



DC Core

DC Core Option Form

Complete this form if you would like to:

- **Move from DC Start, DB Core or DB CorePlus to DC Core.**

Complete Parts 1, 2, 3 and 4.

OR

- **Change your rate of contributions to DC Core.**

Complete Parts 1, 2 and 4.

Please take some time to read the notes on page 4.

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: _____

If you are completing this form because you want to move to DC Core from DC Start, DB Core or DB CorePlus, please tick this box:

To be completed by Nestlé Pensions

Location: _____	Date joined Company: _____
Payroll number: _____	Date joined Fund: _____
Is the person named in Part 1 a 'Worker' for the purposes of auto-enrolment? (tick one) Yes <input type="checkbox"/> No <input type="checkbox"/>	
Signed: _____	Date: _____

Part 2 - Your contributions

Complete this section if you are moving to DC Core or changing your rate of contributions to DC Core.

I wish to contribute:

5% 6% 7% 8% **of my monthly Pensionable Earnings to DC Core**

Please circle your chosen contribution rate

Nestlé will contribute 1.5 times this amount (up to 12%).

If you are eligible for Transitional Support, Nestlé will contribute 2 times this amount until July 2022, or your date of leaving the Fund, if earlier.

OR

You can express your contribution as a gross monthly amount and we will convert this amount into the nearest whole percentage of your annual Pensionable Earnings for you, which means that your contribution will change if your Pensionable Earnings change in future. This amount must equal at least 5% of your Pensionable Earnings. If this percentage is over 8%, the amount above 8% will be classed as an AVC and invested in the same way as your main contributions, unless you specify otherwise.

I wish to contribute **of my monthly Pensionable Earnings to DC Core.**

If you do not choose a contribution rate above, you will make the minimum contributions of 5% of your Pensionable Earnings.

If you would like to pay more than 8%, please complete an Additional Voluntary Contributions (AVCs) Form, available from Nestlé Pensions or on the Fund’s website.

Part 3 - Your investment choices

If you are already a member of DC Core and wish to change your investment choices, you will need to complete an Investment Choices Form, available on the Fund’s website.

If you are moving to DC Core, please indicate how you would like your DC contributions to be invested in this section. You can either choose to invest all of your contributions (including any past DC contributions) in the Lifetime Pathway option or in one or a combination of self-select funds. You can find more information about each of the investment options in the Investment Choices Summary booklet, or in the DC investments section of the Fund’s website – www.nimpensions.co.uk (password: nestlepensions). If you do not make a selection, we will invest your contributions in the Lifetime Pathway fund with a Target Retirement Age of your current Normal Pension Age.

Lifetime Pathway

If you have chosen the Lifetime Pathway option, please select a Target Retirement Age on page 3.

(please tick)

OR

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

Target Retirement Age

Only complete this section if you have selected the Lifetime Pathway option on the previous page.

If you have selected the Lifetime Pathway option, you also need to select the age at which you would like to retire. This can be any age from age 55 and can be different to your Normal Pension Age. Specifying a Target Retirement Age does not change your Normal Pension Age in the Fund or affect your contractual retirement age. If you do not select a Target Retirement Age, we will use your current Normal Pension Age.

My Target Retirement Age is: (whole years).

Part 4 - Declaration

I confirm that I would like to build up pension benefits on a Defined Contribution (DC) basis in the DC Core section of the Nestlé UK Pension Fund (the Fund). I understand that the value of my DC Core account will go up and down depending on the performance of the investments I choose and that at retirement I will use the money in my DC account to provide pension benefits of my choice.

My contributions

I authorise you to begin making the appropriate deduction from my salary as indicated in this form from the next effective pay date.

My investment choices

I confirm that I have considered the information available in the investment section of the Fund's website. I authorise you to invest my contributions in accordance with my investment choices indicated in this form.

My Target Retirement Age

If I have chosen to invest in the Lifetime Pathway option and have provided a Target Retirement Age to indicate when I am currently planning on taking my benefits from the Fund – I understand that the purpose of the Target Retirement Age is to allow Nestlé Pensions to work out when to switch my contributions out of return-seeking assets and into less volatile investments as I approach my Target Retirement Age. I understand that if my retirement plans change and I do not notify Nestlé Pensions in advance of the change to my Target Retirement Age, I could be exposed to investment risk if I retire before or after my chosen Target Retirement Age.

Allowances

I confirm that should the Company make an additional pension contribution on my behalf, this would fall within my Annual Allowance including any unused element of

my Annual Allowance for the previous three tax years, as provided for under the pension regime that came into effect on 6 April 2011. I further accept that it is my responsibility to consider the potential effects of such contributions on the Lifetime Allowance. Notwithstanding this, I further understand that in the event such a contribution were to exceed my Annual and/or Lifetime Allowance, I shall be responsible for any consequential tax and National Insurance liability that may arise.

Paperless communications

Unless you tell us otherwise, we will send newsletters and all other general Fund communications to you electronically. By this, we mean via an email to your personal email address with a link to the relevant communication on the Fund's website. If a communication contains your personal data (e.g. benefit statements and retirement quotes), we will post it to you by traditional mail. If you are happy with this arrangement, please make sure you have provided your personal email address on the front page.

If you do not want to receive any information by email, please tick this box to opt out of electronic communications and to receive all communications by traditional mail.

If you leave the above box blank, but subsequently decide at a later date that you no longer want to receive information by email, then you will be able to opt out by contacting Nestlé Pensions.

Your contact details

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

Signed:

Date:

Please return this form to: Nestlé Pensions, 1 City Place, Gatwick, RH6 0PA.

Notes

Contributions and tax relief

You can pay as much as you like into your pension, but there are limits to how much tax relief you can receive. The pension you build up is subject to an Annual Allowance, a Lifetime Allowance and may also be subject to a Money Purchase Annual Allowance in certain circumstances. If your benefits exceed any of these allowances, they will be subject to a tax charge.

Annual Allowance (AA)

The AA is the maximum amount by which the value of your pension benefits from all sources (excluding State Pension) can increase in any one tax year without incurring a tax charge.

The AA is £40,000 for most people, although a lower limit of £4,000 (Money Purchase Annual Allowance - see below) may also apply in certain circumstances. From 6 April 2016 the AA has reduced for most people with 'Adjusted Income' above £150,000 a year through the introduction of a Tapered Annual Allowance. If you exceed the AA in a given tax year, you are required to declare the excess and pay the charge as part of your annual income tax return. If we are aware that you have exceeded or are going to exceed the AA in a specific tax year, we will send you an AA Pensions Savings Statement with details of your total 'Pension Input Amount' in the Fund once the tax year has ended.

Lifetime Allowance (LTA)

When you retire, the value of your Fund benefits plus any previous benefits you may have built up elsewhere (excluding State Pension) will be tested against the LTA at that time. If the total value of all your benefits exceeds the LTA at retirement, you will have to pay a tax charge, payable to HM Revenue & Customs. The LTA charge only becomes payable at the point when you put benefits into payment that exceed the LTA. The LTA for the year 2018/19 is £1.03 million.

Money Purchase Annual Allowance (MPAA)

The amount of money you can pay to a Defined Contribution arrangement like DC Start or DC Core is restricted to £4,000 a year including any employer contributions where payable, if you:

- Started to take benefits from a defined contribution pension arrangement on or after 6 April 2015; and
- Accessed your monies from that arrangement 'flexibly' under the 'Freedom and choice' options that were introduced on 6 April 2015.

By 'flexibly', we mean if you:

- Took more than 25% of your retirement savings from that arrangement in the form of a cash lump sum; or
- Are withdrawing monies directly from your retirement savings within that arrangement to provide a regular income ('flexi-access drawdown').

The MPAA will not apply to you if you used your retirement savings to buy an annuity to provide a regular income (and a tax-free lump sum of up to 25%).

You should let Nestlé Pensions know immediately if you think you might be affected by the MPAA.



See 'DC benefits' on the Fund's website (www.nimpensions.co.uk / password: nestlepensions) for the most up-to-date information about tax relief and allowances.