

## Harmsworth Pension Scheme

### Differences between Standard and Pension+ sections

Feature	Standard	Pension+
<b>Paying into the scheme</b>	Your contribution, which is paid monthly, is 5% of your scheme salary.	Your contribution, which is paid monthly, is 7.5% of your scheme salary.
<b>Normal retirement age (NRA)</b>	65.	62.
<b>Pension rate</b>	Your pension is based on a pension rate of 1.4% of pensionable salary for each year of pensionable service.	Your pension is based on a pension rate of 1.8% of pensionable salary for each year of pensionable service.
<b>Retiring early</b>	<p>We will reduce pension built up before 1 July 2005 if you retire before age 60.</p> <p>We will reduce any pension built up on or after 1 July 2005 if you retire before age 65.</p>	We will reduce your pension for early payment if you retire before age 60.
<b>Retiring because of ill health</b>	We work out your pension in the normal way, using your pensionable salary calculated at the time you have to retire, based on pensionable service to date plus 50% of potential pensionable service up to age 65, subject to a maximum of 40 years.	<p>We work out your pension in the normal way, using your pensionable salary calculated at the time you have to retire, but using pensionable service up to age 62, subject to a maximum of 40 years.</p> <p>If you choose not to join Pension+ when you are first given the chance, you will need to wait for another two years before this higher benefit becomes available.</p>
<b>If you die while working for the company</b>	A cash amount of 2 x your total salary for your dependants.	A cash amount of 3 x your total salary for your dependants.