

polestar Pension Scheme

Polestar Automotive currently offer a number of employee benefits administered by a variety of providers. The pension scheme is provided by Scottish Widows (SW).

In relation to our pension scheme, you will be enrolled into our Qualifying Workplace Pension scheme after 3 months of employment. This scheme is set up on the following terms:-

- We use Basic Pay as the salary definition
- From April 2019 we will pay a 5% employer contribution and you will make a minimum 4% employee contribution
- You will be enrolled into the default fund
- On commencing active membership you will receive a joining pack from SW and your options around the scheme
- The base platform charge for this scheme is 0.35% per annum. All of this amount goes to SW. Within this charge there is no option for a review meeting to ensure your planning is on track. However, Aspira offer a review service that is an additional charge of 0.25% per annum and this gives you access to their help and advice as and when you require it, the offer of an annual telephone review and access to their Personal Financial Portal. This is an excellent additional service that is cost effective for our employees

Part of the service that our pension adviser offer is access to individual financial advice from our pension advisers, Aspira Corporate Solutions. The advice will be in relation to the scheme, and any other pensions that you have. The benefits of meeting with them are below but also in the attached **'Value of Advice' Handout**:-

- You will have access to personalised financial advice from Aspira advisers which will include understanding your desired retirement income, investment advice, your existing pension scheme(s) and other matters, such as protection or saving needs.
- Aspira also offer an annual review service to ensure your retirement planning is on track.
- You will be enrolled into the pension on a SMART scheme (sometime referred to as Salary Exchange) for your contributions. It makes it more cost effective and Polestar Automotive will also add back the Employers National Insurance savings. It means that your own personal contributions become cheaper. The table provides an example of the difference, assuming earnings of £35,000 per annum and making a 4% personal contribution and a Polestar Automotive 5% contribution

	Non SMART	SMART (Salary Exchange) Scheme
Employee Gross Contribution Per Year	£1400	£1400
Tax Saving	£280	£280
Employee National Insurance Saving	£0	£168
Total Net Cost	£1120	£952
Employer Contribution (5%)	£1750	£1750
Employer NI Savings	£0	£193
Total Invested Annually	£3,150	£3343



- As you can see in the table on the previous page, for the same gross contribution you save £168 in Net Cost plus there is an extra £193 paid into your pension by Polestar Automotive



WHAT ELSE SHOULD YOU KNOW?

- There is a one-off charge of £380 for the initial advice which will come from your pension fund (made up of Polestar's contributions, tax relief and National Insurance rebates). It makes it a very tax efficient way of paying for financial advice.
- Should you also take ongoing advice the total base charge will increase to 0.60% (before any fund charges, if applicable). This is comprised of a 0.35% platform charge from Scottish Widows and an ongoing advice charge of 0.25% from Aspira to provide reviews & service throughout the year. Again this is a very cost effective way of getting ongoing advice and help.
- Aspira can also provide advice on any of your existing pension schemes, e.g. advice on whether it is worthwhile consolidating these into the Polestar pension. There will be no obligation to do so if it's not in your best interest. Just bring along any documentation for your existing pension scheme(s). There is normally a fee for advice on pension transfers, Aspira will be able to explain this to you in your meeting. Please see the '**Pension Analysis' Leaflet**, also included.

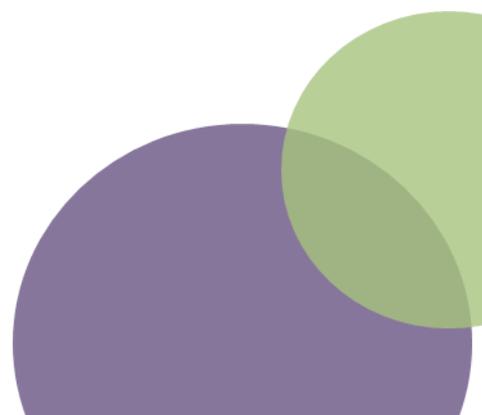
NEXT STEPS

- Aspira will be in contact shortly after enrolment into the pension scheme to discuss the above and whether you would like to take up the option of their initial and ongoing advice.
- Feel free to have details for existing plans that you may wish to discuss with Aspira, such as policy documents.

Please take a look over the 'value of advice' handout after this letter. Any questions please let me know.

Aspira's contact details are 0800 048 0150 or info@aspirafp.co.uk should you need to contact them directly.

The Polestar Team





WHO ARE ASPIRA?

We're a financial planning firm, who specialise in workplace pensions and wealth management. Businesses and individuals across the UK benefit from Aspira's financial planning services, which can be delivered in the workplace and beyond.

WHY CHOOSE ADVICE?

The cornerstone of our business is one-to-one advice - a rare commodity in the workplace today. Advice creates better outcomes, provides peace of mind and reduces the risk of you making the wrong financial decisions. Aspira has all the expertise to deliver this advice, based on the specific requirements of every client.

WILL THERE BE ON-GOING SERVICE

Understanding that your lifestyle, objectives and aspirations can alter, we regularly review the plans we implement, making recommendations for change, where necessary. This on-going support and guidance provides clients with the confidence and reassurance that comes from financial security

HOW MUCH DOES FINANCIAL ADVICE COST?

When you consider the cost of advice, you need to think about its value too. The key to good financial advice is that it costs you less than the benefit delivers. Here at Aspira we charge an initial fee of £380 for our advice (deducted from your product as soon as sufficient funds are available), however a recent Value of Advice report from unbiased.co.uk found that those who had taken advice when planning their retirement had on average **£48,279* more in their pension pot** (after tax relief and interest) compared to those in a similar income bracket who did not take advice! The table below is another illustration of the long-term benefits of taking retirement advice early, this time excluding tax relief and interest.

	Start at age 35	Start at age 25
Cost of advice on a monthly pension contribution	£380	£380
Boost to retirement savings based on £200 pension contribution	Extra £25,730* in pension pot (excl. tax relief and interest)	Extra £34,300* in pension pot (excl. tax relief and interest)

* The Cost of Advice, www.unbiased.co.uk, viewed 16/06/16 * The Cost of Advice, www.unbiased.co.uk, viewed 16/06/16
1. Unbiased.co.uk research conducted by Opinium Research between 27 February to 2 March 2015, among 2,002 nationally representative UK adults aged 18+.
2. Calculated by multiplying the extra average savings for people who have got advice (£71) by the number of years before reaching retirement, 30 years and 40 years, to get a cumulative total. Excluding interest and tax.



We've seen the difference that one-to-one advice can make to people. They have a better understanding of the importance of saving for their retirement and are able to make educated decisions about their pension planning - a subject which is simply too important to get wrong!

If you have any questions please get in touch:
info@aspirafp.co.uk
0800 048 0150



It's rare these days for anyone to stay in the same job from leaving school right up until retirement. But, if you've had a number of jobs in the past, and in some of these you (or your employer) contributed to a workplace or personal pension you may well have several different pension pots with various providers. These may be Group Personal Pensions, Final Salary Pensions (also known as Defined Benefits Pensions), Stakeholder Pensions and Self Invested Personal Pensions (SIPP).

Making sure you're on top of exactly what you've got, where they're held, and how much they're worth is vital in making the most of your hard-earned money. The Government have provided a free pension tracing service which can help you locate any pensions that you've lost track of, even if you don't have the contact details of the provider.

Why bother with a review?

The way in which pension plans are set up has changed a great deal in the last 20 years. Some plans and schemes will have comparatively high charges and limited investment choice, others will offer valuable benefits such as guaranteed annuity rates and spouses benefits, some will have exit penalties which are imposed if you move funds away. While it might seem like good sense to put all your various pension pots in one place, these complexities mean that such a decision isn't straightforward. Professional advice can uncover the pros and cons of your existing arrangements and will take into account your personal circumstances to establish whether consolidation is an option, as well as recommending the right home for your money.

Our pension analysis covers the following:

- Examining current plan/scheme charges
- Review your attitude to investment risk (ATR)
- Whether current investment strategy is in line with your ATR
- Investment options and investment performance
- If any safeguarded benefits apply - and the value of them
- If the contract can accommodate pension freedom legislation

If you decide to take Aspira's advice we'll:

- Provide clear, concise and regulated advice
- Supply full documentation to support our recommendation
- Assist with the paperwork to allow the consolidation to take place
- Liaise with providers to ensure transfer happens as efficiently as possible
- Keep you updated with your transfers progress

How much will this cost?

The cost for a personal pension is a set fee of £100 per plan and 1% implementation fee should advice proceed. Aspira must be made aware of any additional pension plans at the initial meeting.



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