



# The Accenture Defined Contribution Pension Plan

David Regan  
Chairman of Accenture  
DC Plan Trustees





# Accenture Defined Contribution Pension Plan

1,181 members with €41m in funds

Age banded matching contributions up to 15% with benefits

Investment options

passive

active managed

lifestyle fund.

Online member access to their pension benefits.

Online trustee access to all of their key documentation.

....but it wasn't always like that



# Our Journey

2004 Trustee review

## **Governance**

member trustees  
trustee training  
review administration

## **Communication**

clarity  
timeliness  
encouragement

## **Appropriateness**

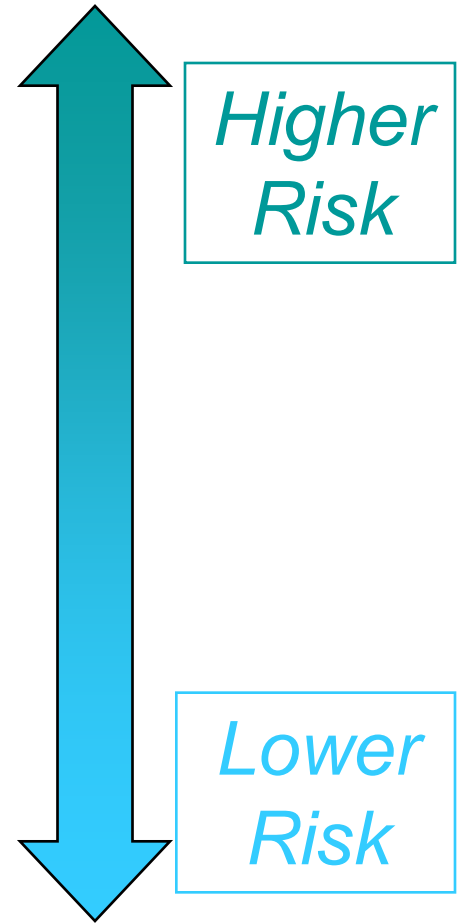
Funding options  
Benefits





# Fund Range offered to members

- **Equity Funds**
  - AllianceBernstein Global Equity Blended Fund
  - Legal & General Passive Equity Fund
- **Balanced Fund** – Irish Life Consensus Fund
- **Diversified Asset Fund** – Standard Life DAF
- **Bond Fund**
  - Legal & General (Long) Passive Bond Fund
- **Cash Fund** – Irish Life Cash Fund



*Higher Risk*

*Lower Risk*





# Lifestyle Option

The Accenture DC Plan offers a single Lifestyle Option, but is currently considering further options.

## **The current Lifestyle Option**

The current fund is set up as follows:

- Target retirement age of 62
- Phasing over a 6 years from age 56
- Contributions automatically in the Consensus Fund until the age of 56
- Thereafter, assets are then allocated appropriately across Irish Life Consensus Fund, Legal & General Long Bond Fund and Irish Life Cash Fund

The booklet makes it clear to members that the Trustees are not taking investment decisions on their behalf, but that the members are actively investing in a Lifestyle options, within which the asset classes will change over time to the less riskier assets of bonds and cash, as the member approaches retirement.



## Default Option

The Trustees identified the Irish Life Consensus Fund as the default option for members who do not explicitly select an option for the investment of their contributions.

This has been chosen to manage the risk of achieving an insufficient level of capital growth over time.

However, due to the level and frequency of the supporting information provided to our members, the majority of investments were spread evenly across the Legal & General Passive Equity Fund and the Irish Life Managed and Consensus Funds prior to the assets of the Managed Fund being transferred to the Consensus Fund in December 2009.



# The Trustees Communication Strategy

- **Back to Basics** –
  - understanding of how this Plan works,
  - benefits available to members and their dependants,
  - key decisions members need to make.
- **Adequacy of Contributions** –
  - reminds members of the need for adequate levels of contribution
- **Investments & Investment Risk** –
  - describes in more detail the different investment asset classes,
  - guides members to thinking about their attitude to investment risk,
  - reminds members to review their options on a regular basis.
- **The Road to Retirement** –
  - reminds members of the decisions





# Communication materials







## Other communication channels that are utilised

- Enrolment Video for new joiners at Orientation
- “Sweet Deal’ summary packs outlining the pension benefits available to members and their dependants
- Helplines via the Accenture Pensions Team
- Helplines via the Third Party Administrator
- Tailored information via the online system OneView
- Regular presentations to Staff
- Provision of 1:1’s as required
- Benefit quotations/requests
- Access to Trustees
- Quarterly Newsletters to all categories of members
- Abbreviated Annual Report & Accounts for members
- E-postcards for quick, important messages





# What can be done on online

## Members can

- Join the plan
- Change contributions
- Change investment options
- Change beneficiary details
- Check their latest fund value
- Compare investment performance
- Review scheme documentation
- Raise a query
- See wider pensions information
- See previous Newsletters
- Leave the Plan



# The Trustees Web Access

The Trustees have access to the following documentation on their website;

- Trust Deed & Rules, Amending Deeds and historical Deeds
- All Booklets, including historical copies
- Annual Report & Accounts and the Audit Reports
- Investment Reports
- Administration Reports
- Governance Reports
- Appointments & Contracts
- Statement of Investment Policy Principles
- Schedules of Contributions
- Minutes, Agendas & Papers
- Discretionary Decisions
- Correspondence with the Pensions Board
- Projects Updates
- Policy Statements
- Training Programmes
- M&A & TUPE activity where this impacts the Plan





## Conclusions

Trustees continue to review and debate the investment fund choices

Recent challenging investment markets led to Trustees reviewing of the fiscal integrity of all of their investment houses and the custodians, including where the Trustees bank account sat.

Trustee challenge how scheme operates, looking improvements to fund choices and how to effectively communicate the investment options and key issues to our members.

It is this framework and this policy that led our Plan to be named Best Pension Plan in Ireland at the IPE European Pension Funds Awards last year and we were delighted with that accolade.



# THANK YOU

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