



Outsourced Pensions Management



Pegasus provides permanent and interim pensions management solutions. Supporting all stakeholders, Pegasus colleagues are experts in ensuring business as usual, as well as adding value to governance and strategic initiatives including pre-emptive oversight, project delivery, managing highly effective teams, and above all, being a trusted resource.

A developing landscape.

Getting the balance right between resource and workload is a challenge in any working environment, and we have seen more and more examples of this with in-house pension teams.

Client challenges

- Pension scheme governance requirements have consistently increased over the last 10+ years.
- Projects such as GMP equalisation, getting data ready for risk transfer exercises and the pensions dashboard create significant extra work.
- Maintaining service levels while delivering and managing additional projects is challenging.

Resource pressures

- In-house teams are often small, so one person leaving, retiring, or taking a period of leave creates a big gap.
- Experienced pension professionals are difficult, sometimes impossible to recruit.
- As some pensions are increasingly seen as a legacy benefit, there may be pressures on headcount, meaning it is difficult to replace leavers.

How Pegasus can help.

For a **trustee board** this would include;

- Ensuring all governance requirements are met
- Managing projects as well as business as usual
- Co-ordinating and managing advisors and liaison with the employer

For an **employer** the role is often broader and more strategic. We seek to understand your approach, style and preference and to work seamlessly alongside your other pension scheme advisers and service providers.



Bespoke is the norm – rather than a fixed way of working, we will adapt to your approach, style and preferences depending on the support required.

Sankar Mahalingham

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How Pegasus supports clients

The Pegasus team consists of more than 25 pension executives from a range of professional backgrounds including consulting, in-house, master trust and admin management.

The team has extensive experience working with anything from small multi-million- to large multi-billion-pound schemes, on the trustee as well as the corporate side.

We are used to dovetailing with existing advisers and will usually be more cost-effective than asking advisers to provide governance or pensions management support.

We are experienced at taking on a fully outsourced pensions management role, we can help to run in-house teams or support on an interim or permanent basis.

Standalone tasks



Some governance and investment tasks are easier than others to carve out when in-house resource is stretched.

We can support short-term or on a permanent basis with:

Governance: taking minutes, the annual report and accounts, a risk register review, particular member communications, new trustee election/selection and induction, and organising trustee training.

Investment: re-ordering the assets, choosing a fund manager, renegotiating an investment mandate, reviewing an adviser, re-calibrating hedges, preparing risk registers or reviewing delegations and scheme documents.

Our team has experience across all aspects of pension scheme management.

If you would like to find out more about our approach please let us know as we would be delighted to discuss it with you in more detail.



Mark Williamson
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Special projects



One-off projects can be particularly difficult for in-house teams to resource. We can work with you and your advisers to manage your project and keep things on track.

Common examples of **governance** projects include data cleansing, member option exercises and insurance solutions such as buy-in/out or longevity swaps.

Our **investment** work might include reviewing your hedging arrangements, selling down illiquid assets, re-orienting the portfolio for settlement, or insurance solutions such as buy-in/out or longevity swaps.

Whatever is creating extra work, there is very little our team won't have seen before.



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