/A

STRUCTURE

Private Limited Company

PARENT COMPANY INFO



Bournes Relocation Solutions

Founded: 1875

Employees: 100

Revenues (2017 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: Worldwide cover

Other Offices: Unit 4 Tunbridge Wells
Enterprise Centre - North Farm Road
Tunbridge Wells - Kent - TN2 3DR - UK



Cartus

GETTING IN TOUCH

MAIN CONTACT: DEAN McCLEARN

TEL: +1 203.205.8557

EMAIL: Dean.McClearn@Cartus.com

CEO: KATRINA HELMKAMP

TEL: +1 203.205.3400

EMAIL: cartussolutions@cartus.com

ADDRESS (HEADQUARTERS)

40 Apple Ridge Road
Danbury, CT 06810, USA

WEBSITE:

www.cartus.com

SOCIAL NETWORKS:



TECHNOLOGY without limits. SERVICE without bounds. Whether you're designing your first mobility program or relocating thousands of employees a year, Cartus delivers proactive, flexible solutions that meet your unique needs, every time—just as we have for the past 65 years. We continue to push the limits of what technology can do to make mobility smarter, more seamless, and more intrinsic to your company's success. Leveraging the immense intelligence gathered from millions of moves, we anticipate your needs and give you the information, tools, and guidance to make decisions and move forward with confidence.

PRODUCTS OFFERED

- ☐ Relocation
- ☐ Training/Consulting for Expats

KEY PRODUCTS

- CONSULTING SOLUTIONS
- COMPENSATION
- LANGUAGE TRAINING
- HOME SALE
- HOUSEHOLD GOODS
- DESTINATION SERVICES

LEADERSHIP TEAM AND KEY POSITIONS

SALES: ROB MOORE

UNDERWRITING: N/A

OPERATIONS: N/A

COMMUNICATIONS: TREVOR MACOMBER

STRUCTURE

Parent company, Realogy, is an American publically owned company. With more than 65 years in the relocation business, Cartus has provided service in 185 countries and moved more than 4 million transferring employees.

PARENT COMPANY INFO



Realogy

Founded: 2006

Employees: 10,150

Revenues (2019 GWP): US \$5.6 billion

KEY INFORMATION

Countries covered: N/A

Other Offices: Swindon, UK – Singapore – São Paulo, Brazil – Beijing, Shanghai, China – Hong Kong SAR, China – Bengaluru, India



ECA International

GETTING IN TOUCH

MAIN CONTACT: JACK FIRTH

TEL: +44 (0)20 7351 5000

EMAIL: Jack.Firth@eca-international.com

CEO: ANDREW SHAW

TEL: +44 (0)20 7351 5000

EMAIL: N/A

ADDRESS (HEADQUARTERS)

New Brook Buildings,
16 Great Queen Street,
London, WC2B 5DG, UNITED KINGDOM

WEBSITE:

<https://www.eca-international.com>

SOCIAL NETWORKS:



ECA International is the market-leading provider of knowledge, information and technology that enables businesses to manage their international reward programmes.

We provide a fully integrated suite of global mobility data, specialist software, consultancy and training. Our unparalleled insights guide clients as they mobilise their most valuable resource: people.

PRODUCTS OFFERED

- ☐ Global mobility management software
- ☐ HR consulting

KEY PRODUCTS

- **ASSIGNMENT MANAGEMENT SOFTWARE**
 - ECAEnterprise
- **CONSULTANCY & ADVISORY**
 - Policy review, design and benchmarking
 - Remuneration modelling
- **CALCULATORS & TOOLS, INCLUDING:**
 - Daily Rates Calculator
 - Net-to-Net Calculator
 - Accommodation Tool

PARENT COMPANY INFO



Founded: 1971

Employees: 110

Revenues (2017 GWP): n/a

KEY INFORMATION

Employees: 110

Countries covered: N/A

Other Offices: London, Hong Kong, New York, Sydney

LEADERSHIP TEAM AND KEY POSITIONS

SALES: EMA BOCCAGNI

OPERATIONS: N/A

UNDERWRITING: N/A

COMMUNICATIONS: N/A



FocusPoint International

GETTING IN TOUCH

MAIN CONTACT:

TEL: 866-340-8569
EMAIL: info@wwwfocus.com

CEO: GREG PEARSON

TEL:
EMAIL:

ADDRESS (HEADQUARTERS)

861 SW 78th Avenue
Suite B200
Plantation, FL 33324

WEBSITE:

<https://www.focuspointintl.com/>

SOCIAL NETWORKS:



FocusPoint International is a global risk consultancy. The company provides fully integrated, intelligence driven business resilience and assurance solutions for corporate clients, private clients, NGO's and select government agencies. FocusPoint is well positioned to address the growing concern of blended threats, financial loss and reputational risks of clients operating in and throughout the Americas, Europe, Asia, Africa and the Middle East.

PRODUCTS OFFERED

- ☐ Medical and Security Travel Assistance Memberships
- ☐ Expatriate Safety and Mobility Services
- ☐ Repatriation Services
- ☐ Personal Security Services
- ☐ GPS Asset Tracking Products
- ☐ International Travel Risk Management Services
- ☐ Crisis Response Services
- ☐ Secure Transportation Service

PARENT COMPANY INFO

Dalton

Founded: 1982
Employees: +10,000
Revenues (2016 GWP):

KEY PRODUCTS

- CAP™ Travel Assistance Membership (CAP™)
- CAP™ Medical Travel Assistance Membership (CAP™MED)
- CAP™ Travel Risk Portal
- Personal Security Assessment (PSA™)
- MyTrac™
- TripSecure™

KEY INFORMATION

Employees: N/A
Countries covered: N/A
Other Offices: Regional Headquarters:
MEA: Cape town, South Africa
EU: London, UK
LAM: Sao Paulo, Brazil
DUSC: San Diego, U.S.

LEADERSHIP TEAM AND KEY POSITIONS

SALES: N/A UNDERWRITING: N/A
OPERATIONS: N/A COMMUNICATIONS: N/A

STRUCTURE

Parent Company: Dalton
Structure: Holding Company

Corporate Headquarters:
FocusPoint International
861 SW 78th Avenue
Suite B200
Plantation, FL 33324



GETTING IN TOUCH

MAIN CONTACT: ELENA MOSKO

TEL: +1 408 910 4297

EMAIL: info@globiana.com

CEO: ELENA MOSKO

TEL: +1 408 910 4297

EMAIL: emosko@globiana.com

ADDRESS (HEADQUARTERS)

35016 SE David Powell Rd.
Fall City, WA 98024 – USA

WEBSITE:

www.globiana.com

SOCIAL NETWORKS:



PARENT COMPANY INFO

Globiana Inc.

Founded: 2012

Employees: 25

Revenues (2019 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: San Francisco, USA
Stuttgart, Germany

Globiana

Globiana Inc. is a US-German intercultural and expat-support consultancy helping people and companies live and work successfully internationally and on global teams.

In over 140 countries worldwide, we are your partner in preparation and support for cross-border workforce, international travellers and global managers. Our portfolio of services spans from traditional in-person trainings and briefings in any corner of the world to eLearning and coaching platform preparing and supporting assignees and business travellers in the new location. We pride ourselves on our unique focus on the individual needs of cross-border talent enhanced by our state-of-the-art technology and tools.

PRODUCTS OFFERED

- ☐ Training/ Consulting for Expats
- ☐ Expat preparation trainings
- ☐ Cloud based Intercultural eLearning and Coaching
- ☐ Business traveller preparation
- ☐ M&A team integration workshops
- ☐ Military hire support

KEY PRODUCTS

- Globiana Expat Cloud
- Globiana Business Traveller Cloud
- Globiana Military Hire Cloud
- Crossculture academy trainings

LEADERSHIP TEAM AND KEY POSITIONS

SALES: ELENA MOSKO

OPERATIONS: STEFFEN HENKEL

UNDERWRITING: ELENA MOSKO

COMMUNICATIONS: FELICIA SHERMIS

STRUCTURE



Management Mobility Consulting

GETTING IN TOUCH

MAIN CONTACT: MARTINA MEINHOLD

TEL: +33 1 42 15 00 69

EMAIL: mm@management-mobility.com

CEO: MARTINA MEINHOLD

TEL: +33 1 42 15 00 69

EMAIL: mm@management-mobility.com

ADDRESS (HEADQUARTERS)

27/29 rue Raffet
75016 Paris, France

WEBSITE:

www.management-mobility.com

SOCIAL NETWORKS:



Management Mobility Consulting Paris, France, offers a complete range of personalized services to facilitate the international mobility of your employees. Since 1996, our professional and multinational team is committed to organizing relocations to France and to other countries under the best conditions. Our individual relocation intranet MyMobility provides your expatriates with personalized relocation information and enables you to obtain consistent reporting information 24 hours/day.

PRODUCTS OFFERED

- ☐ Relocation
- ☐ Intercultural training
- ☐ Immigration
- ☐ On-site Assistance
- ☐ Return

PARENT COMPANY INFO



Management Mobility Consulting

Founded: 1996

Employees: 100

Revenues (2017 GWP): n/a

LEADERSHIP TEAM AND KEY POSITIONS

SALES: N/A

OPERATIONS: N/A

UNDERWRITING: N/A

COMMUNICATIONS: N/A

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: Metz, Nice, France

STRUCTURE



MSI Global Talent Solutions

GETTING IN TOUCH

MAIN CONTACT: IVANA GIBSON

TEL: +1 603 274 9100

EMAIL: Ivana.gibson@msigts.com

CEO: TIMM RUNNION

TEL: +1 603 274 9100

EMAIL: info@msigts.com

ADDRESS (HEADQUARTERS)

One Liberty Lane East
Hampton NH 03842 USA

WEBSITE:

www.msigts.com

SOCIAL NETWORKS:



PARENT COMPANY INFO

MSI Global Talent Solutions

Founded: 1981

Employees: n/a

Revenues (2019 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: Americas, EMEA, Asia Pacific



Global Talent Solutions

Remote working & virtual assignments, relocation, immigration and GEO. By leveraging our transformative design thinking approach and methodology, companies benefit from MSI GTS' global talent-centric programs, HR & workforce management initiatives, risk & compliance solutions, and cost containment strategies.

PRODUCTS OFFERED

- ☐ Banking services for expats
- ☐ Relocation
- ☐ Training/consulting for expats
- ☐ Global employment companies
- ☐ Tax services
- ☐ HR consulting
- ☐ Global mobility

KEY PRODUCTS

- **CROSS-BORDER RELOCATION** (*Corporate Employee International Assignments, International Group Moves*)
- **DOMESTIC RELOCATION** (*Domestic Corporate Employee Relocations and Group Moves to Different In-Country locations*)
- **IMMIGRATION SERVICES** (*Full-service Immigration Management Solutions for Companies Worldwide*)
- **COMPENSATION ADMINISTRATION** (*Incl. International Payroll and Tax Compliance*)
- **REMOTE WORKER CARE** (*Proactive Tracking of Employees to Ensure Compliance with Local Laws and Tax Regimes*)
- **GLOBAL EXPANSION** (*GEO & Establishment of Corporate Entities in Different Countries Worldwide*)

LEADERSHIP TEAM AND KEY POSITIONS

BUSINESS STRATEGY: KIM RAYMOND

OPERATIONS: LAURIE ALLEN

SALES: IRENE BOCCARDO, IVANA GIBSON

COMMUNICATIONS: NICK ROYLE

STRUCTURE

MSI maintains a global footprint of company owned and operated service centers in the Americas, EMEA, and Asia Pacific. We deliver our solutions through a highly qualified network of local destination agents and suppliers in over 190 countries and territories.



Paragon Relocation

GETTING IN TOUCH

MAIN CONTACT: MICHAEL MORABITO

TEL: 1-949-635-6000

EMAIL: info@paragonrelocation.com

CEO: JOSEPH MORABITO

TEL: 1-949-635-6020

EMAIL: jmorabito@paragongri.com

ADDRESS (HEADQUARTERS)

30071 Tomas, Suite 200
Rancho Santa Margarita, CA 92688

WEBSITE:

<https://paragonrelocation.com>

SOCIAL NETWORKS:



PARENT COMPANY INFO

Paragon Global Resources, Inc.

Founded: 1991

Employees: n/a

Revenues (2017 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: Texas, United Kingdom, France and Hong Kong



Paragon Relocation is the premier partner of choice in the global relocation management industry. Assisting with life decisions and providing an extraordinary customer experience, one family at a time has naturally become our slogan and mission. We understand that our business is about people and they are the most important variable. Paragon has been providing relocation services and finding the best solutions, for both company and employee for more than 27 years, with services in 150 countries.

PRODUCTS OFFERED

- ☐ Relocation

KEY PRODUCTS

- GLOBAL ASSIGNMENT MANAGEMENT
- U. S. DOMESTIC RELOCATION MANAGEMENT
- GROUP MOVE MANAGEMENT
- CONSULTING SERVICES
- DESTINATION SERVICES
- HOUSEHOLD GOODS

LEADERSHIP TEAM AND KEY POSITIONS

SALES: MICHAEL MORABITO

OPERATIONS: MARY LEGATE

STRUCTURE

Paragon Global Resources, Inc. is the holding company for Paragon Relocation. Paragon is a privately owned, Chapter C Corporation.



Why You Should Be in the GBV Directory

- It is the most comprehensive Directory of Global Employee Benefits and Global Mobility providers, in digital format.
- Our purpose is to maximize distribution of the Directory. Accordingly, inclusion is free and the directory will be distributed free of charge. Advertisements are welcome, and customized versions are possible.
- Every provider has a full right-hand page to themselves (contents and layout are standardized for ease of use); the facing page is either provider's own advertisement or a neutral illustration.
- Inclusion is by invitation only.

Who Will Receive the Directory: Target Audiences

Core audiences

- > Corporate HR of multinationals and exporting/importing companies
- > Global employee benefits managers
- > Global mobility managers
- > Corporate risk management / finance / audit
- > Global employee benefits and global mobility professionals (providers)

Satellite audiences

- > Local employee benefits providers (insurance carriers, brokers)
- > Network partners (pooling and brokers networks)
- > Expatriate employees

The GBV Directory is Neutral and Comprehensive – all providers are included at no cost to them.

DISTRIBUTION

COST TO USERS: FREE OF CHARGE

- > Distribution by email with link to the GBV website or with attached PDF file
- > Always available on the GBV website

PRIMARY DISTRIBUTION CHANNELS

• GBV website	1300+ unique visitors per month
• GBV LinkedIn page	
• GBV LinkedIn contacts	4700+
• GBV subscribers	1150+
• Providers and their clients	freely redistributable
• Conference attendees (USB Key)	free of charge for organizers, customizable
• Apps, online database	subject to market study

SECONDARY DISTRIBUTION

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EXAMPLE

scaled approximately 25%.

INDIVIDUAL SUBSCRIPTIONS

€490 for 1 year of access

Digital magazine, one year, 10 issues

Computer & Tablet friendly

Includes access to all back issues and to the database of articles and news

Individual Subscriptions are for one reader only



GROUP SUBSCRIPTIONS

For organizations wishing to give access to GBV magazine to all their members for a flat yearly fee

If your organization has more than 30 readers of GBV, a group subscription will save you money and streamline subscription management

Global Benefits Vision

GETTING IN TOUCH

Main contact: **Félicie HENRIKSEN**
Tel: +33 1 5320 1717
Email: f.henriksen@globalbenefitsvision.com

CEO: **Eric Muller-Borle**
Tel: +33 1 5320 1717
Email: eric.muller-borle@globalbenefitsvision.com

Address (headquarters):
100 rue de Cessange,
L-1321 Luxembourg, LUXEMBOURG

Website:
<http://www.global-benefits-vision.com/>

Social Networks:



PARENT COMPANY INFO

Global Benefits Knowledge SA

Founded: 2015
Employees: 7
Revenues (last 12m): n/a

Key Information

Employees: n/a
Countries covered: n/a
Other Offices: New York, Paris



Global Benefits Vision was created from the realization that no digital, professionally published publication existed that covered global employee benefits. Our mission is to put the industry's accumulated knowledge and wisdom about global employee benefits within the reach of organizations of all sizes, by demystifying the principles behind global mobility, multinational pooling, employee benefits captives and other tools of the trade and by sharing best practices.

PRODUCTS OFFERED

- ☒ Knowledge product
- ☒ Online training

KEY PRODUCTS

- GBV Magazine
- GBV Knowledge Base
- Conference Support
- GBV Directory

LEADERSHIP TEAM AND KEY POSITIONS

Sales: **Félicie HENRIKSEN** | Underwriting: **Olivia DUBOIS**
Operations: **Yann HAINBOURG** | Communications: **Alexis MOUTON**

STRUCTURE

GBV includes a monthly digital magazine built around several articles written by global employee benefits experts for their practitioner colleagues, incorporating knowledge and wisdom accumulated over years of experience, valid for years to come. In the future, Global Benefits Vision will put its vast body of knowledge at your fingertips through thematic e-books, directories and training modules.

You are a provider of Global Employee Benefits and you are likely to be an insurer, a broker, a consultant, a member of a pooling network, a captive manager, a reinsurer, a software provider, a lawyer, a TPA...

Demonstrate your expertise to your clients and prospects by contributing in-depth articles, continuous education resource to your Global Employee Benefits (GBV) team members, train the global team, keep an eye on the competition and on key industry players, use its rich content for customer presentations.





Associations



Immigration Industry Association



GETTING IN TOUCH

MAIN CONTACT: GERALDINE COLLETT

TEL: +44 7970952620

EMAIL: geraldine.collett@immigrationindustry.org

CEO: CHRIS GALWAY - CHAIRMAN

TEL: n/a

EMAIL: chris.galway@migrationcover.com

ADDRESS (HEADQUARTERS)

Office 7, 35/37 Ludgate Hill,
London, EC4M 7JN

WEBSITE:

www.immigrationindustry.org

SOCIAL NETWORKS:

The IMMIGRATION INDUSTRY Association (IIA) is the Global Professional Association for immigration industry service providers, migration and visa advisers, immigration lawyers, international recruiters and employers, global mobility, non-profit and government agencies, along with other Sole Traders, Businesses and Corporates working in any sector of the immigration and expat industry, including the international student market.

The objective of the IIA is to connect the global immigration and expat industry, with 4 key focus areas:

- Do you want to network and collaborate with the global immigration, expat and international student industry?
- Are you seeking new business referrals?
- Are you interested in immigration industry research?
- Do you want to learn, develop and enhance your skills with your industry peers?
- Are you looking to expand/grow your business?

Join us today at www.immigrationindustry.org

PARENT COMPANY INFO

n/a

Founded: n/a

Employees: n/a

Revenues (2017 GWP): n/a

LEADERSHIP TEAM AND KEY POSITIONS

SALES: N/A

OPERATIONS: N/A

UNDERWRITING: N/A

COMMUNICATIONS: N/A

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: N/A

STRUCTURE



International Foundation of Employee Benefit Plans

GETTING IN TOUCH

MAIN CONTACT: TIFFANY ULBING

TEL: +1 262-373-7652

EMAIL: tiffanyu@ifebp.org

CEO: TERRY DAVIDSON

TEL: +1 888-334-3327

EMAIL: exec@ifebp.org

ADDRESS (HEADQUARTERS)

18700 W. Bluemound Rd.
Brookfield, WI 53045 USA

WEBSITE:

www.ifebp.org/global

SOCIAL NETWORKS:



The International Foundation is a non-profit educational association for benefit professionals. Services include educational events, e-learning, publications, research and more. Its offerings for multi-nationals include the curriculum-based Certificate in Global Benefits Management and the CONNECT Global Benefits Summit for more advanced practitioners. A key member benefit is the Global Benefits Community, where global benefit professionals can exchange current challenges and resources.

PRODUCTS OFFERED

- ☐ Educational Programs for Benefit Professionals
- ☐ Networking Forums
- ☐ Research assistance relating to benefits

KEY PRODUCTS

- CERTIFICATE IN GLOBAL BENEFITS MANAGEMENT
- CONNECT GLOBAL BENEFITS SUMMIT
- FOUNDATION GLOBAL BENEFITS COMMUNITY

LEADERSHIP TEAM AND KEY POSITIONS

SALES: TIFFANY ULBING

COMMUNICATIONS: STACY VAN ALSTYNE

STRUCTURE

The Foundation is a membership organization that hosts a multitude of educational programs, publishes daily newsletters and supports members through information services.

PARENT COMPANY INFO

INTERNATIONAL FOUNDATION OF
EMPLOYEE BENEFIT PLANS



Founded: 1954

Employees: 150

Revenues (2015 GWP): \$35 million

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: N/A



International Pension and Employee Benefits Lawyers Association

GETTING IN TOUCH

MAIN CONTACT: IPEBLA HEADQUARTERS

TEL: 1 877 321 2131

EMAIL: ContactIPEBLA@redstoneagency.ca

CEO: CAROLYN TRENDIA (CHAIR)

TEL: n/a

EMAIL: n/a

ADDRESS (HEADQUARTERS)

705-1 Eglinton Ave. E., Toronto,
ON M4P 3A1 - Canada

WEBSITE:

www.ipebla.org

SOCIAL NETWORKS:



PARENT COMPANY INFO

INTERNATIONAL PENSION AND EMPLOYEE
BENEFITS LAWYERS ASSOCIATION



Founded: 1987

Employees: 0

Revenues (2019 GWP): n/a

KEY INFORMATION

Employees: N/A

Countries covered: N/A

Other Offices: N/A



IPEBLA, a Dutch non-profit organization constituted under the laws of the Netherlands, with members in over 30 countries, was formed in 1987 to bring together lawyers and other legal professionals throughout the world with a practical interest in the legal aspects of pension schemes and other employee benefit arrangements. IPEBLA held its first international conference in 1987 and now holds conferences annually.

PRODUCTS OFFERED

- Professional development and networking opportunities for pension lawyers internationally

KEY PRODUCTS

- INVITATION TO ATTEND IPEBLA'S INTERNATIONAL CONFERENCE HELD EVERY TWO YEARS
- QUARTERLY JOURNAL FOR MEMBERS, THE INTERNATIONAL PENSION LAWYER
- INVITATION TO ATTEND ALTERNATE YEAR MEETINGS HELD IN CONJUNCTION WITH ANOTHER ORGANIZATION
- ACCESS TO MEMBERS ONLY SECTION OF THE WEBSITE, INCLUDING MEMBER DIRECTOR AND DISCUSSION FORUM
- COMPLIMENTARY WEBINARS ON INTERNATIONAL TOPICS RELATED TO PENSION AND EMPLOYEE BENEFITS LAWYERS
- COPY OF THE MOST UP TO DATE COMPARATIVE SURVEY OF PENSION LAW IN 25 COUNTRIES

LEADERSHIP TEAM AND KEY POSITIONS

ADMINISTRATIVE: ERIN DAWTREY

OPERATIONS: MADDY MARCHILDON

EVENTS: TAYLOR GREEN

ACCOUNTING: ALEXANDRA MUTON

STRUCTURE

IPEBLA is led by an international Steering Committee. It boasts a membership of 270, with members in all corners of the globe. Its administration is managed by Redstone Agency, an association management agency located in Toronto, Canada.

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GBV

GLOBAL BENEFITS VISION



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SUBSCRIBE



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and streamline subscription management

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