

AWARD WINNING TRUSTEESHIP
TRUE, UNBIASED INDEPENDENCE

Introduction to Independent Trusteeship with the PAN Group

PAN

TRUSTEESHIP | GOVERNANCE | EXCELLENCE



Our Business

Effective trusteeship of pension schemes is now a major challenge. Many schemes therefore look to an independent trustee to bring pensions industry knowledge, practical experience, professional attention, leadership and pragmatism to scheme governance. PAN has been providing high quality independent trusteeship services for twenty two years with a front line team that includes some of the most experienced trustees operating in the UK. Trusteeship is our core business with appointments to both Defined Benefit and Defined Contribution schemes, large and small. We believe that schemes appoint us because we make a difference.

AN OVERVIEW OF THE PAN GROUP

- One of the UK's leading independent trustee firms
- Founded in 1993
- Truly independent: not associated with any actuarial, consulting or law firm
- All team members are highly qualified and experienced pensions professionals
- FCA regulation through PAN Associates and heavyweight investment credentials
- The first independent trustee firm to obtain its AAF report to meet the Pensions Regulator's standards, to ensure client schemes benefit from a robust and consistent approach to trusteeship
- Significant pensions industry presence
- Wide range of private and public sector clients, both DB and DC including Master Trusts
- Provide services to special situations, including wind-ups
- 15 major pensions industry awards since 2009, including Pension Scheme of the Year (2009, 2011, 2013 and 2015)*, Independent Trustee of the Year (2010**, 2013***, 2014**, 2015*** and 2016***) and Independent Trust Company {2016**** and 2017****}

*Professional Pensions Scheme of the Year Awards, **Engaged Investor Trustee Awards ***UK

Pensions Awards ****Pension & Investment Provider Awards

Meet Our Team – Our Professional Trustees



Andrew Cheeseman

Pensions career: 35+

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Steve Delo

Pensions career: 25+

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Tony Earnshaw

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Charles Goddard

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Stuart Gordon

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Roger Mattingly

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Gail Pickles

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Mike Roberts

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Graham Robilliard

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Jassie Robinson

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Laura Simons

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Paul Stewart-Gillham

Pensions career: 20+
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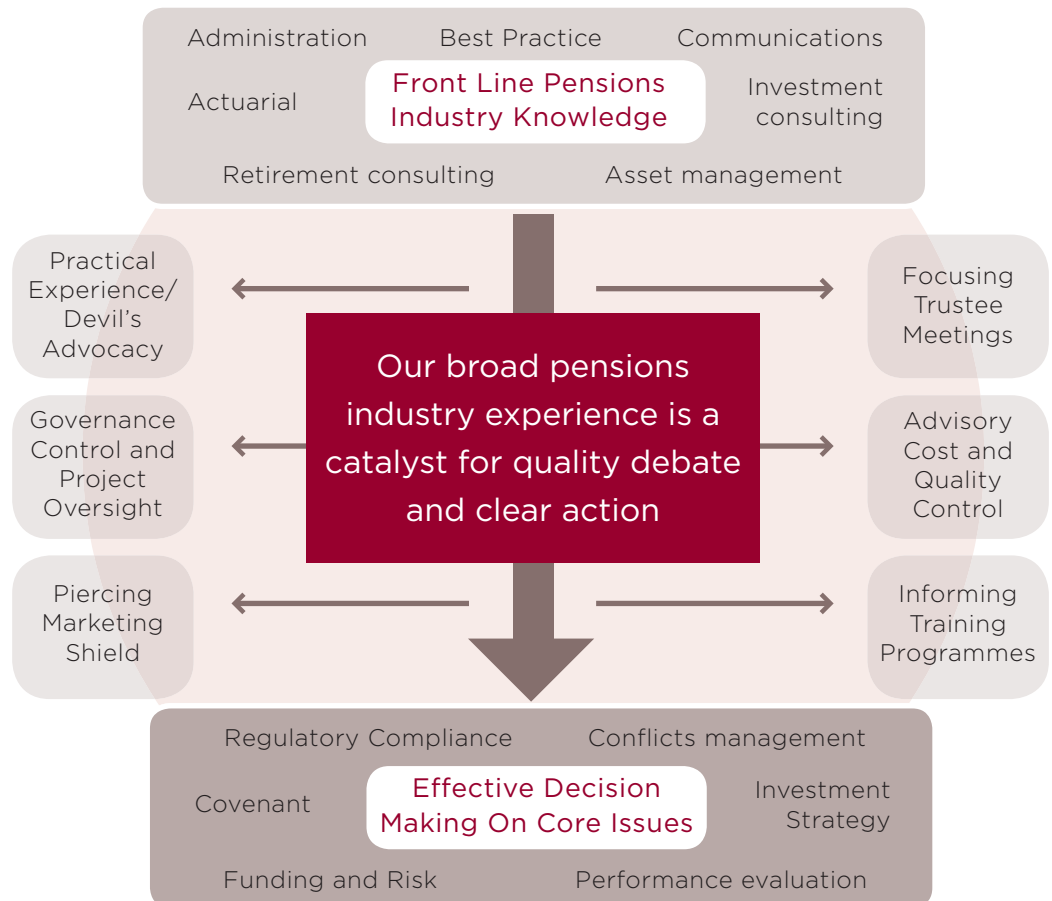
*“Asking the right questions
and evaluating the answers”*



*“Drive, enthusiasm,
knowledge and leadership”*

Our Approach to Trusteeship

We pride ourselves on bringing a dynamic, results orientated approach to schemes - helping to get the best outcome for members whilst fostering a productive and businesslike relationship with scheme sponsors. Our front line trustees have experience spanning various disciplines in pensions, which they use to drive scheme governance and stimulate productive debate.



Biographies

ANDREW CHEESEMAN

Andrew is Chairman of the PAN Group and has been described in the press as “a hugely effective, no-nonsense independent trustee”. A prominent industry figure, he founded PAN in 1993, having previously held executive management and consulting roles in major pensions businesses. He acts as an independent trustee and/or chairman of various occupational pension schemes. He is a UK authority on centralised and multi-employer schemes and has a reputation for finding pragmatic solutions to contentious funding and restructuring issues.

STEVE DELO

Steve is Managing Director of PAN Governance. A former President of the Pensions Management Institute, his experience includes senior roles in retirement consulting, investment consulting and asset management. Prior to joining PAN in 2008, he was Managing Director of an award winning asset manager. Steve is a popular conference speaker and is widely quoted in the financial press, including writing columns on trusteeship and governance. He has twice been Engaged Investor’s Independent Trustee of the Year and named as one of the UK’s top 50 people in pensions by Pensions Insight.

TONY EARNSHAW

Tony is a Fellow of the PMI and the former two-time Chairman of the Association for Institutional Multi-Manager Investing. He is a board member of PAN Governance LLP and has over thirty five years’ experience, covering administration, consulting, trusteeship and asset management. He was a founder of SBJ Benefit Consultants and Managing Director of Northern Trust Global Advisors. He has significant experience in financial and investment matters, including manager selection/monitoring, and is an authority on social and environmental investment issues.

CHARLES GODDARD

Charles has approaching forty years’ pensions industry experience, including twenty nine years in trusteeship. He is Managing Director of PAN’s Nottingham office, having joined from Capital Cranfield Trustees, where he was a founding director. One of the UK’s most experienced independent trustees, Charles has been involved with many high profile schemes, which have either resulted in ‘landmark’ cases or established precedents now adhered to by the wider pensions industry. He has considerable expertise in scheme wind up situations and leads PAN’s service delivery in this area.

STUART GORDON

Stuart is an actuary and an economist and a UK authority on the dynamics of institutional investment managers. A board member of PAN Governance LLP, his forty-year career spans investment consulting, actuarial and risk consulting, asset management and trusteeship. Previous roles include European Partner in Mercer Investment Consulting and Chief Investment Officer for Close Investments.

ROGER MATTINGLY

Roger is a Managing Director of PAN Trustees Ltd. He has previously served as a main board Director of two leading Employee Benefits Consultants. During his 30 plus years pensions career, most of that time has been spent working with trustee boards. Roger is one of the most prominent professionals in pensions today, being the former President of the Society of Pension Professionals. He also sits on influential industry groups including the Pensions Regulator’s Stakeholder Advisory Panel and DWP Policy Engagement Groups and acts as an editorial adviser and columnist for industry publications.

GAIL PICKLES

Gail Pickles is Operations Manager for PAN Trustees North, PAN's Nottingham office. She has over 15 years+ pensions experience, and has worked in both the public and private sector. Working with Charles Goddard, she has been involved with many high profile scheme situations and her pensions knowledge spans all types of arrangements. She is a specialist in Financial Assistance (FAS) and Pension Protection Fund (PPF) matters. Gail also assists the PAN trustee directors in their governance roles, including acting as Trustee Secretary on several schemes. Prior to joining PAN in January 2009, Gail was Operation Manager at Capital Cranfield Trustees Limited.

JASSIE ROBINSON

Jassie is a director of PAN Trustees Limited and Guinness Mahon Trust Corporation Limited. Jassie has been with PAN since 2004 and is the main point of contact for employers and members who participate in the award winning Federated Pension Plan. In addition to sitting on the board of the Federated Pension Plan and its defined contribution equivalent the Federated Retirement Savings Plan. Jassie provides trustee services to PAN's numerous life assurance trusts.

MIKE ROBERTS

Mike Roberts is a Group Board Director of PAN Group and a Principal of PAN Governance LLP. He has over 25 years experience in pensions, is a Fellow of the Institute of Actuaries and has significant business management/ leadership experience at a very senior level both in the UK and the US. Prior to joining PAN, Mike's last role was as President of Buck Consultants worldwide operations. Mike is highly experienced in Trustee matters and is a regular speaker at national conferences and contributor to the press on pensions and related matters.

LAURA SIMONS

Laura Simons is the prime employer contact for the Federated Pension Plan and the Federated Retirement Savings Plan, these being the defined benefit and defined contribution multi-employer plans operated by PAN Trustees Limited which provide retirement options to employers tendering for public sector contracts. Laura has 26 years past experience of the administration of many private sector plans and brings this experience to the trust company.

GRAHAM ROBILLIARD

Graham is a qualified actuary and has acted as a Scheme Actuary for nearly 30 years to schemes with assets up to £4.5 bn. He has worked for a number of leading benefits consultancies, providing advice at a senior level to trustees and corporates. Graham is also an experienced trustee, both for pension schemes and benevolent trusts. He is a director of PAN Trustees Limited and PAN Pensioner Trustees Limited.

PAUL STEWART-GILLHAM

Paul is an experienced trust professional with wide experience of individual pension arrangements. Prior to joining PAN, Paul specialised in the trusteeship and technical aspects of Pension Plans, including roles with Coutts & Co and other financial institutions. Paul has an excellent knowledge of the complex legislation surrounding Small Self-Administered Pension Plans and other pension arrangements and works with many of PAN's longest standing clients.

Testimonials

Here are some comments our clients have said about us:

“PAN’s appointment as independent trustee and chair of one of our longstanding clients has been an unqualified success”

“The impressive communication skills of the PAN team won the appointment”

“Few smaller schemes get the amount of trustee attention that is provided by PAN”

“PAN takes a 24/7 approach to governance”

“PAN’s trustees are totally in control of all issues that may impact on members’ benefits and a sponsor’s costs”

“PAN deliver really effective leadership and also help me and my co-trustees feel empowered to contribute”



PAN GROUP COMPANIES:

PAN Trustees Limited

PAN Governance LLP

PAN Associates

PAN Pensioner Trustees Limited

PAN Trustees North LLP

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PAN
GROUP

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Award Winning

Pension & Investment Provider Awards 2017 - Independent Trustee Company (PAN Group)

Pension & Investment Provider Awards 2016 -Independent Trustee Company (PAN Group)

Professional Pensions UK Pensions Awards -Independent Trustee of the Year 2017 - Highly Commended (PAN Group)

Professional Pensions UK Pensions Awards - Independent Trustee of the Year 2016 (PAN Group)

Professional Pensions UK Pensions Awards – Independent Trustee of the Year 2015 (PAN Group)

Professional Pensions UK Pensions Awards – Independent Trustee of the Year 2013 (PAN Group)

Professional Pensions – Pension Scheme of the Year Award 2015 (Findel Group Pension Fund)

Professional Pensions – Pension Scheme of the Year Award 2013 (NSPCC Pension Scheme)

Professional Pensions – Pension Scheme of the Year Award 2009 and 2011 (Federated Pension Plan)

Engaged Investor Trustee Awards – Independent Trustee of the Year 2010 and 2014 (Steve Delo)

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PAN Associates is authorised and regulated by the Financial Conduct Authority