



- A state-of-the-art, transparent solution for the pension plan management of companies
- An alternative to the usual foundations (banks, insurance companies, associations)
- Simplified human resources management for small and medium-sized companies

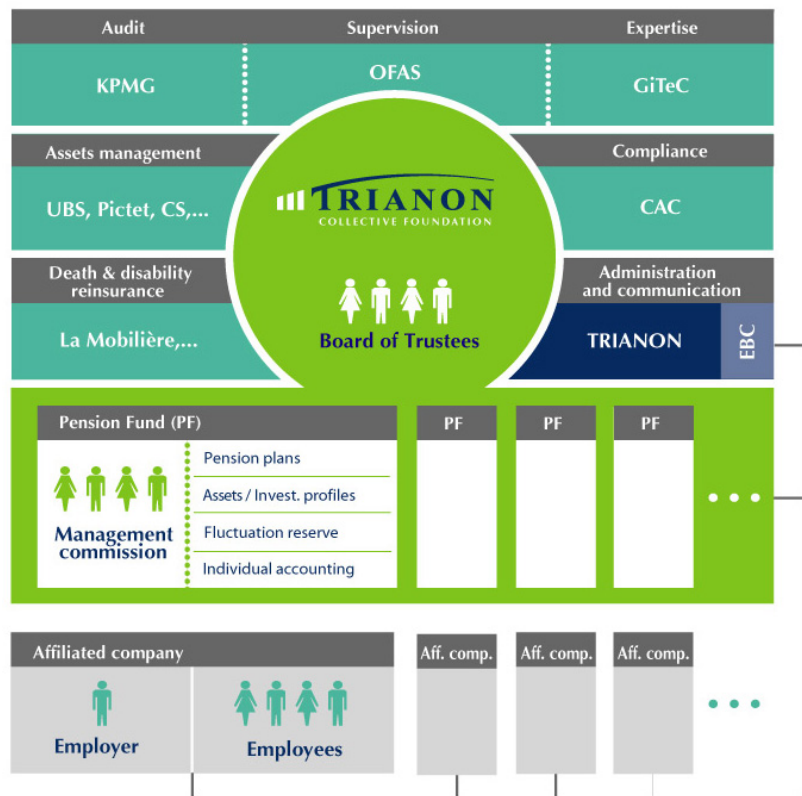
WHAT WE OFFER THAT'S DIFFERENT

Transparency: new hi-tech-driven approach providing maximum transparency in terms of organization, financing and communications.

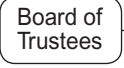
Performance: we assume responsibility for and control of investments; results are distributed in their entirety uninfluenced by past performance; security is guaranteed through a securities' fluctuation reserve fund.


Independence: the TCF is independent of insurance markets; complete separation each pension plan's assets; freedom as regards affiliation and termination, with no penalties.


Efficiency; up-to-date organization with highly-qualified partners providing effective management at a reasonable cost.





FCT - Structure

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Board of Trustees — As the supreme body of the FCT, it is responsible for the Foundation's general administration, for the drawing up of rules and regulations, for asset-management supervision and for relations between the FCT, the Affiliated Companies and the control and supervisory authorities. Its members, appointed by Trianon, are all qualified specialists in the field of occupational pension schemes.
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Pension Plan — Each Affiliated Company possesses its own individual pension plan created specifically for it within the FCT. Each of these pension plans has a separate accounting system (capital, reserves, deficits) with no possibility of interference from the plans of other companies. The system works on the model of a semi-autonomous pension scheme.
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Management Commission — The Management Commission is the joint body of a pension plan as defined in the LPP (identical number of employer and employee representatives). It is responsible for all decisions concerning the pension plan (management, investment profiles, savings account interest rates, allocation of reserves, stabilization measures, etc.) as specified in the Organization Regulations.
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Consultant — Consultants specialized in occupational pension schemes act as independent intermediaries essential for the smooth running of the FCT. They are approved by the FCT on the basis of demanding qualification criteria and are responsible for advising both Affiliated Companies and Management Commissions throughout the life cycle of their FCT membership (affiliation, participation, cancellation).
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Affiliated Companies — The Affiliated Companies are clients whose management has decided to entrust the responsibility for fulfilling its legal occupational benefit requirements to the FCT. Each Affiliated Company signs an Affiliation Agreement laying out the contractual elements binding it to the FCT on the basis of the relevant rules and regulations currently in force (organization, investments, benefits, termination).

Administration & Communications



The administrative, accounting and actuarial management of the FCT is entrusted to Trianon Conseils SA which also designed and manages the present Employee Benefits Center (EBC). Trianon is a company specialized in human resources administration and communications (salaries, pension plans and personal insurance management). Thanks to the FCT's state-of-the-art structuring and with regular use of the EBC, administration costs are maintained at a reasonable level.



This Internet communications platform was designed so as to provide standardized automatic data exchange between the Board of Trustees, Management Commissions, consultants and Affiliated Companies. For an Affiliated Company, having the EBC available within the FCT represents a first step in the overall simplification of its human resources.

Assets Management



In accordance with the Investment Regulations, the FCT's Board of Trustees has appointed the UBS to manage part of its assets within the framework of certain investment profiles. These profiles are defined in an appendix to the Investment Regulations and are based on a methodology developed by the UBS's department offering institutional consultancy. The UBS also makes its administrative logistics available to the FCT (current accounts, liquidity management, payments, etc.).



In accordance with the Investment Regulations, the FCT's Board of Trustees has appointed the Pictet & Cie to manage part of its assets within the framework of the above-mentioned investment profiles. This private bank, highly-reputed on the Swiss marketplace, provides an interesting alternative for institutional assets management. As a result, each Management Commission can choose from amongst a range of variations (or combinations of them) for the assets management of their pension plan.

Control & Supervision



In accordance with legal requirements, the FCT's Board of Trustees has appointed KPMG Fides Peat in Lausanne as auditors for the annual management, accounting and investment audits. As such, KPMG produces an annual report testifying to the legality and consistency of the FCT's administrative management and annual accounts. This report is submitted to OFAS.



In accordance with legal requirements and because of its country-wide representation (present in the French-, German- and Italian-speaking parts of Switzerland), the FCT is subject to Swiss Federal government supervision (Federal Office for Social Security, OFAS). The main functions of OFAS are to control the reports submitted from the auditors and from a qualified occupational benefit fund expert and to approve statutory changes and plans and procedures for partial or total liquidation.



In accordance with legal requirements, the FCT's Board of Trustees has appointed GiTec Prévoyance SA in Lausanne as approved occupational benefit fund expert. As such, GiTec produces an annual report testifying to the financial health of each of the FCT's pension plans and to the legality of its rules and regulations. GiTec is also responsible for recommending the introduction of suitable measures in the event of a technical overdraft. GiTec's report and recommendations are submitted to OFAS.

Reinsurance covering death and disability risks



In accordance with the Organization Rules, the FCT's Board of Trustees have concluded reinsurance contracts with La Mobilière covering death and disability risks adapted to the situation of each pension plan. These partners are providing all necessary guarantees together with favourable tariffs thanks to a policy of administrative simplification.



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