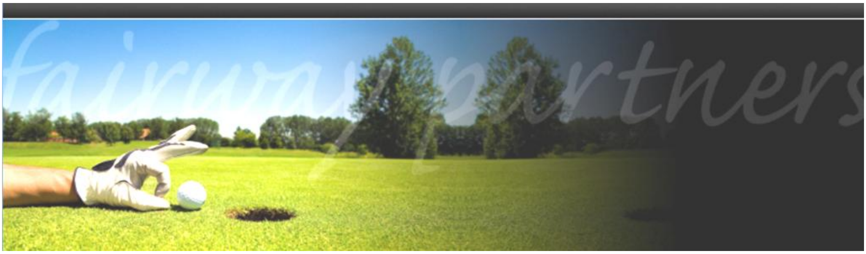

INSTITUTIONAL ASSET MANAGEMENT

2013 Q4 REVIEW

FAIRWAY
PARTNERS

Contents

FAIRWAY PARTNERS

In the News

AstraZeneca pension fund confirms £2.5bn longevity swap

AstraZeneca Pension Fund Trustee has agreed a longevity swap with Deutsche Bank covering £2.5bn of liabilities around 10,000 pensioners.

Aon Hewitt was the lead advisor to the trustees running the pension scheme of the multinational pharmaceutical firm. It follows the announcement last week that the Carillion DB Pension Trustee secured a longevity swap with Deutsche Bank covering £1bn of liabilities.

Aon Hewitt Partner Matt Wilmington said of the deal: ‘It was clear during the negotiations for this transaction that the capacity and appetite of the global reinsurance market to take on pension fund longevity risk is ever increasing.’

PPF confirmed £695m levy estimate

The Pension Protection Fund (PPF) has published its 2014/2015 levy determination, confirming its initial estimate that schemes will pay a total of £695m in levies.

The determination, which is the last under the first three year period of the levy framework implemented in 2012/13, following a consultation launched last September.

Dyfed Pension Fund (DPF) has awarded a £150m global equity mandate to Threadneedle Investments, following a public tender, representing just under 9% of DPF's £1.6bn portfolio.

It will be funded by reallocating some of DPF's existing investments in UK and European equities into Threadneedle's Global Equity Income strategy, managed by Stephen Thornber.

Anthony Parnell, Treasury and Pension Investments Manager at Carmarthenshire County Council, which administers DPF, said: 'Our fund works with only a small number of investment managers, and this mandate is part of our strategy to take a more global approach to equity investing to deliver the best returns for our members.'

UK's USS expands stake in Sydney rail line

The Universities Superannuation Scheme has grown its stake in an Australian railway line, buying a nearly 50% share from a local infrastructure fund.

Gavin Merchant, Senior Investment Manager at USS Investment Management, said: 'The investment forms part of USS's infrastructure portfolio and builds on a long track record of investing in high quality Australian infrastructure assets including Connect East and Brisbane Airtrain.'

According to its most recent annual report, covering the year 31ST March, USS has £1.1bn – or 3.6% of its £36.6bn in assets – invested in infrastructure.

Pensionable pay cap boosts Royal Mail scheme surplus to £1.8bn

The Royal Mail has seen its scheme surplus soar by more than £1.8bn after the trustees agreed to break the link between salaries and pensionable pay.

In its half yearly report, they reported that it had reached an agreement with the trustees of the Royal Mail Pension Plan to limit increases in pensionable pay to the RPI, capped at 5%.

UK watchdog fines SEI Investments £1m for failing to protect client money

The asset manager was fined nearly £1m for client money breaches that took place between November 2007 and October 2012.

The UK Financial Conduct Authority (FCA) said it fined the firm £900,200 for client money breaches during the period. This is with a 30% discount SEI qualified for through settling the matter early.

Tracey McDermott, Director of Enforcement and Financial Crime at the FCA said: 'SEI has committed a serious breach by failing to comply with our client money rules for over five years.'

Pension changes hit UK flows at LGIM

The decline of the DB pensions market in the UK is impacting client flows in LGIM's home market. In a call with analysts in November, the firm’s Chief Executive, Mark Zinkula attributed outflows in the UK during the third quarter to a decline in the DB market in the country, where the firm has a significant market share.

International clients contributed a net £6.4bn in inflows during the three months to the end of September, helping to push overall assets under management up 2% quarter on quarter to £443bn. However, the same growth was not seen with UK clients, who pulled a net £3.4bn during the period.

Zinkula said the firm continued to expand its range of LDI, fixed income and property products for DB clients, but also said in the longer term growth was likely to arise from the DC market.

Liontrust moves into multi-asset funds

Investment manager Liontrust Asset Manager acquired investment firm North Investment Partners in October, and looks to launch a multi asset offering.

John Husselbee, Chief Executive of North, became Head of the Multi Asset Team, supported by Paul Kim as Senior Fund Manager. North brings approx £123m AUM to Liontrust.

John Ions, Chief Executive of Liontrust, said: ‘It has been a long objective to go into multi-asset, providing investment solutions to clients. The issue we always had was a combination of getting the right people and the right structure. It is a very difficult business, it is a broad marketplace, and if you haven't got the structure in place it is difficult to break into.'

USS funding level stable despite £6.4bn liability hike

It was reported in October that the Universities Superannuation Scheme (USS) funding ratio was stable over the year to March, despite a significant increase in the value of its liabilities.

the scheme still remains 77% funded on a technical provisions basis as a £4.7bn increase in asset values was offset by a £6.4bn rise in liabilities. As of March 2013 the deficit was £11.5bn.

This follows a 10 year recovery plan to close the scheme's deficit which was issued by the trustees of the scheme in March 2011.

In the first six years of the plan employers will contribute 16% of salaries, which is 3.4% above the cost of accrual and for the remaining four years they will make payments of 2% above the estimated future cost of accruals.

Interface Pension Scheme switches from Mercer to KPMG

KPMG has been mandated to provide full trustee services to the £100m Interface Europe pension scheme after it switched from Mercer, who had provided them with services for 20 years.

The tender will see KPMG provide administration, actuarial and investment consulting as well as treasury and payroll services. Speaking of the mandate, KPMG's Head of Pensions for the North East, Ian Warman said: 'We have worked with Interface on several projects over the last ten years and our appointment has come as a result of the track record we have established.'

Defined Benefit

As one might expect, the news surrounding DB pensions over the last year has not been entirely positive, and even in December it was reported by the CBI and Standard Life Investments that the cost of running a DB pension scheme is stifling the investment plans in seven out of ten businesses offering them.

It was further reported by the CBI that the Pensions Regulator's new target to minimize the negative effect of scheme funding has had no effect yet, and it needs to change the way it deals with employers and pension scheme trustees.

DB pensions are also being affected by regulations such as Basel III which is encouraging financial services companies to consider DB scheme buyouts and buy-ins to move liabilities off their balance sheets.

At present the stricter regulations imposed by the reforms means the firms must possess a greater capital buffer to protect against high risk assets to their pension funds. LCP Partner, Ken Hardman said of this: 'What this is doing is pushing these companies to encourage their pension schemes to de-risk because if they hedge out some of their risks, like interest rate and inflation, that reduces the amount of capital they have to hold on their balance sheets.'

HSBC's in-scheme annuitisation 'drove up DB liabilities'

In December it was warned by HSBC Bank Pension Trust Chief Executive, Lesley Alexander that allowing defined contribution members to buy pensions in defined benefit sections can significantly drive up liabilities.

Speaking at the Eversheds Annual Pensions Conference, Alexander told delegates to consider HSBC's experiences when looking to protect funds from DB pressures.

Alexander said: 'Don't do what we did. They thought, 'what we do with [DC members] that come to retirement? I know, we'll let them use their DC pot to buy a pension in the DB section', before then going on to advise against this.

Scottish DB deficits 'double in a year'

Scottish companies have seen deficits in their DB pension schemes increase from £3.2bn to £6b over the last year according to research conducted by Hymans Robertson. The research suggested that the main reason for the surge in scheme deficits was the fall in corporate bond yields used to place value on pension liabilities.

Partner at the firm, Calum Cooper, said: 'The typical Scottish plc's scheme is carrying a significant level of unhedged liability, leaving itself vulnerable to situations in which investment conditions deteriorate. While the end goal of having a fully funded pension scheme is likely to take 10 years for many businesses, it may be necessary to accept that managing risk effectively means that this process might take slightly longer.

Carillion hedges £1bn in DB liabilities in longevity swap deal

UK facilities management company Carillion has agreed a longevity swap deal to hedge around £1bn of its DB pension scheme liabilities with Deutsche Bank. The swap has been agreed with the German bank and five DB schemes sponsored by Carillion.

The scheme covers around 9,000 pensioners with a liability of around £1bn, with Carillion adding that the deal has no immediate cash impact on the company.

Carillion Group Finance Director, Richard Adam, said the deal had removed a significant amount of risk at an attractive price.

'The longevity swap reflects Carillion's commitment to ensuring the security of the benefits of all our pension scheme members and reducing pensions risk.'

Andrew Ward, Senior Consultant at Mercer, who led the advice for the trustees, said both the trustees and sponsors of the scheme saw the opportunity for removing the longevity risk at a price that seemed attractive.

The current year was the busiest yet for longevity swaps, and according to Andrew Ward, this shows no signs of slowing in 2014.

However, he did warn that prices for the deals would rise in the future: ‘The long-term pent-up demand is probably bigger than the supply, so you could see price rises in the future from reinsurers.’

Deal with Dutch insurer Aegon marks their first major longevity swap

Societe Generale Corporate and Investment Banking (SG CIB) completed its first major transaction in the longevity market in December, with the structuring and syndication of a EUR1.4bn longevity swap deal for Dutch insurer Aegon.

The deal marks the second foray into the longevity swaps market by Aegon, having completed a EUR12bn longevity swap with Deutsche Bank last year. The latest deal has a 20 year maturity, with a commutation reflecting an estimation of the remaining exposure at year 20. The risk was ultimately passed to a group of third party investors, including Scor Global Life.

PIC reinsures £1.4bn of longevity risk after record year

Pension Insurance Corporation (PIC) has reinsured the longevity risk relating to £1.4bn of the liabilities in its bulk annuity portfolio with a range of reinsurance houses. The majority of this exposure has been covered by Reinsurance Group of America (RGA).

PIC said the deal was part of its risk management framework which has now seen it hedge more than £5bn of longevity risk. PIC CFO Rob Sewell said of the deal: ‘2013 has been a very successful year for PIC, having insured more than £3bn of pension scheme liabilities. We are delighted with this record year, but also pleased to have been able to efficiently manage our exposure to longevity risk.’

QinetiQ closes DB scheme and cuts deficit in half

QineticQ has closed its DB scheme to future accrual, cutting its deficit by half to £20m.

Presenting the decision in its half yearly report, the defence contractor said it had transferred all 8,200 members into its trust based DC scheme, providing compensation. The move results in reduced liabilities by £31m while the compensation cost the firm £4m.

Schindler Group agrees £50m pensioner buy-in

The Schindler Group scheme has agreed a £50m buy-in with Legal and General to over the liabilities relating to its current pension scheme members. The scheme had already employed the services of the investment management division of the insurance provider, Legal & General Investment Management. Trustee chairman, Ashley Greensmith, said: ‘The buy-in is an important step for the scheme as it enables us to continue our de-risking programme, which aims to provide future security for all our members’.

MF Global pension fund agrees £52m buyout with PIC

The UK pension fund of the now defunct financial group MF Global has agreed a £52m buyout for fund liabilities with Pension Insurance Corporation (PIC), with the buyout coinciding with the conclusion of settlement negotiations with KPMG who were acting as special administrators for the firm.

The buyout deal was completed on 15th October, and would see the fund full exit the PPF assessment period it had undertaken.

Premier Foods closes DB scheme

Premier Foods closed its DB scheme to existing members, the company announced in October. The group, which owns the Hovis, Mr Kipling and Oxo brands issued a statement declaring all current and future employees would enter the firm’s DC scheme.

The DB scheme was closed to new members in 2011 to try and tackle their ever increasing deficit. However, in 2012 the firm deferred £94m of scheme contributions until 2014, as part of a deal to refinance more than £1.2bn in debts.

JLT scheme agrees ‘innovative’ £120m buy-in with Pru

The JLT UK Pension Scheme has completed a buy-in to insure £120m of its DB liabilities with Prudential. The transaction which covers a section of the £500m scheme's pensioner members, was structured to enable the trustees to secure the liabilities at a competitive price.

JLT EB Head of Buyouts, Martyn Phillips, said the structure agreed with prudential meant the trustees could take advantage of market opportunities to meet demanding price targets. He said: 'Prudential successfully sourced appropriate assets at a price which we were willing to trade, allowing the trustees to secure a significant risk reduction while smoothly and cost effectively completing this deal.'

Defined Contribution

The majority of UK DC fund members are investing assets in the scheme's default option, despite the average number of investment options exceeding a dozen, according to the latest NAPF survey. The survey, which covered nearly 1m DC members with £11bn in assets, found that 94% of schemes offered members a default option – with 80% of members opting for the fund.

Chief Executive of the NAPF, Joanne Segars, said if the findings: 'With 80% of DC members remaining in a default fund, the fund's design and investment strategy are crucial.'

A recent report by Schroders also found that the DC schemes offers to staff of FTSE350 firms were still overly invested in equities with stagnant allocations, according to research published by Schroders in October.

The report, entitled *FTSE DC Schemes – Default Funds Report* studied pension investments over the last quarter from a wide selection of FTSE 350 companies. The research shows that 85% of companies had not significantly changed asset allocation in 2013. Of the 15% that had, few had implemented strong diversification with overweight activities in equities.

Overall, FTSE350 firms allocated 31% to UK equities, 48% to global equities and 5% to emerging markets. The DC defaults had around 8% in fixed income and 7% in alternatives.

Blackrock to enter Dutch DC pensions market

Blackrock has begun to move into the DC pensions market in the Netherlands. Marc van Heel, Country Manager for the Benelux Region reported in October that they intended to launch a DC product by the end of the year, and was exploring a possible collaboration with a partner specializing in benefit administration.

Buy-ins/ Buy-outs

Quarter 3 of the year saw the busiest bulk annuity quarter on record, with schemes concluding £3.9bn of buyouts and buy-ins according to a report by JLT Employee Benefits. The majority of these transactions were won by Pension Insurance Corporation (PIC), which wrote £1.9bn of business and Rothesay Life which secured £1.2bn.

Looking forward to 2014, JLT EB Director, Martyn Phillips, was hopeful, saying: 'We expect strong demand to be maintained into 2014, as funding levels continue to recover. Narrowing credit spreads are also reducing the accounting impact of bulk annuity transactions, which should further encourage sponsorship driven deals. Insurers have indicated that they have challenging new business targets for 2014 and are expecting the current momentum to continue, with potential for transaction volumes to break the £10bn threshold.'

Leaf UK Pension Scheme

The Leaf UK Pension Scheme has entered into a £35m buyout with Pension Insurance Corporation (PIC), covering the benefits for more than 700 members. The main employer for the DB pension scheme is Expalkan Closed Scheme, which is a unit of Dutch company Corbion.

Speaking regarding the move, Geoff Matthews, Chairman of Leaf Pension Trustees said: 'We embarked on our de-risking journey several years ago, guiding the scheme's assets to align more closely with its liabilities and this has culminated in a buyout.'

Jay Shah, PIC's Co-Head of Business Origination, said, the pension scheme, as part of its de-risking strategy, has moved away from equities and into a more matched portfolio for some time.

'More widely, rising bond yields and equity markets are providing a more conducive economic backdrop for schemes wishing to buy out,' he said.

Corporate News

Barnett Waddingham expands team of actuaries

A 100% pass rate in the most recent set of actuarial exams has resulted in eight newly qualified actuaries for the firm, increasing the number of qualified actuaries it employs to 120.

Among those successful in the actuarial exams were Fiona Pilcher and Tom Pickles from the Amersham office, as well as Elizabeth Wise and Luke Hotersall from the Leeds office. Heather Howard and Chris Collison from the Bromsgrove office also passed their exams, as well as Liverpool based Lauren Allan and James Tomlin from the London office.

Redington wins advisory mandate from St James's Place

Investment consulting firm Redington has been appointed by advisory firm St James's Place to provide asset allocation advice to its wealthy clients, worth £42bn.

The move comes amid nervousness among wealthy investors that inflation could erode their real worth. Redington believes it has expertise in sourcing assets that protect against this danger.

Deloitte developing flex DB service to cut schemes' buyout cost

Deloitte plans to launch a service to help schemes move to flexible DB structures in order to obtain better buyout deals. Lead Partner for the firm, Tony Clare, said the service is being developed 'amongst our other areas of innovation' but could not reveal the flexible DB structured it will recommend to schemes.

NEST to add emerging market equities to investment for first time

The UK's National Employment Savings Trust (NEST) is adding emerging market equities to its investment as dedicated funds for the first time, and has put out a tender in search of managers to run two different strategies within the asset class.

Mark Fawcett, CIO at NEST, said: 'These emerging market mandates will allow us to further access an asset class with the potential to deliver good growth for our members, as well as greater scope for diversification.'

Aberdeen wins battle for SWIP as it confirms £650m deal

Aberdeen has beaten off competition from Macquarie to acquire Scottish Widows Investment Partnership (SWIP) in a deal worth up to £650m.

The deal will see Aberdeen issue Lloyds with 131.8m of its shares – which are currently worth around £550m at 420p apiece. A further performance related payment of up to £100m in cash over the next five years will also be issued.

The share issuance to Lloyds means they will take a 9.9% stake in Aberdeen, with the two companies forming a strategic partnership as part of the deal. The acquisition also extends to SWIP's private equity and infrastructure business, as well as their investment solutions business.

The deal could now position them well to take on other larger managers such as Pimco and Blackrock. The deal adds more than £136bn to Aberdeen's £201bn AUM, and also means they now overtake Schroders as Europe's biggest listed asset manager.

LDI/ Fiduciary Management

A report issues by SEI in December revealed that three quarters of UK investors are either using, or plan to employ, a LDI strategy. The survey was completed by 130 corporate pension executives from the UK, US and Canada with nearly half from the UK.

Of the 75% who showed interest in LDI, 47% are actively using it, up from 33% in 2012. The survey also showed a growing sophistication among UK trustees in their approach to LDI, with the use of more tactical and creative tools for managing liability risks such as synthetic gilts (19%), options (15%) and alternatives (19%).

Some 40% of UK respondents outsourced responsibility for the choice of instruments used to hedge liabilities, and 26% did so for the amount of hedging undertaken.

The poll also revealed that more than two thirds (69%) of participating UK investors either use, or plan to use, an active approach towards asset allocation – such as a 'glidepath' strategy – which targets a fully funded status.

P-solve challenges larger competitors on disclosure

Investment consultancy P-solve has started putting pressure on other firms to reveal their performance as a fiduciary manager by releasing their own for the first time.

However, the top three players, Towers Watson, Mercer and Aon Hewitt are all refusing to follow suit, with Towers Watson saying the publication of peer group performance would be a 'step back into the dark ages'.

According to information provided by KPMG, schemes worth £29bn were managed on a fiduciary basis. Fiduciary schemes covering parts of schemes are a further £30bn.

P-solve, led by Mike Faulkner, has consistently outperformed its liability benchmark average by 2.5%. over five years, it beat its benchmark by 3.8 percentage points reflecting an annualized 12.9% absolute return.

Elsewhere Cardano has released performance date for the last five years to June 2013, declaring that it beat its liability benchmark by 2.3 percentage points a year.

Russell has also confirmed an excess performance of 2.7 percentage points over the three years from October from an 8% annualized return. Shamindra Perera, Russell's Head of Fiduciary Management, has gone as far as to say that for a firm 'not providing performance numbers is a cop out'.

However, Towers Watson's European Chief Chris ford supported the transparency in principle but objected the publication of simple performance data. He said: 'The adoption of aggregate results as a peer comparison is a step back into the dark ages and can only be expected to cause harm and pressure fiduciary managers, who are trying to provide a bespoke fiduciary service, to herd around average strategies.'

SEI appointed as Fiduciary Manager for Sappi UK Pension Scheme

SEI announced at the beginning of Q4 that it had been appointed as fiduciary manager by the Trustees of the Sappi UK DB pension scheme, managing a total of £127 in assets. Sappi is a global company which focuses on providing dissolving wood pulp, paper pulp and paper based solutions.

Commenting on the appointment, Arthur Tucker, Chairman of Trustees at Sappi UK Pension Scheme said: 'We decided to appoint a fiduciary manager because of a desire by the trustee body to be more proactive in managing the scheme's funding level. We felt that partnering with a fiduciary manager would allow us to delegate the day to day management of the scheme, providing us with more time to focus on our strategic issues. Our experience to date has supported this decision. We selected SEI as our partners because we were impressed with the company's considerable track record of providing both advice and implementation, and the strength of its process.'

Ian Love, Managing Director of UK Business Development at SEI, said: 'We are delighted that the Trustees of the Sappi scheme have appointed SEI. 2013 has been a strong year for SEI's fiduciary management business and the huge momentum behind sales is a testament to the growing acceptance of fiduciary management as a model, and the recognition of SEI's expertise as a specialist provider. We look forward to further success in the remainder of the year and to working with all our clients to achieve their funding objectives.'

Midcounties Co-op appoints Towers Watson as fiduciary manager

The trustees of the Midcounties Co-operative Pension Scheme have hired Towers Watson to act as fiduciary manager to the £145m scheme following a competitive tender exercise.

Towers Watson EMEA Head of Investment Chris Ford said: 'We are delighted that the Midcounties trustee has appointed us in this delegated role, which we believe is the best way to address governance challenges and make the most of investment opportunities.'

This has been a successful year for Towers Watson, and earlier in 2013 they had been selected as fiduciary manager of the £2.6bn Lafarge UK Pension Plan in one of the biggest announcements so far.

People Moves

Aon Hewitt

Stuart McKinnon joined **Aon Hewitt's** global investment practice as a **Principal Consultant** after having spent five years at LCP. Prior to this he had experience working at Close Wealth Management and Threadneedle Investment Management.

American Century Investments

Victor Zhang and **David MacEwen** have been appointed **Co-Chief Investment Officers** at American Century Investments, the $137bn asset management group. **Mr Zhang** joins from **Wilshire Funds Management**, where he was President and Chief Investment Officer. **Mr MacEwan** was CIO of **American Century's** fixed income strategy.

Aviva Investors

Mark Versey is to join the firm in 2014 as **Director of Client Relations**, as well as heading up an outsourced CIO offering for Aviva Investors' external clients.

He joins the firm from **Friends Life**, where he was CIO. A spokesperson for Aviva Investors said: 'Mark will work closely with our new **CEO, Euan Munro**, to further strengthen our investment proposition, support our internal clients and grow the business externally, as we embed our focus on investment solutions that deliver income with low volatility. That we have attracted someone of Mark's calibre to this role is a strong indicator of the positive direction of our business.'

Prior to the just over three years he spent at Friends Life, Mark was CIO at Axa, and had also held various roles at Morgan Stanley, Lehman Brothers, and Deutsche Bank.

Axa Investment Managers

The firm has appointed **John Porter** as **Global Head of Fixed Income**. Mr Porter joins from **Barclays** where he was Global Head Of Portfolio and Liquidity Management. Porter replaces Theo Zemek.

Shajahan Alam has also been appointed as a Solutions Specialist on the UK LDI team. He joins from **LGIM**, where he was a manager in the strategic investment and risk management division.

Axa IM have also internally promoted **Laurent Sayer** to **Global Head of Distribution** as part of a reorganization of the senior roles.

He currently works as Global Head of Multi Asset Client Solutions (MACS), having joined the firm in May 2012 from Lyxor Asset Management where he had been CEO.

Andrea Rossi, **CEO of Axa IM**, said: 'Laurent Seyer is ideally positioned to take on this role. Having been CEO of Lyxor Asset Management from 2006 to 2012, and having designed and delivered tailor made multi asset class solutions for our principal client AXA Group as well as other institutional investors since then at AXA IM, he perfectly understands the investment issues clients are facing today.'

As a result of Seyer's promotion, **Christophe Coquema**, currently AXA IM's Chief Operating Officer, becomes **Global Head Of Multi Asset Client Solutions,** while Global Head of Markets and Investment Strategy, **Joseph Pinto**, will become **Global COO.**

Baring Asset Management

Duncan Goodwin has been appointed as **Head of Global Resources** at the firm. He will be based in London, reporting to **Tim Scholefield, Head of Equities,** and will be responsible for managing the global resources team, as well as being lead manager on the Baring Global Resources Fund.

BP Pension Fund

The BP Pension Fund has appointed RPMI's Chief Investment Officer **Keith Shepherd** to its trustee executive team, and started at the beginning of this year.

Prior to joining RPMI, **Shepherd** held roles at **The Wellcome Trust** and City of Edinburgh Council. In his new role he will be responsible for identifying and developing new elements of the investment strategy.

A spokesperson for BP Pension Fund said of the hire: 'We have brought him on because of the breadth and depth of his experience, which we think will be a great help to us as we extend our strategy over the years ahead.'

Capital Employee Benefits

The firm has expanded its investment consultancy team with the appointment of former LCP Lead Consultant, **Sam Roberts.**

He joins as a **Senior Investment Consultant**, and will be responsible for advising trustee boards and employers on issues including preparing for and implementing the purchase of buy-in and buyout contracts.

Speaking regarding the appointment, **Head Of Actuarial, Investment and DB Consulting, Julie Stothard** said: 'We're pleased to welcome Sam to the team. His broad range of experience gives him a great understanding of the interaction of the assets and the liabilities, enabling him to design interest strategies to meet our clients objectives.'

Henderson Global Investors

Rob Gambi has been appointed as **Chief Investment Officer** for the firm. he was previously a Group Managing Director and Global Head of Fixed Income at **UBS Global Asset Management.**

RBS

RBS have hired **Carol Young** as UK Pensions Manager from Heineken. She is set to take over as the new group head of pensions and benefits, overseeing one of the largest pension funds in the UK starting the new role in February.

Young replaces **Ray Martin**, who left to join **Tetra Laval** in June. She will be based in Edinburgh and said of her appointment: 'Pensions jobs don't come much bigger than this one, and certainly not in Scotland. I am really looking forward to it.'

Redington

Mitesh Shah has joined the manager research team from **Henderson Global Investors**. He was latterly working as a Strategic Consultant, and was Director of Business Development and Head of Fixed Income during his time at Henderson.

Russell Investments

Mirko Cardinale has been appointed Head of Asset Allocation for the EMEA region at the firm. He joins from **Aviva Investors** where he was Head of Strategic Asset Allocation for the last four years.

They were also joined by **Hannah Simons** in December who joined from **PIMCO** as **Associate Director, Pension Solutions Group**. Hannah reports to **Shamindra Perera, Managing Director**

Pictet Asset Management

Roger Price-Haworth has been appointed Head of Institutional Business Development for Ireland and the UK. He joins the firm from **BNP Paribas Investment Partners**, where he was **Head of UK institutional business**. He brings with him more than 30 years experience in financial services

PwC

PwC has announced that former Towers Watson actuary **Ben Stone** has joined its pensions risk team as a **Senior Manager**. Prior to this he spent 12 years **at Towers Watson**, working with organizations including ITV and the Merchant Navy Pension Fund. He trained as an actuary at Axa.

Speaking of his move, Ben said: ‘It is great to join such a respected, active and growing team. 2013 has already been a record year for risk transactions and the demand shows no sign of slowing.’

Ben completes a busy year of hiring for PwC which saw them take on 15 people over 2013.

JPMorgan Asset Management

Valerie Nicholson has joined **JPM AM Consultant Relations Team** from **State Street Global Advisors** where she held a similar position.

JLT Employee Benefits

Hugh Nolan has been appointed **Chief Actuary.** Nolan will represent the company in its engagement with the Pensions Regulator and trade bodies such as the Society of Pension Consultants and the Association of Consulting Actuaries.

Jupiter Fund Management

Maarten Slendebroek has been promoted from Distribution And Strategy Director to **Group Chief Executive**, succeeding Edward Bonham Carter effective from 17th March 2014. Slendeborek joined the firm in 2012 from Blackrock, where he was head of international retail. **Bonham Carter** will remain on the board and take on a new executive role as vice-chairman, reporting to Slendebroek.

Jupiter have also hired **Katharine Dryer** as a Product Specialist in the Fixed Interest and Multi Asset Team.

Dryer, who has more than 15 years experience in asset management, will work alongside the team's fund managers and with Jupiter's sales and marketing teams to communicate the investment philosophy, process and views, in addition to providing updates on financial markets and economic trends.

She joined the firm in December from **Blackrock,** where she was a Managing Director in their Multi-Asset Client Solutions Team.

Stephen Pearson, **Deputy Chief Investment Officer** at Jupiter, said of the hire: 'Bringing a person as respected as Katharine to Jupiter emphasizes our commitment to the multi-asset, fixed interest and convertibles sectors. We have strong competencies in these areas and as we expand our client base in the UK and international markets, are seeking to enhance our communications to them.'

L&G

Tony Filbin, Managing Director of Legal & General's £7bn workplace pensions business is set to leave the firm in 2014. His departure comes following a restructure at L&G, under which its savings division, including work place savings, is being merged into the insurance and protection division. It is thought this will put around 600 jobs at risk.

Following his departure, his role will be taken on **by Jim Islam**, **Managing Director of Group Protection**. Islam will report to **John Pollock**, who was named **Chief Executive** of Legal & General Assurance Society in July.

MN Services

Donny Hay, the former **Pension Trustee Director** of LawDeb Pension Trustees has been appointed as **Head of Clients at MN Services**. He has previously held senior positions at Martin Currie, ING, Bankers Trust and KPMG.

Managing Director UK, Remco van Eeuwijk said: 'We are seeing an increasing demand for our services as trustees become more aware of the advantages of fiduciary management. Donny will be an invaluable asset to our growing UK team and his in depth understanding of the needs of pension funds will be of real benefit to our UK clients.'

Natixis Global Asset Management

Alex Wharton has joined as a **Manager in the UK Institutional Business Development Team** from Capital Employee Benefits, while **Fred McNeill** joins from Neptune Investment Management to become a **Manager in the UK Consultant Relations Team.**

SAUL

Superannuation Arrangements of the University of London (SAUL) Trustee Company **Chief Executive, Penny Green** has announced her intention to retire at the end of 2014, instead planning to turn her attention to becoming an independent trustee and becoming involved with the strategic direction of SAUL's administrative firm STC Pension Management.

Schroders

Claire Glennon has joined the firm's **UK and Ireland institutional Business Development Team**. She joins them from **Baring Asset Management**, where she was an institutional relationship director, responsible for corporate and local government DC and DC clients, and has previously worked in senior roles at Pioneer Global Investments and Insight Investments.

Anahita Firouzbakht has also been appointed as **Consultant Relations Manager in the Global Consultant Relations team,** from Partners Group.

October also saw the appointment of **Ugo Montrucchio** as a **Portfolio Manager** in the firms multi asset investment and portfolio solutions business. He is based in London and started in the role at the beginning of January. He joins from **Blackrock** where he was a Director and a Lead Portfolio Manager for its diversified growth and risk parity strategies.

State Street Global Advisors

Susan Raynes has been appointed to the newly created role of **Global Head of Consultant Relations**. She will be responsible for SSgA's consultant relations globally. Prior to this she was head of SSgA UK, Middle East and Africa, where she was responsible for the UK intermediary, DC and DB teams.

The asset manager has also appointed **Helen Copinger-Symes** as **Managing Director and Head of Consultant Relations for the EMEA region.** She joined them from **Alliance Bernstein,** where she had spent the last six years as a consultant relations director before becoming head of business development and client relations for its DB business.

Threadneedle Investments

Noel Luchena has been appointed **Sales Director For Institutional Clients** in Switzerland. He joins from **Credit Suisse**, where he spent 15 years, the latter 13 working as a relationship manager with institutional clients.

Vanguard Asset Management

Vanguard Asset Management has appointed **Steve Charlton** to the newly created position of **DC Proposition Manager for Europe**. Starting in November, he joined from **Mercer** where he was a principal in its DC leadership team. Prior to this he also worked at Punter Southall and Towers Perrin.

Head of institutional business for Europe Simon Vanstone said: ‘Steve’s arrival comes when the UK DC market is under significant scrutiny and the markets in Europe are going through rapid change. His extensive experience will allow us to build out our DC capabilities to better serve clients.’