



Lifetime Allowance (LTA)

**A presentation to members of the Harmsworth Pension Scheme
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Lifetime Allowance: what is changing?

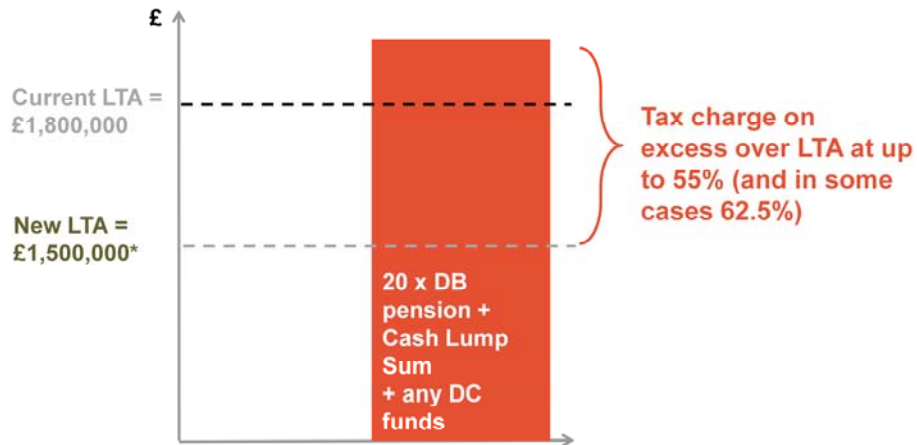
- Lifetime Allowance is reducing to £1,500,000 from 6 April 2012



Thank you for taking the time to listen to this presentation.

In addition to reduction in the Annual Allowance from 6 April 2011, the Lifetime Allowance will reduce from £1.8 million to £1.5 million from 6 April 2012.

Reduced Lifetime Allowance (LTA)



Any benefits which exceed your Lifetime Allowance at retirement are subject to an additional tax charge (on top of the income tax which usually applies to benefits taken as pension income).

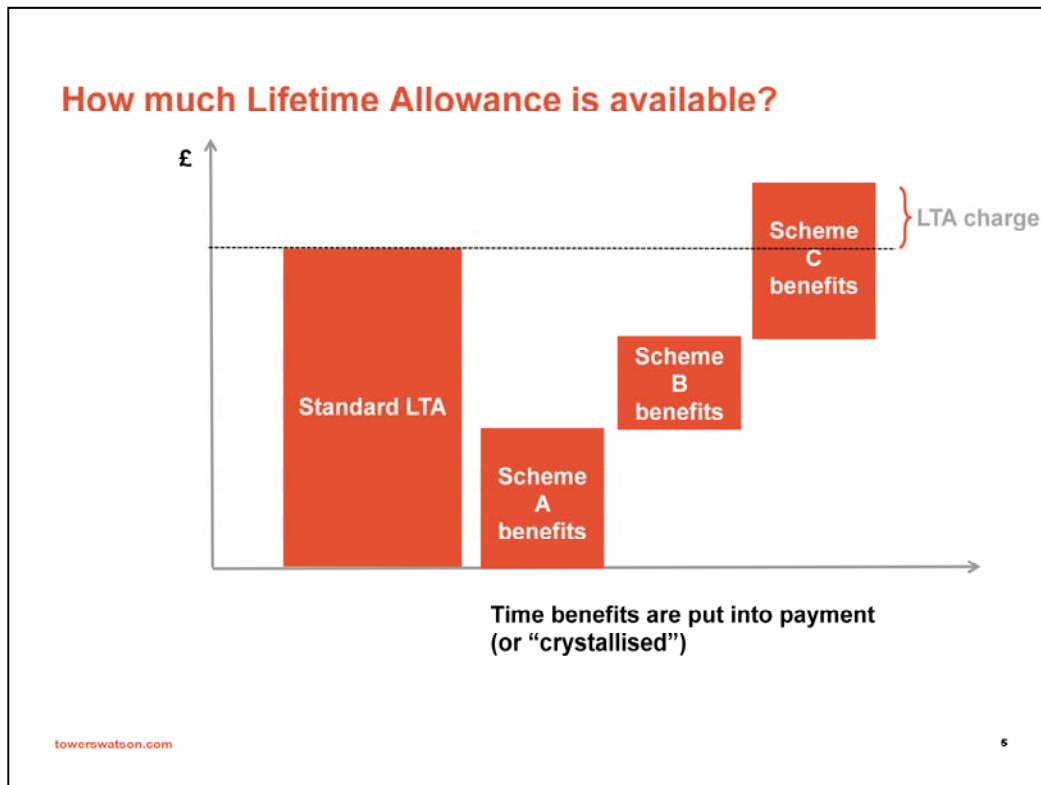
The tax charge varies according to how you choose to take the excess benefits but will usually result in an effective tax rate of 55% on benefits above your Lifetime Allowance.

Lifetime Allowance: When are benefits assessed?

- Pension savings (excluding State benefits) assessed at “Benefit Crystallisation Event”, including
 - Putting pension benefits into payment
 - Transferring overseas
 - Death in service lump sums (dependant’s pensions not assessable)

Your benefits are usually tested against your Lifetime Allowance at the time you first put them into payment (by taking tax-free cash and/or a pension income). At this time, if the benefits exceed your Lifetime Allowance, then an immediate tax charge will be due on the excess.

There are certain other events which could lead to a Lifetime Allowance assessment but this presentation will focus on the first event i.e. putting pension benefits into payment.



You may have pension benefits in a number of different arrangements. For example, if you have built up pension benefits with a previous employer or you contribute to a personal pension (which would include a SIPP).

If you have more than one arrangement, you may start to take benefits from each arrangement at a different time. Each set of benefits will utilise a proportion of your Lifetime Allowance at the time they first come into payment and each Scheme Administrator will let you know the percentage of your Lifetime Allowance used so you know how much is left for your remaining pension benefits.

For example if your benefits in one scheme, say, scheme A, use 40% of your Lifetime Allowance, 60% of the Lifetime Allowance in place when you next take benefits will be available for your next scheme benefits.

Lifetime Allowance: How are benefits valued?

- Amount to test against the Lifetime Allowance
 - AVCs to Friends Life and any other Defined Contribution funds e.g. personal pension arrangements including SIPPs: face value of fund
 - Your post April 2011 pension benefits (and any other Cash Balance arrangements): Usually the value of your account at retirement
 - Your pre April 2011 pension (and any other Defined Benefit pensions): pension multiplied by 20 plus tax-free cash
- £1,500,000 Lifetime Allowance is equivalent to a DB pension of £75,000 p.a. (assuming no tax-free cash is taken)

So how do you know how much your pension benefits will be worth relative to the Lifetime Allowance?

For defined contribution arrangements and your post 2011 Company benefits, it is relatively simple, the amount to be assessed against the Lifetime Allowance will be the fund value at the time you start to take your benefits.

For defined benefit pensions such as your pre April 2011 Company benefits, it is necessary to convert the pension to a capital value before comparing this to the Lifetime Allowance. HMRC (the Revenue) determine the valuation factor to be used for this, which is current 20x the pension.

If you convert some of your defined benefit pension to a tax-free cash sum, then the tax-free cash is valued separately and added to 20x the reduced pension but put simply, a Lifetime Allowance of £1.5 million broadly equates to a full defined benefit pension (before tax-free cash) of £75,000 each year.

The timing of the Lifetime Allowance test

- The Lifetime Allowance test usually takes place at the time you take benefits
- Even if you are no longer building up benefits in a pension arrangement, you need to factor in increases between now and the time you take your benefits.
 - Any inflationary increases to any Defined Benefit pensions built up with previous employers between your date of leaving and taking benefits
 - Any inflationary increases to your pre April 2011 pension and post April 2011 Credit Account
 - Potential investment returns on your AVC account and any other Defined Contribution (DC) pension arrangements

I mentioned previously that the Lifetime Allowance test usually takes place at the time you take benefits. When you are thinking about the potential value of your pension benefits, you therefore need to factor in any increases between now and retirement.

For example, your pre 2011 Company pension may receive inflationary increases between now and the time you take your benefits and your post 2011 Credit Account will increase in line with inflation.

Similarly, any defined contribution pensions such as your Friends Life AVC account or any personal pensions you may have will hopefully receive investment growth between now and retirement. The level of any investment returns will depend on the funds you have selected for your pension contributions.

The timing of the Lifetime Allowance test

- A member who is currently age 50 has:
 - Pre April 2011 pension: £55,000 per annum
 - Post April 2011 Credit Account: £30,000
 - AVC account: £10,000
- If the member receives inflationary increases at 3% per annum to his pre April 2011 pension and Credit Account and investment returns at 5% per annum to his AVC account, the benefits by retirement at age 60 could be:
 - Pre April 2011 pension: £74,000 per annum
 - Post April 2011 Credit Account: £40,300
 - AVC Account: £16,300

For example, if we take a member who is currently age 50 with a pre April 2011 annual pension of £55,000. If this were to increase by 3% each year, the pension could be as high as £74,000 each year by the time the member reaches age 60. His credit account and AVCs may also have grown.

How can I estimate the value of my pension savings at retirement?

- DMGT LTA planner (available in the member's area of www.dmgtpensions.co.uk)
- Once you login, your name, date of birth and Company pension details will be loaded for you. You will need to:
 - Input whether you plan to pay any AVCs prior to 31 March 2012
 - Input details of any other pension arrangements you have
- The planner will estimate your benefits at age 65 based on a number of assumptions. You can change the assumptions on:
 - Your planned retirement age
 - Your expectation for future annual inflation
 - Your expectation for investment returns on any AVCs or other Defined Contribution pension arrangements
- Remember to update the Planner after changing any of the assumptions!



To help you estimate the value of your various pension pots at your planned retirement age, you can use the DMGT LTA planner which is available in the members area of www.dmgtpensions.co.uk. Your Company pension details will already be uploaded when you enter your secure login details.

You will need to input details of any non-Company pension savings you have and details of any AVCs you plan to pay before 31 March 2012. The Planner will initially estimate the value of your benefits at age 65 but you can move your planned retirement age to an earlier or later age to see how this impacts the projected Lifetime Allowance value of your benefits.

You can also change the expectations for future inflation and investment returns.

Once you have made any changes to the assumptions you will need to update the Planner using the green update button, which will be displayed in the bottom right corner of the screen.

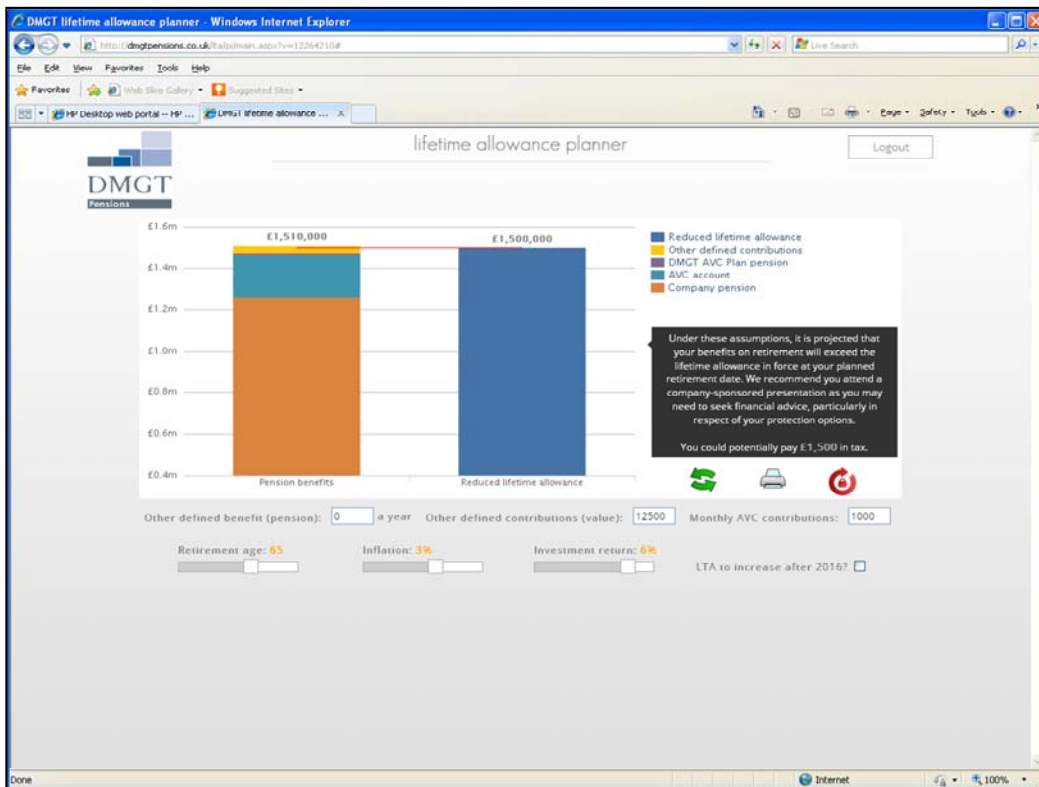
The LTA Planner

- The planner estimates the value of your pension built up in the Scheme to 31 March 2012 by your planned retirement age
- No allowance is made for any post 31 March 2012 pension savings
- The planner is only intended to give an indicative value and the estimated pension benefits are not guaranteed

Please note the Planner estimates your pension benefits based on the amount you have built up to 31 March 2012. It makes no allowance for any post 31 March 2012 pension provision. This is because the Planner is intended to help you decide whether you are already likely to exceed the Lifetime Allowance based on benefits built up to date.

Because only benefits built up to 31 March 2012 are allowed for, the estimate will not be comparable to future pension estimates on your benefit statements. The Planner also estimates the value of your benefits in the future (the actual amounts payable at your planned retirement date) where as benefit statements typically estimate your benefits in today's terms (for example, making no allowance for inflationary increases between now and retirement).

Estimates in today's terms are more useful for retirement planning as they give you a better idea of the purchasing power of your expected pension income, however, it is necessary to estimate the potential Lifetime Allowance value of your pension benefits in future terms since we do not know if or when the Lifetime Allowance will increase in the future.



The output from the Lifetime Allowance Planner will show the estimated value of your pension benefits at your selected retirement age relative to the reduced Lifetime Allowance from 6 April 2012 of £1.5 million.

The left hand block is the estimated value of your benefits, broken down between your Company pension, your AVC arrangements and any other pension provision you have input into the modeller.

The right hand block shows the Lifetime Allowance at 6 April 2012. If you have many years to go to retirement, the Lifetime Allowance may increase by your retirement date, however, we do not know if, when or how the Lifetime Allowance will increase as this will be a political decision for future Governments.

How is the Lifetime Allowance tax charge paid?

- Member chooses whether excess paid as a lump sum or pension
- LTA tax charge rate :
 - 55% if excess withdrawn as a cash sum
 - 25% plus marginal rate if received as pension
- The charge only applies to the “excess” (the amount above the LTA)
- Member jointly and severally liable with Trustees
- Tax paid by Trustees and benefits reduced accordingly

If you build up pension benefits in excess of your Lifetime Allowance at retirement, you will have two options for taking the excess benefits. You can either take the excess as a pension or as a lump sum. If you take the excess as a lump sum, the Lifetime Allowance charge will be at 55% (based on current rates) and will be deducted from the lump sum immediately, with the remaining 45% payable to you. For example, if you had excess benefits of £100,000, you would receive a net lump sum of £45,000.

The alternative is to take the excess as a pension. If you take the excess as a pension, there is an immediate Lifetime Allowance charge of 25% which will reduce the pension payable. The pension will then be taxed at your marginal rate in retirement. For a 40% taxpayer, this equates to an overall tax rate of 55%. For a 50% taxpayer, who remains so in retirement, the effective overall tax rate would be 62.5% if excess benefits are taken as pension.

If we assume that an excess fund of £100,000 would secure a pension of £6,000 each year, the upfront Lifetime Allowance charge of 25% could reduce the fund to £75,000 and the pension payable to you to £4,500 each year. After income tax at 40%, this could provide you with a net annual pension of £2,700 each year. If 50% income tax applies to the pension, the net annual pension could be £2,250 each year.

The Lifetime Allowance charge only applies to those benefits in excess of your Lifetime Allowance and not to all benefits payable.

What options do I have to eliminate/reduce the Lifetime Allowance charge?

- Cease future pension provision
- Apply for fixed protection
- Take benefits on or before 5 April 2012 (Company pension and/or pensions from previous employments/personal pensions)
- Take pension benefits early beyond 5 April 2012 (Company pension and/or pensions from previous employments/personal pensions)
- Once you have put your Company pension benefits into payment you would not be able to continue to build up benefits in the Harmsworth Pension Scheme and would not be eligible for a pension allowance

If you think you will exceed the reduced Lifetime Allowance at retirement, there are a number of options available to you.

-You could choose to cease all future pension provision in order not to increase the potential value of your pension savings further.

-If you stop building up pension benefits on or before 5 April 2012, you also have the option to apply for fixed protection of the current Lifetime Allowance. Your Lifetime Allowance would then remain at £1.8 million instead of reducing to £1.5 million from 6 April 2012. However, to apply for fixed protection, you must cease all future pension savings from 6 April 2012.

-If you do choose not to apply for fixed protection, you could consider taking pension benefits, for example, from a previous employment on or before 5 April 2012. Because each of your pension arrangements will use a percentage of your Lifetime Allowance, taking benefits when the Lifetime Allowance is £1.8 million will leave a higher proportion of your Lifetime Allowance remaining than the same benefits would leave if taken when your Lifetime Allowance is £1.5 million.

Taking benefits early may also reduce the monetary Lifetime Allowance value of the benefits taken. This is because an early retirement reduction usually applies to defined benefit pensions to make up for the fact that the pension will be payable for a longer period of time and defined contribution pots taken early will have less time to grow.

Please note that you will not be entitled to build up future pension benefits with the Company if you take your Company benefits early and

Opting out of future pension provision

- If you opt out of future pension provision in the Scheme, you will be eligible for a pension allowance (payable as cash with your monthly salary):
 - Standard members: 10% of basic salary
 - Plus members: 15% of basic salary
- Your pension allowance would be paid through the payroll and subject to tax and National Insurance Contributions at your marginal rate
- Your benefits built up to the date of opt out will be treated as if you have left the Scheme on the date you opt out
- You may still incur a Lifetime Allowance charge at retirement
- Please refer to your Company pension scheme opt-out letter for further details

However, if you choose to opt out of future pension provision without taking benefits immediately i.e. you become a deferred member of the Scheme, you will be entitled to a pension allowance in lieu of future pension provision.

Assuming you are a Plus member of the Scheme at the time of opt out, you will be entitled to a 15% pension allowance. The pension allowance would be paid as cash each month through the payroll and would be subject to income tax and National Insurance Contributions at your marginal rate.

The option to stop building up pension benefits will not indemnify you against any Lifetime Allowance charge. However, it may help to reduce or eliminate a potential charge, particularly if you also apply for fixed protection of a Lifetime Allowance of £1.8 million.

How does the cash allowance compare to your current pension provision?

- If your cash allowance would be taxed at 50% or more, there may be little (or no) tax saving relative to building up additional pension which will incur a Lifetime Allowance charge...BUT
- If you opt out of future pension provision by 5 April 2012, you may apply for Fixed Protection and retain a Lifetime Allowance of £1.8 million
- If you expect to save an additional Lifetime Allowance charge on an extra £300,000 (£1.8 million less £1.5 million), the pension allowance option may look more attractive
- Fixed protection may also allow you to take more tax-free cash (up to 25% of the value of your benefits capped at £450,000 rather than £375,000)
- The potential tax saving will depend on your proximity to the Lifetime Allowance at retirement

Having used the LTA Planner to estimate your proximity to the Lifetime Allowance at your planned retirement age, your task is then to consider how the pension allowance option might compare to your current pension provision.

For anyone who pays tax at 50% and employee National Insurance Contributions at 2%, the pension allowance option may not seem any more tax efficient than paying a Lifetime Allowance charge of 55% at retirement. However, if your pension savings are likely to be significantly above the reduced Lifetime Allowance of £1.5 million, a decision to opt out and apply for fixed protection may also save you paying a Lifetime Allowance charge on the difference between £1.5 million and £1.8 million, which could be worth up to £75,000.

Fixed protection may also allow you to take additional tax-free cash at retirement. The maximum tax-free cash at retirement is 25% of the value of your benefits but subject to an overall cap of 25% of the Lifetime Allowance. This cap will be £375,000 from 6 April 2012 but will remain at £450,000 for anyone who has successfully applied for fixed protection.

The potential benefits under each option (continued pension provision or a pension allowance) will depend on your own tax position and your proximity to the Lifetime Allowance. Fixed protection will not be appropriate for everyone.

We don't know what the future will bring..

- Future tax rates?
- Future increases to the Lifetime Allowance?



There are also many unknowns. For example, we do not know that Lifetime Allowance charges will remain at 25% and 55% indefinitely or how any pension allowance may be taxed in the future.

Similarly, we do not know how the Lifetime Allowance may increase in the future. If the standard Lifetime Allowance increases to £1.8 million or more by your retirement age then fixed protection may not be worth anything to you.

Application for 'fixed protection' of an Lifetime Allowance of £1.8 million

- 'Fixed protection' available to everyone, but may be attractive to individuals who expect their pension savings to be valued above £1.5 million when benefits taken after 5 April 2012
- Application for 'fixed protection' needs to be with HMRC by 5 April 2012
- Application process is simple (forms to DMGT Pensions by 6 March 2012)
- Member can continue to contribute / build up benefits until 31 March 2012
- Provided that no new pension savings build up after 5 April 2012 – the standard current LTA of £1.8 million is retained
- Any pension savings after 5 April 2012 results in the LTA reducing to the standard LTA of £1.5 million

If you choose to apply for fixed protection, you must do so by 5 April 2012 at the latest which means you must return your completed opt out forms to DMGT pensions by 6 March 2012.

Your pension benefits do not need to be above a certain value to apply for fixed protection and the application process is simple. However, as an application for fixed protection would require you to opt out of the Company pension scheme and any future pension provision, it is not a decision to be taken lightly.

Application for 'fixed protection' of an Lifetime Allowance of £1.8 million

- Opting out of the Harmsworth Pension Scheme is an irrevocable decision – it's important to make the right decision!
- If you opt out your pension built up to 31 March 2012 will be treated as if you have left the Scheme from that date
- It will be your responsibility to ensure any pension savings to other pension arrangements cease by 5 April 2012
- You may still incur a LTA charge and neither the company nor trustee will compensate you for any charge incurred
- **Under proposed auto-enrolment requirements, the company may need to automatically enrol you into a workplace pension scheme. You will need to opt out within one month to avoid losing fixed protection**

If you return your completed forms to DMGT pensions by 6 March 2012, they will make the necessary arrangements for you to stop building up Company pension benefits and to receive a pension allowance from 1 April 2012. It will be your responsibility to stop pension savings to any other arrangements and you may need to give the scheme administrators several weeks notice if you wish to cease contributions by 5 April 2012.

Also, the Government are currently looking at compulsory auto-enrolment into a work-based pension scheme. If these proposals go ahead, the Company may in the future need to auto-enrol you back into a Company pension scheme. You will then need to opt out within one month to retain fixed protection. If and when the auto-enrolments proposals go ahead, the Company will remind you of the need to opt out but it will be your responsibility to do so.

Fixed protection does not exempt you from a Lifetime Allowance charge. If the value of your pensions savings exceeds £1.8 million, you may still incur a Lifetime Allowance charge at retirement and the charge will be deducted from your pension benefits. Neither the Company nor trustee will compensate you for any charge incurred.

Death in service lump sum benefits

	Currently	If you opt out
Plus member	<ul style="list-style-type: none">• 6 x pensionable pay	<ul style="list-style-type: none">• 6 x pensionable pay at the date of opt out less 5x pre April 2011 pension
Standard member	<ul style="list-style-type: none">• 4 x pensionable pay	<ul style="list-style-type: none">• 4 x pensionable pay at the date of opt out less 5x pre April 2011 pension

If you choose to opt out of future Company pension provision, your death-in-service lump sum benefits will also be frozen at the date of opt out so any death-in-service lump sum benefit would be 4 or 6 times your pensionable pay frozen at the date of opt out. An offset will also be made for the lump sum payable from your pre-April 2011 pension.

Other death in service benefits

- Whether you continue to build up benefits or opt out:
 - Pension built up to April 2011:
 - A dependant's pension (for a spouse or adult dependant) equal to 50% of your pension built up to 1 April 2011 (increased to the date of death)
 - Benefits built up after April 2011:
 - The value of your Retirement Account will be used to buy an annuity for your dependants or paid as a cash sum

Your spouse or dependant's pension relating to pre April 2011 benefits will not be impacted and the value of your post April 2011 Retirement Account will still be available to your dependants in the event of your death. However, the value of the account will most likely be lower than it would have been had you continued to build up benefits in the Scheme.

It's personal!

- The most appropriate option for you will depend on your personal circumstances including:
 - The age at which you plan to take benefits
 - The time period to your planned retirement age
 - Your expectations for future increases to the LTA
 - Your proximity to the LTA
 - Your tax rate now and in retirement
 - What you might do with any pension allowance and how much you might have built up by retirement

The most appropriate decision for you will depend on your own circumstances. Some of the factors which may impact your decision include:

-The age at which you plan to take benefits and the time period to your planned retirement age. These factors will influence both the estimated value of your pension benefits at retirement and the likelihood of any future increases to the Lifetime Allowance before you retire.

-Your proximity to the Lifetime Allowance will also be relevant. As pension savings grow in a tax-efficient environment, you may think that an effective tax charge of 55% at retirement is not that penal relative to immediate income tax at up to 50% and employee National Insurance Contributions (typically at a marginal rate of 2%) on any pension allowance paid as cash. But as I mentioned previously, if you think you may also save a Lifetime Allowance charge on pension savings between £1.5 million and £1.8 million this may change your view.

-You will also need to think about what you might do with any pension allowance. For example, do you typically have unused ISA allowances each year or would you consider investing in your spouse's name if they have unused allowances or pay tax at a lower rate than you?

What do you need to think about?

- What might the net of tax benefits be under each option by your planned retirement age?
- A case study available on www.dmgtpensions.co.uk) will help you work through the factors to consider taking into account your own circumstances

After considering the factors which might impact your decision, you can go on to estimate your potential net benefits at retirement under each option. To help you work through your own position we have included a case study on www.dmgtpensions.co.uk.

Impact of taking benefits on or before 5 April 2012

- Your benefits use a % of your LTA when crystallised
- Benefits taken on or before 5 April 2012 use a % of £1.8 million
- Unless you apply for fixed protection, benefits taken after 5 April 2012 would utilise a % of £1.5 million (or the LTA at the time)

- Example – Graham’s pension benefits are valued at £1,400,000. He takes his pension benefits on 1 April 2012
 - Graham uses around 78% of his LTA (£1,400,000/£1,800,000)
 - If Graham took his pension benefits on 6 April 2012 (and did not apply for fixed protection), he would use around 93% (£1,400,000/£1,500,000) of his LTA
- By taking benefits in the earlier tax year, Graham may have additional scope for future pension savings beyond April 2012 (in this example 22% of the LTA at the time he crystallises benefits from his post April 2012 arrangement)

If you decide fixed protection isn't right for you, you may still wish to consider some of the other options for potentially reducing or eliminating any Lifetime Allowance charge.

As previously mentioned, taking other pension benefits before 5 April 2012 may help to retain more of your Lifetime Allowance for Company benefits. For example, benefits valued at £1.4 million would use 78% of the current Lifetime Allowance but 93% of the reduced Lifetime Allowance from 6 April 2012.

Impact of early retirement on Lifetime Allowance assessment

- The amount of the Lifetime Allowance used up is the value of benefits put into payment
 - After any adjustments for early retirement reductions
- Example – Graham is 55 and has a pension of £85,000 p.a. payable at from 60 (LTA assessed value £1,700,000)
 - Graham decides to retire early and receives an early retirement reduction of 20%
 - Graham's pension is worth £68,000 per annum after reduction (LTA assessed value £1,360,000)
 - Taking tax-free cash may also reduce the LTA value of benefits if commutation factors are less than 20

In addition, taking benefits early typically reduces the Lifetime Allowance value, for example due to the application of an early retirement factor. In this example, retiring 5 years' early is estimated to reduce the Lifetime Allowance value of benefits by 20%.

Early retirement factors are usually set so that, based on actuarial assumptions, including survival to a given age, the total pension receivable during your lifetime should be of broadly equal value whether the pension is taken early or at normal retirement age.

However, factors vary between schemes and if you are considering taking benefits early from an arrangement, you will need to consider whether early retirement terms offer good value. If you plan to take benefits whilst you continue to work, you will also need to think about the impact on your tax position.

Please note the minimum pension age in the UK is age 55. Unless you have any special agreements in place and subject to special provisions on ill-health, you will not be able to take pension benefits from any arrangement before age 55.

Lifetime Allowance Planning - What actions should I take?

- Collate details of any non-Company pension savings
- Use the planner to estimate the LTA value of your pension savings at your planned retirement age
- Use the example case studies to consider your options
 - Remember to adjust the case studies to allow for your own circumstances and expectations
- Consider whether 'fixed protection' is appropriate for you
- Consider the pros and cons of taking other pension benefits (e.g. from previous employments) before 6 April 2012
- Decide whether you need to amend the level of your AVCs and/or any contributions to non-Company pension arrangements

In order to help you think through your options, you can use this checklist of the actions you should take.

If you have not already done so, you will need to collate details of any non-Company pension savings. You can then use the Planner to estimate the Lifetime Allowance value of all your pension savings at your planned retirement date.

If you are likely to be impacted by the reduction to the Lifetime Allowance, the case studies on the website may help you to think about your options and decide whether fixed protection is appropriate for you.

If you don't plan to apply for fixed protection and your benefits are still expected to exceed your Lifetime Allowance, you could consider taking some of your pension benefits early.

If you apply for fixed protection, you will need to cease all AVCs and contributions to any non-Company pension arrangements by 5 April 2012. Depending on your proximity to the Lifetime Allowance, even if you decide against fixed protection, you may wish to review the level of any AVCs or other contributions that you pay.

Lifetime Allowance Planning - What actions should I take?

- If you wish to opt out of future service in the Scheme from 31 March 2012 and apply for fixed protection you should complete the necessary forms:
 - Opt out letter
 - Fixed protection application
- Your opt out letter and fixed protection application should be returned to DMGT Pensions by 6 March 2012
- The opt out letter and application form can be accessed by clicking on the flashing icon in the bottom right corner of the results page of the LTA planner



If you choose to apply for fixed protection, you will need to complete your opt out letter and fixed protection application form and return these to DMGT pensions by 6 March 2012.

You can access the opt out letter and application form by clicking on the red icon at the bottom right corner of the results page of the LTA planner.

Obtaining further information

- Information available from HMRC's web site
- **Lifetime Allowance**
 - <http://www.hmrc.gov.uk/pensionschemes/lifetime-allowance>
- enquiries@dmgtpensions.com
- DMGT pensions will be able to give you information but not advice
- IFA Promotions web site – www.unbiased.co.uk

That concludes our presentation on the Lifetime Allowance.

If you require further information you can refer to guidance on the HMRC website. Alternatively, you can email your queries to enquiries@dmgtpensions.com.

Please remember DMGT Pensions cannot give you advice or comment on your specific circumstances but they may be able to answer any generic questions you have.

If you require financial advice, you can find an adviser in your area using the IFA promotions website www.unbiased.co.uk.

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