

*Group Pension Plan
Columbus Communications
Trinidad & Tobago Ltd.
(FLOW)*





MetLife is off to a great start in 2011. We begin the New Year with strong momentum building off of our accomplishments in 2010. Chief among them was increasing our capital strength, improving our margins, significantly expanding our global market presence, and achieving profitable growth. All of these accomplishments accelerate our goal of being recognized as the leading insurance and employee benefits provider in the WORLD..

ONE

MetLife

NOVEMBER 2010

Perhaps the most visible highlight of 2010 was the completion of the Alico acquisition., we achieved a seamless transaction close and have brought the two companies together under one unified leadership structure. This was an enormous undertaking.





MetLife® + Alico

**70 million
customers**

**20 million
customers**

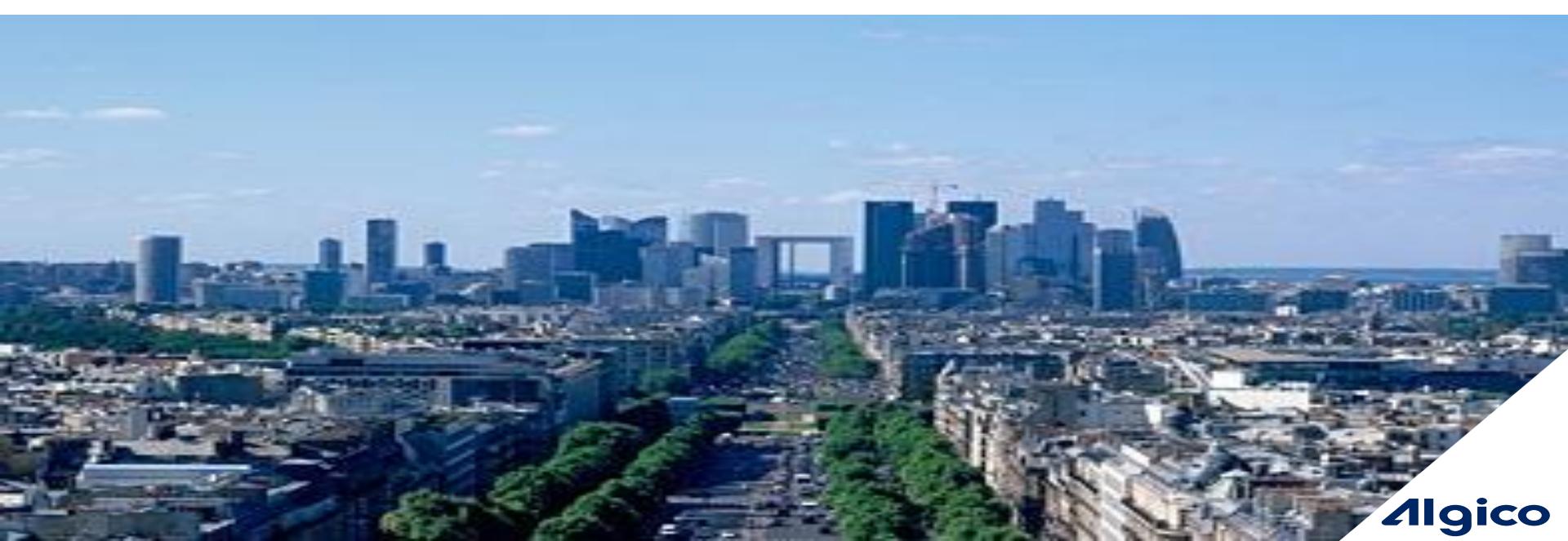
WHY Alico?

Alico is one of the largest and most diversified international insurance companies in the world: 20 million people in over 50 countries look to us for their insurance and savings needs.



WHY Alico?

Our proud history of successful growth spans nearly 90 years, and we've become a global business by treating our customers as individuals and serving them locally.



Alico's strength lies in our global platform

large scale profitable operations, diversification of products and distribution channels, and the breadth and depth of our management team's experience



Our Executive Team

consists of highly-skilled professionals focused on developing practical solutions to increase financial flexibility and achieve positive financial results for our clients.



A Financial Strength Rating of **'A' Excellent.**



Meeting our Obligations is easy Our General fund reflected a surplus, in excess of the necessary requirement by the Central Bank - Security and Exchange Commission, as at our year end 2009.

Profit for 2009 surpassed the prior year by more than 30%

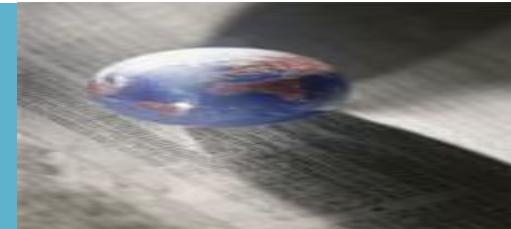
Our overall investment portfolio

Investments and Deposits exceed \$1.3 billion or 83% of our total assets.

Our investment portfolio consists mainly of Government Bonds which carry a credit rating of “A” from the International Rating Agency – Standard & Poor’s



Retirement Benefit Plans



Group Pension Plans can be categorized into two plans:

Defined Benefit --- amounts to be paid are determined by employee's earnings and/or years of service. The formula for calculating the pension is specified in advance.

Defined Contribution-- amounts to be paid are determined by contributions made.

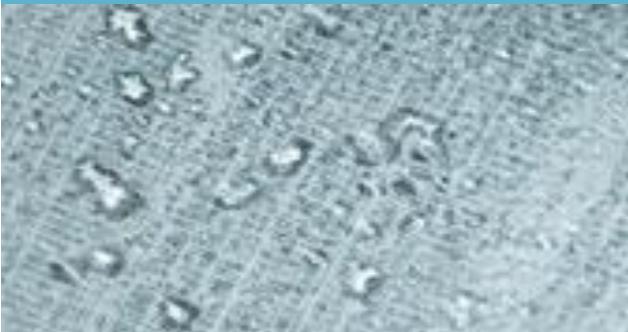
The Defined Contribution Plan



Both the Company and employees contribute a fixed percentage of salary towards their retirement benefits.

Define Contribution pension at retirement

The amount that can be purchased by the joint contributions accumulated with interest to retirement date.



Under the Defined Contribution Plan

the Employee contributes 5% of salary
the Company contributes 5% of salary.



Why Have a Group Pension Plan at all?

- (1) Right provisions can help attract high quality employees
- (2) Promotes goodwill between Company and employees
- (3) Aids in succession planning
- (4) the employer enjoys full tax relief on all contributions
- (5) Benefits already paid for will be secured for the time employees are ready to receive them



Group Pension Plans



- (6) Employees can also take active role in planning for retirement
- (7) Employees benefit from the concept of “Free Money”
- (8) Tax relief allowed on member contributions to a maximum of 30,000 annually

Why Have a Group Pension Plan at all?



(9) Group Pension Plans allow for the purchased of the pension from the Fund or to pay the pension directly from the Fund

(10) Member allowed to take 25% as tax Free Cash Lump Sum

Group Pension Plans



Plan Rules would contain some minimum guaranteed period for payment e.g. 10 years. 5 years. 15 years, Benefit for spouse etc.

Pension is limited to 2/3 rd of highest salary earned by employee

Group Pension Plans



Plan also allows for a member to retire early

Early retirement – within 10 years of Normal
retirement Date, and Company's consent

Late retirement – Usually not more than 5 years
after normal retirement date, with Company's
consent

Group Pension Plans



Income Tax Act allows for a member to take a transfer value from an approved plan, to another approved plan, if the member has changed jobs.

Group Pension Plans



Large plans tend to have lower costs as group plans and smaller plans have lower costs as individual plans

No limit on Employer contributions for tax relief

Group Pension Plans are less difficult when making changes especially for across the board changes, or summary reports.

Investment Options



Employer has more choice and flexibility
in selecting investment options in group
plan

Note: Surplus positions arise in group
arrangements only.

DEPOSIT ADMINISTRATION CONTRACT



A large proportion of insured pension business is written via deposit administration contracts.

The investment of the bulk of the underlying funds are restricted to relatively capital secure assets.

DEPOSIT ADMINISTRATION CONTRACT



Short-term interest rate guarantees are also common with Deposit Administration Contracts.

The contract frequently requires an annuity to be purchased at each member's retirement out of the Fund.

DEPOSIT ADMINISTRATION CONTRACT

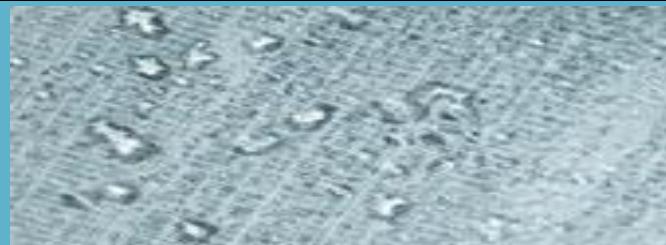
PAST PERFORMANCE

Year	Interest Rate
2009	6.46
2008	7.30
2007	7.49
2006	7.73
2005	7.23
2004	8.21



ACTUARIAL AND ADMINISTRATIVE

SERVICES Offered



COMPLETE INSTALLATION AND DOCUMENTATION
MATERIALS
ANNUAL FUND REPORTING

INDIVIDUAL RECORDKEEPING AND ANNUAL
STATEMENTS

THE PROVISION OF EMPLOYEE BOOKLETS
ASSISTANCE WITH STATUTORY FILINGS

A photograph of four children on a sandy beach flying colorful kites. One kite is large and multi-colored (red, yellow, green, blue), while another is primarily red with blue and yellow accents. The children are dressed in casual summer clothing like shorts and t-shirts. The background shows a clear blue sky and some beach grass.

*We're committed to
serving you*

Algico