



DB Switch Form

Complete this form if you have been a continuous member of the Nestlé UK Pension Fund since 31 July 2010 and you would like to switch DB sections from 1 April.

If you want to switch to DB Core, please complete Part 2. If you want to switch to DB CorePlus, please complete Part 3. If your Pensionable Earnings are £40,000 a year or over, please complete Part 4 to let us know how you would like your contributions to DC Core to be invested if you go over the Pensionable Earnings Cap. Everyone should complete Part 5.

Part 1 - Your details

Please complete in **BLOCK CAPITALS**

STRICTLY PRIVATE AND CONFIDENTIAL

Title: _____	National Insurance number: _____
First name: _____	Employee number: _____
Surname: _____	Work location: _____
Date of birth: _____	Contact phone number: _____

Part 2 - Switch to DB Core

DB Core

I want to build up pension in DB Core at a contribution rate of 6% from 1 April.

If your pensionable earnings are below £40,000, please now go to **Part 5**.

If your pensionable earnings are £40,000 a year or over, please also complete both sections below.

If you want your overall rate of contributions to remain the same when your Pensionable Earnings during the scheme year go over the Pensionable Earnings Cap, you should make sure that the total figures in the boxes below are the same.

Contributions

On my Pensionable Earnings up to the Pensionable Earnings Cap of £45,900

DB Core contribution of:	<input type="text" value="6 %"/>
Optional – DC Core AVCs of:	<input type="text" value="%"/>
Total	<input type="text" value="%"/>

When/if my Pensionable Earnings go over the Pensionable Earnings Cap of £45,900

DC OverCap contributions of 5%-8% only:	<input type="text" value="%"/>
Optional – DC Core AVCs of:	<input type="text" value="%"/>
Total	<input type="text" value="%"/>

If you do not complete both sections above and your Pensionable Earnings exceed the Pensionable Earnings Cap in any given year, your rate of contributions to DC Core on Pensionable Earnings above the Pensionable Earnings Cap will be 6%. If you pay AVCs, Nestlé Pensions will adjust your DC OverCap contribution rate and AVC rate in order to maximise the employer contributions payable to DC Core.



If your pensionable earnings are £40,000 a year or over, please now go to **Part 4**.

Part 3 - Switch to DB CorePlus

DB CorePlus

I want to build up pension in DB CorePlus at a contribution rate of 9% from 1 April.

If your pensionable earnings are below £40,000, please now go to **Part 5**.

If your pensionable earnings are £40,000 a year or over, please also complete both sections below.

If you want your overall rate of contributions to remain the same when your Pensionable Earnings during the scheme year go over the Pensionable Earnings Cap, you should make sure that the total figures in the boxes below are the same.

Contributions

On my Pensionable Earnings up to the Pensionable Earnings Cap of £45,900

DB CorePlus contribution of:

9 %

Optional – DC Core AVCs of:

%

Total %

When/if my Pensionable Earnings go over the Pensionable Earnings Cap of £45,900

DC OverCap contributions of 5%-8% only:

%

Optional – DC Core AVCs of:

%

Total %

If you do not complete both sections above and your Pensionable Earnings exceed the Pensionable Earnings Cap in any given year, your rate of contributions to DC Core on Pensionable Earnings above the Pensionable Earnings Cap will be 8%. If you pay AVCs, your DC OverCap contribution rate will again be 8%. Nestlé Pensions will then adjust your AVC rate to ensure that your total contribution rate on Pensionable Earnings above and below the cap are the same.



If your pensionable earnings are £40,000 a year or over, please now go to **Part 4**.

Part 4 - Investing your DC contributions

Please complete this section to let us know how you want your DC contributions and/or AVCs to be invested. This form does not apply to Clerical Medical, Standard Life or Equitable Life AVCs.



See the Investment Choices Summary (at www.nimpensions.co.uk) for more information about the Lifetime Pathway fund and the self-select investment choices.

Please indicate how you would like to invest your DC contributions below.

You can invest your AVCs differently to your main contributions if you wish.

	Lifetime Pathway		Self-select funds
Main contributions (including DC OverCap contributions and any past contributions to the Starter Lane and/or Lane 1)	<input type="checkbox"/>	OR	<input type="checkbox"/>
AVCs (including any past Lane 1 AVCs)	<input type="checkbox"/>	OR	<input type="checkbox"/>

Lifetime Pathway

If you have selected the Lifetime Pathway for any of your contributions or AVCs above, please enter your Target Retirement Age to the right.

Specifying a Target Retirement Age does not change your Normal Pension Age in the Fund. If you do not select a Target Retirement Age, we will use State Pension Age.

My Target Retirement Age is:

(whole years)

Self-select funds

If you have selected self-select funds for any of your contributions or AVCs above, please fill out the section below.

Investing your DC contributions (excluding AVCs)

Complete this section for:

- Future main DC Core contributions and/or
- Future DC OverCap contributions and/or
- Past Lane 1/Starter Lane account (including any transferred-in pension)

Please invest my DC contributions in line with my investment instructions below:

Self-select fund choices	%
Equities	
Property	
Blended Assets	
Corporate Bonds	
Pre-retirement to annuity	
Pre-retirement to cash	
Cash	
Ethical Growth	
Ethical Consolidation	
Total	100%

Investing your Additional Voluntary Contributions (AVCs)

Complete this section for:

- Future AVCs and/or
- Past Lane 1 AVCs (including transferred-in AVCs) made since 1 August 2010

Please invest my AVCs in line with my investment instructions below:

Self-select fund choices	%
Equities	
Property	
Blended Assets	
Corporate Bonds	
Pre-retirement to annuity	
Pre-retirement to cash	
Cash	
Ethical Growth	
Ethical Consolidation	
Total	100%

If you do not make a selection above, we will invest your contributions in the Lifetime Pathway fund with a Target Retirement Age of your State Pension Age.



Now go to **Part 5** to sign the Declaration.

Part 5 - Declaration

I confirm that I would like to build up benefits in the Nestlé UK Pension Fund from 1 April in the section indicated in Part 2 or Part 3 and authorise you to deduct the necessary contributions from my pay as indicated in this form.

If I pay contributions to DC Core or AVCs, I understand that from 1 April I will have a monthly opportunity to change my DC Core contribution rate(s) and/or my AVC rate.

I understand that the contribution rates for DB Core and DB CorePlus are reviewed every three years and may change in the future. If the contribution rates change, I will have an opportunity to change sections. If I don't change sections, I will automatically pay the new contribution rate.

Additional Voluntary Contributions (AVCs)

Stopping AVCs – If I currently make AVCs through salary sacrifice but decide not to make AVCs from 1 April 2018, I understand I will exit the salary sacrifice arrangement that was put in place for the payment of my AVCs and my gross contractual pay will be increased by the amount equivalent to the regular monthly AVC I have been funding to date. I understand that this will represent a change to my contractual terms and conditions to which I agree.

AVC rate – If I have indicated that I wish to make AVCs, I authorise you to implement my contribution instructions outlined in this form and to make the appropriate deduction from my salary. I understand that I will have a monthly opportunity to change my AVC rate. If my Pensionable Earnings exceed the Pensionable Earnings Cap in any given Scheme Year, I authorise Nestlé Pensions to adjust my main contribution rate and AVC rate if necessary in order to maximise the employer contributions payable on earnings in excess of the Pensionable Earnings Cap to DC Core.

Your contact details

I consent to Nestlé Pensions storing and using my mobile phone number and email address provided below to contact me in future on behalf of the Company or the Trustee.

Signed:	Date:
Personal email address:	Mobile phone number:

**Please sign and date your form and return it to:
Nestlé Pensions, 1 City Place, Gatwick, RH6 0PA.**