



News and information for members of the AgustaWestland UK Pension Scheme

WELCOME TO THE SUMMER EDITION OF INTOUCH

STATE PENSION FORECAST Active members only

We would like to make information about your State Pension easily accessible to you. Therefore we are proposing to allow you access to information about your State Pension entitlement through our interactive modeller, Pensionline.

The law requires us to ensure that you do not object before we exchange information with The Pension Service, part of the Department for Work and Pensions (DWP). We will assume that you consent to receiving the additional information through Pensionline unless you opt out. If you wish to opt out, turn to page 4 to find more information about how you can do this.

BENEFIT STATEMENT UPDATE

The production of benefit statements will be delayed this year due to changes at our previous AVC provider and payroll provider. Every effort will be taken to keep this delay to a minimum.

SCHEME WINS INNOVATION AWARD

The Scheme has won a prestigious award for innovation in the 2014 Scheme of the Year Awards organised by Professional Pensions magazine.

The award recognises the work, done jointly with the other Finmeccanica UK pension schemes, to introduce and govern our shared defined contribution (AVC) investment strategy and improve the flexibility and efficiency of our AVC arrangements (which were launched in September 2013).

We were also finalists in the categories for communication, AVC investment strategy and medium sized defined benefit pension scheme.



Professional Pensions
**PENSION
SCHEME
OF THE YEAR
AWARDS
2014
WINNER**

ALSO IN THIS EDITION...

- Thank you to our outgoing Trustee Directors
- Workshop update
- Benefit statement update
- Notification of changes to some benefits

ELECT YOUR TRUSTEE DIRECTORS!

We will have two vacancies for Member Trustee Directors from 31 October 2014.

You may appoint two members to be the new Member Trustee Directors.

Key information

- **Role:** Member Trustee Director for six years
- **Eligible applicants:** Any active or pensioner member of the Scheme (including the current Member Trustee Directors)
- **Number of vacancies:** Two
- **To apply:** Complete the form by 15 September 2014 (which can be downloaded from the website or collected from the Pensions Department).

Further details about the selection process can be found overleaf.

MEMBER NOMINATED TRUSTEE DIRECTORS

ELECT YOUR TRUSTEE DIRECTORS!

In 2011 you appointed four members of the Scheme to be your Member Trustee Directors. Malcolm Gillam and Steve Jenkins will continue in office until 31 October 2017. However, Jim Hawke ceased to be a trustee director on 31 May 2014 and Steve Pym's term of office will come to an end on 31 October 2014.

Therefore you need to appoint two members to be the new Member Trustee Directors.

Further details about the selection process can be found below.

ABOUT THE TRUSTEE BOARD

Currently the Trustee board is made up of nine individuals who act as Trustee Directors of the trustee company called AgustaWestland UK Pension Scheme (Trustee) Limited.

The Trustee Directors of the AgustaWestland UK Pension Scheme (the "Scheme") perform a vital role in looking after the money in our fund and making sure the right pensions are paid in accordance with the rules.

Every three years, the Scheme will offer the members the opportunity to nominate some of the trustee directors from among the membership.

This article provides details of how the member trustee process works and, should you wish to stand for the role, details of how to put your name forward.

BACKGROUND

The law requires all pension schemes to have at least one third of the trustee board nominated by the members. The AgustaWestland UK Pension Scheme has always allowed the members to nominate four of the nine positions.

MORE ABOUT THE TRUSTEE BOARD

The rules provide for there to be nine Trustee Directors of the Scheme, five of whom are nominated by the Principal Employer ("Company Trustee Directors") and four of whom are nominated by members ("Member Trustee Directors").

The four Member Trustee Directors consist of:

- three members of the main section of the Scheme; and
- one member of the senior sections.

Currently the Trustees are:

Company Trustee Directors:

Martin Flavell, Caroline Beaumont, Colin Grindle and Richard Smith (and one vacancy)

Member Trustee Directors:

Malcolm Gillam (term expires 31 October 2017), Steve Jenkins (term expires 31 October 2017) and Steve Pym (term expires 31 October 2014) (and one vacancy).

VACANCIES

There will be two vacancies for Member Trustee Directors - one for a main section member and one for a member of the senior sections.

Who can stand? Any active or pensioner member of the Scheme. This includes the current Member Trustee Directors. (The Trustee Directors have decided that deferred members of the Scheme will not be able to stand.)

Who can nominate? All candidates who stand must have the support of five members. Each active and pensioner member can make one nomination so you can only back one candidate.

What is the role? The successful candidate will become a Member Trustee Director for a period of six years.

PROCESS

Set out below are the arrangements agreed by the Trustee Directors for the nomination and appointment of the member trustee directors.

NOMINATION PROCESS

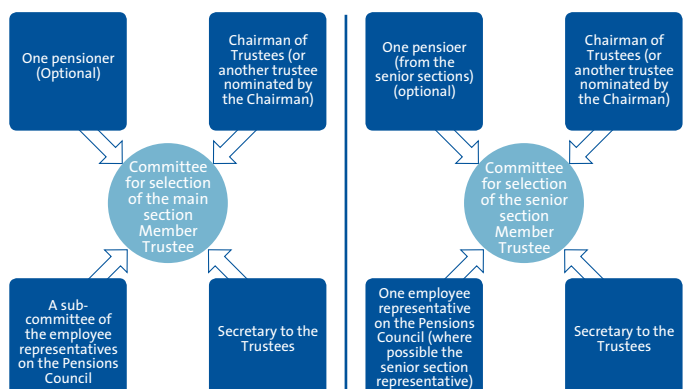
If you wish to put your name forward to be considered...

- Step 1: Obtain a form from the Scheme website, www.awpensions.co.uk, or request a copy from the Pensions Department. Complete the application form.
- Step 2: You will need signatures of support from five active and/or pensioner members of the Scheme.
- Step 3: Return your Application Form to the trustees at the address set out on the form by 15 September 2014.

SELECTION PROCESS

Two selection committees will be formed for the purpose of selecting the Member Trustee Directors from the nominees.

The selection committees will decide which nominees to interview, conduct the interviews and make the final decision on who is appointed.



The selection criteria to be used will include the following:

- suitability for the position of Trustee Director;
- ability to understand and express that as a Trustee Director he/she has a responsibility to hold a balance between the interests of all those with a stake in the Scheme;
- need for Member Trustee Directors as a whole to reflect the membership of the Scheme, including having pensioner representation where possible.

The selection committees may nominate one or more applicants as a "Reserve Trustee Director". The decisions of the selection committees shall be final.

Where, in the opinion of the selection committees there are insufficient suitable candidates, further candidates may be sought from the eligible membership or it can be agreed with the Principal Employer and Trustee board to leave one Member Trustee Director place vacant, provided the total number of Member Trustee Directors does not fall below three.

If the selection committee fails to make their decision within three months of the closing date for applications, the Trustee Directors may, at their discretion, choose to carry out the role of the selection committee.

TERM OF OFFICE

A Member Trustee Director normally serves for a period of six years. There is a rolling process where two trustees continue and two are elected every three years. At the end of his/her period in office he/she may stand for a further term of office. A Member Trustee Director retiring from service with an immediate pension may continue as a Member Trustee Director for the remaining duration of office if he/she so desires.

A Member Trustee Director may resign his/her appointment at any time. The appointment of a Member Trustee Director will be automatically terminated in the event of leaving service before retirement without receiving an immediate pension, leaving the Scheme, being removed by unanimous agreement of the other Trustee Directors or becoming disqualified from being a trustee or trustee director.

POSITIONS NOT FILLED

If a position is not filled because insufficient nominations are received, or a vacancy arises in circumstances other than expiry of the normal term of office, the selection committees may decide within a period of three months to:

- Fill the vacancy with a Reserve Trustee Director;
- Select a replacement Member Trustee Director from amongst the candidates from the last selection exercise; or
- Leave the vacancy until the next nomination exercise is due, provided that the Trustee Directors agree and the number of Member Trustee Directors does not fall below three.

Where a vacancy arises which is not dealt with by the process above within a period of three months, a further nomination exercise will be commenced. If a vacancy remains after this further nomination process, the nomination and selection process will be repeated at yearly intervals until the vacancy is filled.

ROLE OF TRUSTEES

Successful candidates will be appointed as Member Trustee Directors by the Principal Employer in accordance with the Rules of the Scheme. Members will be advised of the appointments.

A Member Trustee Director will have exactly the same functions and responsibilities as other Trustee Directors which include:

- acting in accordance with the Rules of the Scheme and the law;
- acting prudently, conscientiously and honestly and with the utmost good faith;
- holding a balance between the interests of all those with a stake in the Scheme;
- taking advice on technical and other matters which are not understood; and
- investing the funds of the Scheme.

Training is available for the Trustee Directors to help them carry out their duties. Training is provided by the Pensions Regulator and takes the form of a number of free online training modules which are available at: www.trusteetoolkit.com. In addition the Pensions Department and external advisers provide training.

The successful candidates will start training immediately.

REVIEW PROCESS

The Trustee Directors will next review the nomination and selection process for Member Trustee Directors in 3 years time.

HOW TO APPLY

If you would like to apply to become a Trustee Director please download a form from the Scheme website or request a copy from the Pensions Department.

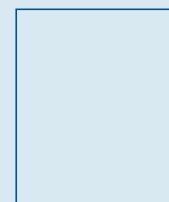
Return your Application Form to the Trustees (at the address set out on the form) by 15 September 2014.

If you have any questions, please contact Kate Webber, Secretary to the Trustees, by email at kate.webber@agustawestland.com or telephone 01935 703218.

THANK YOU TO JIM AND JANIE



JIM HAWKE,
MEMBER TRUSTEE



JANIE BEIZSLEY,
COMPANY TRUSTEE

We would like to thank Jim Hawke and Janie Beizsley for their service on the trustee board. Jim served as a trustee for 11½ years and left the role on 31 May 2014. Janie served as a trustee for nearly four years and left the role on 22 May 2014.

STATE PENSION FORECAST

Active members only

We would like to make information about your State Pension easily accessible to you. Therefore we are proposing to allow you access to information about your State Pension entitlement through our interactive modeller, Pensionline.

The law requires us to ensure that you do not object before we exchange information with The Pension Service, part of the Department for Work and Pensions. We will assume that you consent to receiving the additional information through Pensionline unless you opt out.

So that The Pension Service can identify the correct National Insurance account we will give them your :

- surname or family name;
- first name or initial;
- gender;
- date of birth;
- National Insurance number; and
- employee number and pension scheme number (A number).

The Pension Service will then give us:

- an estimate of the amount of State Pension you may get at State Pension age, based on your contribution record so far;
- the earliest age at which you can receive your State Pension.

We will put the information we get from The Pension Service on Pensionline so that you can obtain an estimate of the State Pension you may get based on your National Insurance Contribution record so far. The information will not be used for any other purpose.

If you are happy for us to exchange the information shown above with the Pension Service, you do not need to do anything.

If you do not want to access your State Pension forecast through Pensionline please opt out by 31 August 2014.

You can opt out by visiting Pensionline, logging in and completing the pop up box on the Welcome page. Alternatively you can complete the opt out form which can be obtained from the Scheme website, www.awpensions.co.uk, or the Pensions Department in building 212. If you have any questions about opting out, please contact the Pensions Department on x5353.

Whatever you decide, if you change your mind at a later date you should contact the Scheme administrators, Aon Hewitt, to update your decision.

CONTACT DETAILS

You can contact the Scheme administration team at Aon Hewitt by:

Email: westland@aonhewitt.com
 Telephone: 0845 600 8796
 Writing to: AgustaWestland UK Pension Scheme, Aon Hewitt Ltd, 25 Marsh Street, Bristol, BS1 4AQ

DEED OF AMENDMENT CHANGES

A deed of amendment was entered into on 1 April 2014 which made some minor changes to some of the Scheme benefits:

- The rules were updated to ensure that the Scheme is compliant with the new Same Sex Marriage legislation. The Scheme provides the same benefits to Same Sex spouses as are provided to civil partners.
- The rules were amended to clarify how benefits are calculated in relation to the death of pensioners who die within 30 months of retirement on an ill health pension. This change will only affect members who are granted an ill health pension and die within 2½ years. Should you be granted an ill health pension, the death benefits available will be explained to you.
- The rules now provide that death benefits for members who work part-time are calculated based on their part-time salary (rather than a full time equivalent salary).

Should you have any questions about the implications of these changes to benefits, please contact the Pensions Department.

WORKSHOP UPDATE *Active members only*

Following the success of our pension workshops, we will be scheduling more dates in the coming months. If you are interested in attending any of our workshops, please let the Pensions Department know on x5353 or email pensions@agustawestland.com. Your name will be added to the waiting list and you will be contacted when a place is available.

The workshops we are currently running are:

- Pensions – back to basics
For those who don't understand pensions as much as they would like.
- Pension planning for all ages
Overview of pension planning in general, including setting your retirement goal and a look at resources available on the internet.
- Pension planning for those nearing retirement (about 5 years to go)
Detailed discussion of the decisions that you will need to make at retirement.
- AVC savers
AVCs savers and those thinking about becoming AVC savers.

Further information can be found on the Scheme website, www.awpensions.co.uk.

Here are some of the comments made by those who have attended the workshops so far:

"Well run course with a lot of very interesting content, well and simply explained"

"Good pace, made simple/non-jargon. Well presented. Thank you."

"Good friendly atmosphere allowed everyone to feel comfortable asking questions."

"You don't need to be near retirement to gain from this course. Pensions need longer term planning."

"Great session – started to take the mystery out of pensions for me. Thanks!"