

**Your pension headlines:**

- Facts and figures
- Pension news and reminders
- Trustees and advisers
- We're here to help

# Know your pension

**For members of the defined benefit (DB) section  
of the FDR Limited Pension Scheme (the Scheme)**

---

The Trustees are pleased to issue the DB section's 2021 edition of the 'Know your pension' newsletter. Inside you'll find all the regular news on the DB section, such as the updated financial position and the Scheme's investment strategy, as well as the latest news from the world of pensions.

[www.fdrlimitedpensionscheme.com](http://www.fdrlimitedpensionscheme.com)

We hope you find this newsletter interesting, if you have any questions about your pension benefits in the DB section or any of the matters raised in this newsletter, please contact us using the details on the back page.

**The Trustees**



# Facts and figures

## Accounts

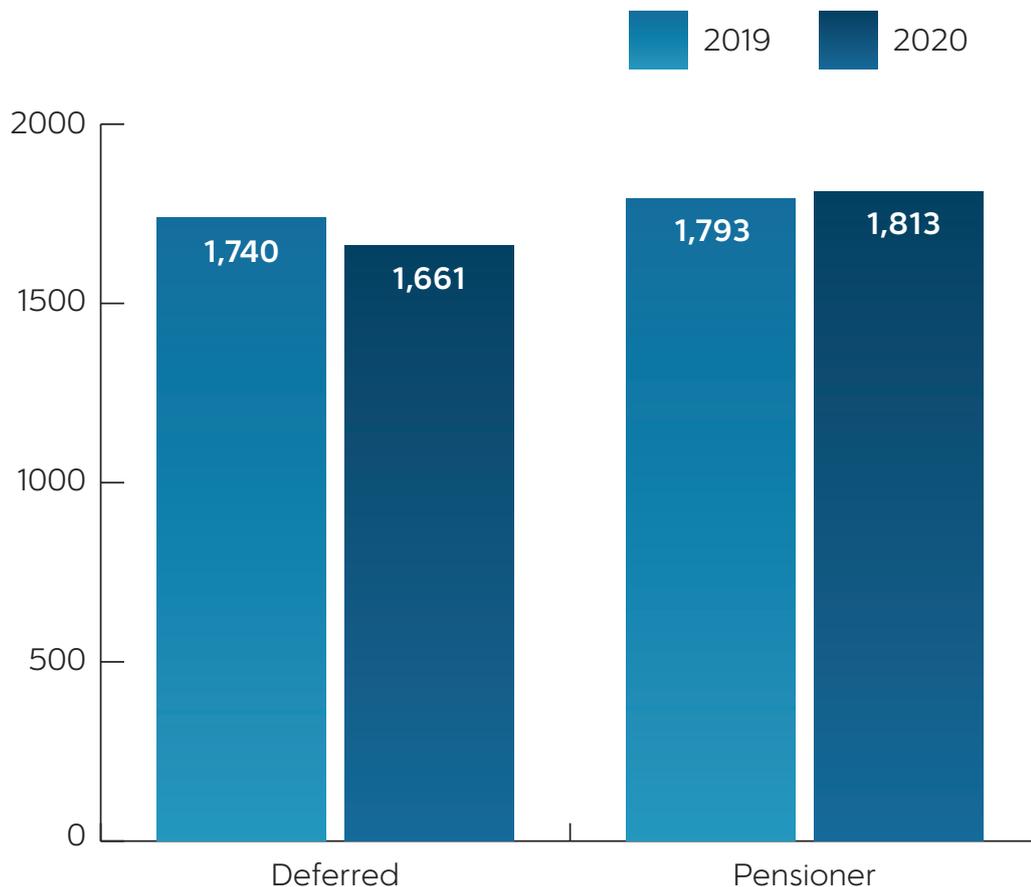
Below are the details of the DB section's income and expenditure for the year ended 31 March 2019 and 31 March 2020:

	2018/19 (£)	2019/20 (£)
<b>Fund value at 1 April</b>	650,810,506	660,868,655
<b>Income</b>		
Employer contributions	99,880	42,376
<b>Total income</b>	<b>99,880</b>	<b>42,376</b>
<b>Expenditure</b>		
Benefits	(13,209,791)	(13,473,306)
Payments to and on account of leavers	(13,224,212)	(5,903,932)
Administration expenses	(674,571)	(786,461)
<b>Total expenditure</b>	<b>(27,108,574)</b>	<b>(20,163,699)</b>
<b>Investments</b>		
Investment income	9,626,006	8,927,896
Change in market value of investments	29,536,117	4,246,277
Investments management expenses	(2,095,280)	(2,170,070)
<b>Net investment gain/loss during the year</b>	<b>37,066,843</b>	<b>11,004,103</b>
<b>Transfers between sections</b>	-	-
<b>Fund value at 31 March</b>	<b>660,868,655</b>	<b>651,751,435</b>

# Facts and figures (continued)

## Membership

The chart below shows membership of the DB section of the Scheme at 31 March 2020. Figures from 2019 have been included for comparison.



# Trustee news

## Your opportunity to nominate a Trustee

The Scheme is looked after by the Trustee Board, which takes responsibility for managing the Scheme conscientiously and in the best interests of members and beneficiaries.

### The current Directors of the Trustee Board are:

#### Employer Appointed Trustees:

Keith Rowling, Daniel Waller

#### Member Nominated Trustees:

Peter Motley, Carol Carter

#### Independent Trustees:

Ross Trustees Services Limited

It is a legal requirement that at least one third of pension scheme trustees are member nominated. The term of office for Carol Carter ends in 2021 so we are inviting nominations for a Member Nominated Director (MND) to serve on the Trustee board for the next three year term. (Note that Peter Motley's term of office continues until 2023).

Member Nominated Directors must be members of the Scheme who are either still employed by Fiserv or pensioner members. Nominated individuals will be selected via a panel including some of the existing Trustee Directors. Member Nominated Directors will participate fully in decision making processes and cannot be removed from office without the agreement of all other Trustee Directors.

## Carol Carter is willing to stand for a further term of office.

### Carol Carter (formerly Dutton)

Carol joined First Data in 1982 and continued in her career until she retired in 2004. At retirement Carol was the Senior Manager for Service Provision. Carol is in her fourth period as an MND and is keen to be reappointed. Carol has achieved the Award in Pension Trusteeship from the Pensions Management Institute.

All members are eligible to nominate someone who is either a pensioner or a deferred member who remains an employee of Fiserv. If you wish to nominate someone, we will require their consent to stand for nomination. Nominations should be made by email to the Secretary to the Trustees: [Andrew.Smith6@Capita.com](mailto:Andrew.Smith6@Capita.com) and should include the following information:

- The name of the person being nominated
- Your own name
- Your National Insurance number (so we can verify that you are a member)

We will also require the person being nominated to confirm by email

- Confirmation that they are willing to stand
- Their National Insurance number (so we can verify that they are a member)

If you do not have internet access, a paper nomination form can be requested by calling **07834 603121**.

The deadline for nominations is 30 September 2021. If you have any questions about becoming a Trustee, then please contact the Secretary to the Trustees:

**Andrew Smith, Secretary to the Trustees of the FDR Limited Pension Scheme, Capita, 65 Gresham Street, London, EC2V 7NQ**

Trustees are responsible for the proper running of the Scheme which includes the collection of contributions, the investment of assets and the payment of benefits. Scheme members look to the Trustees to make sure that the Scheme is well run. The Trustee board meets either four full days or eight half-days each year, currently by video conference. When held in person, meetings take place in London. Additional meetings may be held when necessary. In addition to the meetings, some reading and preparation is required. There is an induction programme for new Trustees and training is available. Potential nominees should be satisfied that they have sufficient time to devote to the Trustee role.

Details of the role and duties of a trustee can be found on the Pensions Regulator's website at the following address: [www.thepensionsregulator.gov.uk/trustees](http://www.thepensionsregulator.gov.uk/trustees)



Following the resignation of Mitch Bivona as a Trustee director, the Company has appointed Ross Trustees to the Trustee Board. Ross

Trustees is one of the UK's leading professional pensions trustee firms and you can find out more about who they are and what they do by visiting: [www.rosstrustees.com](http://www.rosstrustees.com)

Ross Trustees will be represented on the Trustee Board by Jo Myerson. Jo has spent her career in pensions and was awarded Trustee of the Year at Professional Pensions' Women in Pensions Awards 2020. Jo takes a collaborative approach to pension trusteeship, engaging constructively with sponsoring employers and advisers to achieve the best outcomes for members.

# Pension news and reminders

## Pension scams

In these uncertain times, the investment markets may look volatile and pension savers may be persuaded to transfer their pensions.

This means an increased risk of people being targeted by fraudsters who try to scam you out of your hard-earned pension and lure you into investing into their supposed 'safe havens'. You need to remember to be extremely cautious when transferring your pension from your Scheme and always seek independent financial advice from trusted sources like MoneyHelper at [www.moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser](http://www.moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser) or our panel of qualified financial advisers. Please click on the 'Managed Retirement Services' link on the microsite – here for more information: [www.fdrlimitedpensionscheme.com/home/dc/at-retirement](http://www.fdrlimitedpensionscheme.com/home/dc/at-retirement)

## Could you spot a scam?

See just how aware you are of fraudsters and take the Financial Conduct Authority's quiz on pension scams [www.fca.org.uk/scamsmart/pensions-scam-quiz](http://www.fca.org.uk/scamsmart/pensions-scam-quiz)

## ESG/responsible investing

### What do I need to know about ESG?

- Environmental impact is perhaps the most obvious and talked about factor. It covers fossil fuels, single-use plastic, palm oil plantations and the many other activities that threaten our climate and ecosystems.
- Social responsibility addresses considerations such as the opioid crisis, gambling addiction, gender discrimination and human rights abuses.
- Governance standards consider the systems in place to manage cyber security, accuracy of reported accounts, gender diversity on boards, executive pay and many other indicators of how well a company is being run.

## How can fund managers influence these issues when deciding how to invest our money?

The most obvious way is to avoid investing in companies with poor ESG performance, but there are other tools at their disposal. As shareholders in a company, they can and do vote on resolutions at

Annual General Meetings and require the company's management to meet them to discuss corrective actions. In the last few years, the 'E' in ESG has taken on a more positive slant too. Many fund managers now seek out companies whose activities will have a positive environmental impact, such as renewable energy and new approaches to water management.

## What is our pension scheme doing about ESG?

Under legislation, which came into effect on 1 October 2020, Trustees must outline their approach to engagement with and voting of their shares in investee companies, and how they take account of financially material factors, including ESG and climate change considerations, in investment decision making. This approach has been included in the Scheme's Statement of Investment Principles (SIP) which is available online at [www.fdrlimitedpensionscheme.com/home/db/important-documents](http://www.fdrlimitedpensionscheme.com/home/db/important-documents)

## Changes to the pension transfer advice market (improving advice and the transparency of fees)

The Financial Conduct Authority (FCA) recently announced a package of measures aimed at improving advice and the transparency of fees for individuals considering a transfer from a defined benefit pension arrangement so that they can access their benefits more flexibly. For example, to personal pensions or income drawdown products.

The changes came into effect in October 2020 and will affect how financial advisers carry out and charge for their work. Advisers can charge even if they advise not to transfer, removing the conflict of interest where an adviser is not paid if the transfer does not proceed.

The FCA has set out some key points for people to consider before taking a transfer, which can be found at [www.fca.org.uk/consumers/pension-transfer-defined-benefit](http://www.fca.org.uk/consumers/pension-transfer-defined-benefit)

## The State Pension is increasing!

The new State Pension has increased to £179.60 per week for the 2021/22 tax year. This is based on your National Insurance (NI) contribution history. For more information on the State Pension and to check how much you might be entitled to, visit [www.gov.uk/new-state-pension](http://www.gov.uk/new-state-pension)

# Pension news and reminders (continued)

## Your annual savings allowances

### The annual allowance (AA)

The AA is the amount of pension contributions you can invest in all of your pension arrangements (including any employer contributions) each tax year without incurring additional tax charges. Most people will have an AA of £40,000. However, special rules apply if you have a taxable income of more than £200,000 (the tapered annual allowance) or if you have drawn any defined contribution (DC) pension savings other than in the form of an annuity (the money purchase annual allowance) (with or without tax-free cash). More details on these are provided below.

### Tapered annual allowance (TAA)

TAA applies for people whose taxable income is over £200,000 a year. If your taxable income is over £200,000 you need to work out your adjusted income. Adjusted income is the value of your employment income, pension contributions (including those from your employer), plus any other income you might get from other sources.

If your adjusted income is over £240,000, your TAA will reduce (from the standard £40,000 AA) on a sliding scale to a minimum of £4,000 for those earning £312,000 or more.

### Money purchase annual allowance (MPAA)

This applies to DC savings only, including DC additional voluntary contributions (AVCs). If you have started to access any DC retirement benefits flexibly elsewhere, such as through flexible drawdown, and want to continue paying contributions to a scheme your AA will reduce to £4,000. The purpose of the MPAA is to prevent people from benefiting twice from tax benefits.

### The lifetime allowance (LTA)

This is the total amount of retirement savings you can build up over your working life without incurring an LTA charge when you start to access your benefits (excluding any State Pension). In the 2021/22 tax year, the standard LTA is £1.0731 million. Under the current legislation the LTA has been frozen at this level until April 2026.

**Remember: it is your responsibility to monitor your position against the pension tax allowances.**

## Expression of wish form

In the event of your death, the Trustees are responsible for deciding to whom any discretionary death benefits should be paid. You can help the Trustees with this decision by completing an expression of wish form. This is the most effective way to ensure your loved ones receive your benefits when you die.

Your personal circumstances may change over time and, also therefore, who you would like to receive your benefits when you die. It is important that you keep your expression of wish form up to date at all times. The form also allows you to add any additional information you feel would be relevant for the Trustees to know when determining your beneficiaries.

Out of date forms, that do not match up with your wishes when you die, can cause lengthy investigations by the Trustees into who should receive any death benefits. This can in turn cause delays in paying these benefits.

Make sure all your personal information is up to date, so we can ensure you are provided with accurate information about your pension and to help us to pay your benefits on time.

You can update your expression of wish by logging into your personal account [www.hartlinkonline.co.uk/fdrlimitedpensionscheme](http://www.hartlinkonline.co.uk/fdrlimitedpensionscheme) or alternatively can download the form on the Scheme website [www.fdrlimitedpensionscheme.com/home/db/important-documents](http://www.fdrlimitedpensionscheme.com/home/db/important-documents)

## Financial advice

Remember, neither the Trustees nor the administrator can give you financial advice when it comes to your investments or your pension. We recommend you speak to an independent financial advisor before making a decision with regards to your pension. You can find a financial advisor at [www.moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser](http://www.moneyhelper.org.uk/en/pensions-and-retirement/taking-your-pension/find-a-retirement-adviser)

Capita has also partnered with a number of professional financial advisers that can help you understand your options and provide advice where required. Should you wish to take advantage of this service, please click on the 'Managed Retirement Services' link on the microsite – here: [www.fdrlimitedpensionscheme.com/home/dc/at-retirement](http://www.fdrlimitedpensionscheme.com/home/dc/at-retirement)

# Pension news and reminders (continued)

## FDR online – your last chance to sign up

We are moving to paperless communications, but we want to stay in touch with you and ensure you are up to date with all the latest information about pensions and the defined benefit (DB) section of the FDR Limited Pension Scheme (the Scheme).

This is your last chance to sign up to online communications as we will not be producing Scheme documents on paper from next year.

**All we need is your PERSONAL email address. That way, if you leave the Company, we will still be able to stay in touch with you.**

Just visit [www.fdrlimitedpensionscheme.com/home/sign-up](http://www.fdrlimitedpensionscheme.com/home/sign-up) to sign up for online communications.

## Trustees and advisers

The Trustee Company has five Directors, two of whom are Member Nominated.

The current directors are:

- Carol Carter
- Peter Motley
- Keith Rowling
- Dan Waller
- Ross Trustees Services Limited, represented by Jo Myerson

To assist with technical matters, the Trustees make use of specialist advisers. The advisers that the Trustees employ are listed below:

<b>Secretary to the Trustees</b>	<b>Andrew Smith, Capita Pension Solutions</b>
<b>Scheme actuary</b>	<b>Aon Hewitt Limited Jane Curtis FIFA</b>
<b>Scheme administrator</b>	<b>Capita Pension Solutions</b>
<b>Investment managers</b>	<b>Legal &amp; General Assurance (Pensions Management) Limited River and Mercantile Investments Limited</b>
<b>Employer covenant adviser</b>	<b>XPS Pensions Group</b>
<b>Investment adviser</b>	<b>River and Mercantile Investments Limited</b>
<b>AVC provider</b>	<b>Standard Life Assurance Society</b>
<b>Solicitors</b>	<b>Eversheds Sutherland LLP</b>
<b>Auditor</b>	<b>Ernst &amp; Young LLP</b>
<b>Bankers</b>	<b>National Westminster Bank Plc</b>

# We're here to help

If you have any comments or questions, or you are dissatisfied with anything to do with the Scheme, you should contact the Scheme administrator, Capita, whose details are below:

## **FDR Limited Pension Scheme**

Capita  
PO Box 555  
Stead House  
Darlington  
DL1 9YT

Email: [fdr@capita.co.uk](mailto:fdr@capita.co.uk)

Telephone: **0345 604 5316**

Website: [www.fdrlimitedpensionscheme.com/home/db](http://www.fdrlimitedpensionscheme.com/home/db)

If you are not satisfied with any response provided by Capita or the Company, you can contact the below third parties:

## **Money Helper**

PO Box 10404  
Ashby-de-la-Zouch  
Leicestershire  
LE65 9EH

Telephone: **0800 011 3797**

Website: [www.moneyhelper.org.uk](http://www.moneyhelper.org.uk)

## **The Pensions Regulator**

Napier House  
Trafalgar Place  
Brighton  
BN1 4DW

Telephone: **0345 600 1011**

Website: [www.thepensionsregulator.gov.uk](http://www.thepensionsregulator.gov.uk)

## **The Office of the Pensions Ombudsman**

10 South Colonnade  
London  
E14 4PU

Telephone: **0800 917 4487**

Email: [enquiries@pensionsombudsman.org.uk](mailto:enquiries@pensionsombudsman.org.uk)

**First Data**  
is now **fiserv.**