

# BAE Systems Pension Scheme – Aircrew

## Addendum to the Level 100+ booklet

As an Aircrew member of the *Level 100+* section of the BAE Systems Pension Scheme, you are entitled to special benefits within the *Scheme*. This addendum summarises these benefits and you should refer to it as you read the *Level 100+* booklet. The meaning of terms highlighted in *italics* can be found on the fold-out page headed “Technical terms used” in the booklet.

### Technical terms used: amendment to Normal Retirement Date definition

**Normal Retirement Date** is the first of the month coincident with or immediately after your 50th, 55th or 60th birthday depending on the category of membership to which you belong (see opposite for further details).

### Eligibility and joining

You are eligible to join if:

- you are employed as a pilot, navigator or aircrew; and
- your contract of employment says you are eligible to join *Level 100+* as a Category A, B or C Aircrew member.

### Categories of membership

Your *Normal Retirement Date* will depend on your category of membership. There are three categories of membership:

#### Category A

Aircrew and test pilots flying high performance aircraft who have a contractual retirement age of 50.

#### Category B

Pilots or navigators flying high performance aircraft, or aircrew employed primarily on development test flying of civil aircraft and their derivatives, and who have a contractual retirement age of 55.

#### Category C

Aircrew not eligible for any other category of membership and who have a contractual retirement age of 60.

The *Company's* decision as to whether you are a category A, B or C member and what constitutes a high performance aircraft will be final.

### Changing your category

If your category changes during your service within the *Company*, your *Normal Retirement Date* will immediately change to that appropriate to your new category.





## Making contributions

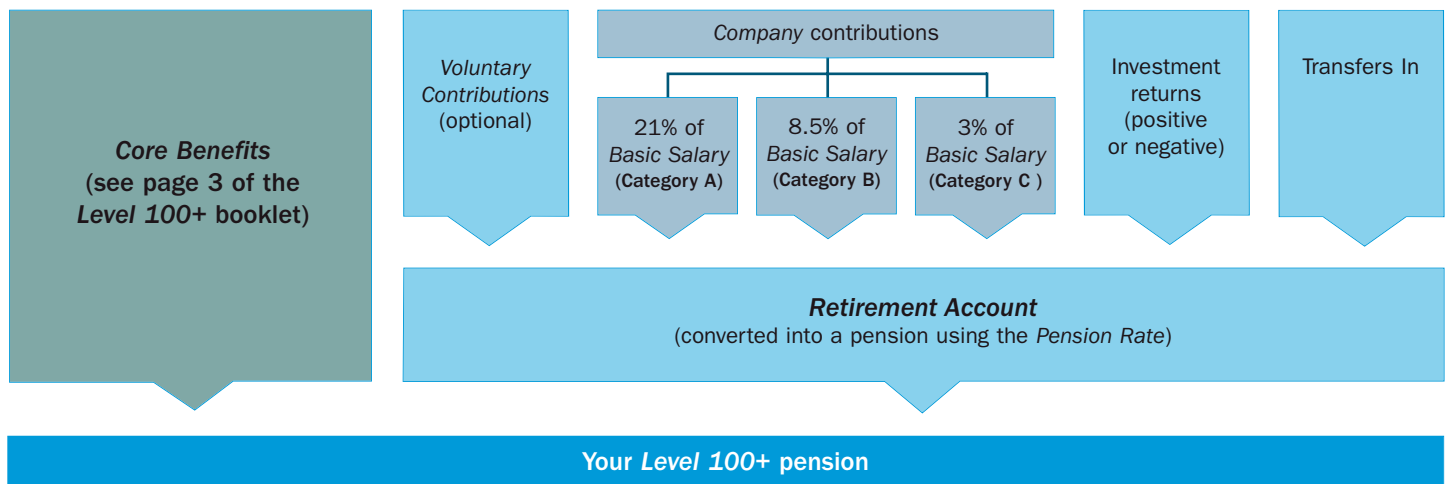
You pay 4% of your *Basic Salary* towards your *Core Pension*. The rate that the *Company* contributes towards *Core Benefits* is determined by the Trustees in consultation with the *Company* and with advice from the *Scheme's* Actuary.

In addition, the *Company* contributes to your *Retirement Account* according to your category of membership, as follows:

- **Category A:** 21% of your *Basic Salary*
- **Category B:** 8.5% of your *Basic Salary*
- **Category C:** 3% of your *Basic Salary*

This, plus any *Voluntary Contributions* that you pay and any transfers in from other pension arrangements, will be invested with an insurance company who have been appointed by the Trustees to manage the *Retirement Account* (currently Standard Life). You will be able to choose how your *Retirement Account* is invested from a range of funds selected by the Trustees. Please see the 'Standard Life Retirement Account Investment Choices Guide' for more information.

## How to calculate your pension



## Retiring from Pensionable Service after Normal Retirement Date

If you retire after your *Normal Retirement Date*, your contributions towards your *Core Pension* will continue at 4% of your *Basic Salary* and your pension will be calculated as shown in the diagram above at your actual retirement date, but with the *Longevity Adjustment Factor* applied as at *Normal Retirement Date*.

The *Company* will continue to contribute to your *Retirement Account* at the relevant rate as specified above.

Members who join on or after 6 April 2006 cannot retire before age 55 after 5 April 2010 even if they have a contractual retirement age of 50. This is due to HMRC rules.

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This leaflet is intended as a guide to the provisions of *Level 100+*. It is subject to changes in the future as required by HM Revenue & Customs and to the Rules of the *Scheme* that set out the legal basis for the Trustees' administration of the *Scheme* and which override any provisions of this leaflet with which they are inconsistent. Copies of the Rules are available from the Pensions Service Centre and the website when accessed from *Company* locations.