

# JAGUAR PENSION PLAN

PLAN YOUR FUTURE - JULY 2016



**Welcome to the latest edition of Plan Your Future, the Newsletter for the Jaguar Pension Plan, keeping you up to date with your Pension.**

In this issue, we will introduce the benefits statement that you will be receiving and look at how you can increase the amount of pension that you will receive when you retire, via AVCs or via the Jaguar Land Rover Defined Contribution Fund. You can read about this on page 2 of this Newsletter.

In addition to this Newsletter, you will also find enclosed the Summary Funding Statement, which shows the Plan's latest funding position.

We are pleased to introduce our new, improved website which will make it even easier to find the information you need relating to your pension. It includes a new Announcements and News section and you can download documents from our Archives. Visit our website at [jaguarlandroverpensions.com](http://jaguarlandroverpensions.com)

In both this and future editions of the Newsletter, we will include an FAQ section whereby we will address a frequently asked question and provide a detailed answer that will hopefully enable you to understand the key pension processes. In this issue, we will explain the retirement process.

Since the last Newsletter, there have been several changes to the Trustee Directors. We thought it would be useful to give you an update of the current Trustee Board, introduce our newest Director, Stephen Cluff and take the opportunity to thank those retiring Directors.

We're always interested to hear your views on our Newsletter so if you have any suggestions on how it can be improved, please get in touch. Our contact details can be found on the back page. We have agreed with the Plan administrators (JLT) that you will be invited to participate in a short survey at the end of any telephone conversation. The Trustees would appreciate you taking the time to complete the survey as we can only endeavour to improve the service with your feedback.

We look forward to being of assistance.

**Rob Lummis**

Chair of the Trustee Board



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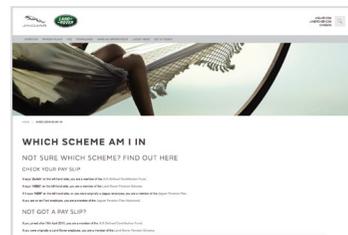
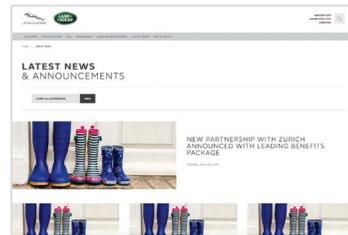
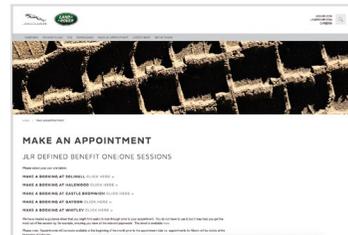
## THE NEW PENSION WEBSITE

Our new pension website is now up and running and has many improvements to make it easier to find the section you require. Updated to our new brand style, the site will also give you the latest news, announcements and Plan Summary benefits.

If you have a question, please visit our Frequently Asked Questions section as this may provide you with an answer, alternatively our site will give you guidance on who to contact if you have a query.

## EXPRESSION OF WISH FORM

In the event of your death, whilst you are still a member of the Plan, your Expression of Wish form (EOW) will guide the Trustees in the distribution of the benefits payable to your dependants. It is very important, therefore, that you complete an EOW – and keep it up to date – to ensure your wishes are taken into account. Forms are available to download from our website at [jaguarlandroverpensions.com](http://jaguarlandroverpensions.com). Please return your completed form to the administrator – see back page for contact details. If you are receiving a dependant's or child's pension, there is no need for you to complete an EOW form.



## BENEFIT STATEMENT

If you are an active member of the Plan, (i.e. currently employed by JLR), your annual Benefit Statement will arrive at the same time as this Newsletter, either enclosed with this Newsletter or, if you received your Newsletter by e-mail, in a separate mailing through the post. Your Benefit Statement is provided to give you a better understanding of the pension benefits you can expect to receive from the Plan. If you have any questions about your Benefit Statement, please contact the Plan's administrators (contact details can be found on the back page).

## STATE PENSION CHANGES

Information on the new pension changes were discussed in the February 2016 edition of this Newsletter, available on [jaguarlandroverpensions.com/newsletter](http://jaguarlandroverpensions.com/newsletter). Further information is available from the Government's New State Pension website, accessed via: [www.gov.uk/new-state-pension/overview](http://www.gov.uk/new-state-pension/overview)

## AVCS

How can I increase the amount I receive when I retire?

If you were making AVCs before 6 April 2013, you can continue to top up your pension by making extra contributions. You choose how much to contribute and, as your AVCs are deducted from your pay before tax, this is a simple and tax-efficient way to boost your pension. You can choose how your AVCs are invested and how you take them. At retirement, you may use some of your AVC fund to provide a cash amount and some to buy extra pension benefits. Your total AVCs cannot be more than 15% of your gross pay, minus the normal contributions you make to the Plan. If you would like more information on AVCs, take a look at the Jaguar Pension Plan AVC Booklet on the website at [jaguarlandroverpensions.com](http://jaguarlandroverpensions.com)

If you were not making AVCs before 6 April 2013 or you want to make contributions above the maximum amount, you can pay extra towards your pension benefits by contributing to the Jaguar Land Rover Defined Contribution Fund, the pension arrangement offered to new JLR employees. You can choose how your contributions are invested and how you take them. At retirement, you may use some of your fund to provide cash amounts and some to buy extra pension benefits. Further information can be found in the JLR Member Guide on the website [jaguarlandroverpensions.com](http://jaguarlandroverpensions.com)

## INTRODUCING OUR NEW TRUSTEE, STEPHEN CLUFF



Born in Kirkby in 1954, I lived there for 21 years before moving to Runcorn in 1975.

I started working in the Paint Shop of the Ford Motor Company in March 1974 at the age of 19. I remained working in the Paint Shop at Halewood for 39 years until my retirement in 2012.

I worked in the Paint Shop as one of the first Group Leaders, specifically for the Sealer Deck Area. In the few years before my retirement, I moved to the Paint Shop office and also managed the induction of the new starters, bought in for the launch of the Evoque. I still show my face around Halewood, even in retirement, leading students and school children around the site.

Since 1993, I have been a Magistrate working on both Criminal and Family law in the Runcorn, Warrington, Liverpool and Widnes area. In my spare time I like to play golf, go scuba diving and go on holiday. I also like gardening and am a keen supporter of Liverpool FC.

I live with my partner Jean who also worked at Halewood for 30 years. Initially Jean worked in the Sewing Room but then moved to the Paint Shop. We have lived in Widnes since 1999. I have one daughter, Antonia and two grandchildren, Jack who is 12 years old and Stan who is 9.

## THANKS TO THE TRUSTEES

Since our last newsletter, there have been a number of changes to the Trustee Board. We would like to thank those who have recently retired for their dedicated service:

**Tom Boyle** - Tom was initially appointed to Land Rover Pension Scheme on 29/11/2000 and resigned due to his retirement on 31/01/2016. Tom was a Member nominated trustee.

**Phil Thompson** - Initially appointed to Land Rover Pension Scheme as a Company nominated trustee on 30/09/2003, Phil retired with effect from 01/10/2015.

**Dave Osmond** - Dave was appointed to the Jaguar Pension Plan as a Company nominated trustee on 30/01/2005 and retired on 06/04/2016.

**Tommy Robertson** - Tommy was appointed to the Jaguar Pension Plan as a Member nominated trustee on 16/09/2002 and retired 31/03/2016.

## SUMMARY OF THE CURRENT TRUSTEES

Christopher Sturgeon	Member	Paul Davies	Company
Dave Cotterill	Member	Paul King	Member
David Betteley	Company	Peter Lumsden	Member
Graham Dixon	Company	Richard Rowlands	Member
Jon West	Company	Rob Lummis	Company
Julian Hetherington	Company	Sajid Yacoob	Company
Karen Barber	Member	Sharon Willis	Company
Keith Jones	Member	Stanley Ruddock	Member
Ken Close	Company	Stephen Cluff	Member
Marcus Sinclair-Taylor	Member		



Sharon Willis



Jon West



Stanley Ruddock



Graham Dixon



Rob Lummis



Paul Davies



Peter Lumsden



Ken Close



Marcus Sinclair-Taylor



David Betteley



Stephen Cluff



Richard Rowlands



Keith Jones



Julian Hetherington



Dave Cotterill



Karen Barber



Christopher Sturgeon



Sajid Yacoob

## FAQ – A COMMON PENSION ISSUE EXPLAINED

What is the retirement process and how do I claim my pension benefits?

The Jaguar Pension Plan has a normal retirement age of 65. This is the age at which you can claim your pension benefits without a reduction. If you claim your pension benefits before 65 you will be retiring early and may be subject to a reduction in your pension.

Before you claim your benefits you might want to get independent financial advice. The Trustee and JLR are not authorised to offer financial advice therefore information provided in this Newsletter should not be relied on as advice about your individual circumstances. You can visit [www.unbiased.co.uk](http://www.unbiased.co.uk) for a list of independent financial advisers in your area.

When you are ready to retire and claim your benefits you will need to follow these steps:

1. Ask for an up-to-date estimate of your benefits and retirement pack from JLT by calling **0345 078 2052** or emailing [jaguar@jltgroup.com](mailto:jaguar@jltgroup.com) This estimate will also explain your different options
2. When contacting JLT, please quote your payroll and NI Number; you can find these on your Payslip
3. If you are paying AVCs your options within the Jaguar Pension Plan will be shown, however you may wish to discuss these with a financial adviser
4. When you decide to leave JLR, you should resign from JLR by giving your line manager written notice in line with your contract terms
5. Once your leaving date has been agreed with your line manager, you should complete the pension paperwork provided by JLT and return it to them with any requested certificates
6. JLT will send you a statement showing the benefits and the date you will receive your first payment and any lump sum selected
7. Enjoy your retirement!

## DO YOU HAVE QUESTIONS ABOUT YOUR PENSION?

If you have any questions about your pension, you may find the answer by visiting our website at [jaguarlandroverpensions.com](http://jaguarlandroverpensions.com) If your query is more complex you can now book a One-to-One meeting or arrange to have a telephone appointment if you believe your query can be easily answered.

### ONE-TO-ONE MEETINGS

You can book a One-to-One meeting via our website at [jaguarlandroverpensions.com](http://jaguarlandroverpensions.com) where appointment slots will be released 1 month in advance. You should consider a One-to-One appointment if your query is complex in nature and is likely to take up to 30 minutes.

### TELEPHONE APPOINTMENTS

We are planning to introduce the ability to book a telephone appointment via HR Direct, whose details can be found below. These appointments will be 15 minutes in length and will provide you with an opportunity to have a short discussion about a pension issue that could not be answered via the ticketing system or the People Portal.

### HR DIRECT

If you are unable to find the answer to your query on our website or the People Portal, you should call HR Direct on **047** (internal) or **01926 691 747** (external), raise a ticket on the People Portal, or email us at [HRDirect@jaguarlandrover.com](mailto:HRDirect@jaguarlandrover.com)

### ADMINISTRATOR CONTACT DETAILS

Jaguar Pension Plan, JLT Benefit Solutions, St James House,  
7 Charlotte Street, Manchester, M1 4DZ  
0345 078 2052 or 0044 129 889 0252 (if calling from outside the UK)  
[jaguar@jltgroup.com](mailto:jaguar@jltgroup.com)

### NFOP LEAFLET

If you are currently receiving your pension, we will have included a leaflet from the National Federation of Occupational Pensioners (NFOP) with this Newsletter. The Trustee asks you to note that we cannot endorse NFOP, however we believe that it is information that may be of use to some of you.

### HAPPY TO GO PAPERLESS?

If you are receiving a printed Newsletter but would rather switch to an email version, please email [jaguar@jltgroup.com](mailto:jaguar@jltgroup.com) and let us know. Receiving your copy by email will not only help to reduce our print and postage costs, but will also help to reduce our carbon footprint.

