



StiPP Basic Plan: your pension in a nutshell

Plan your future with StiPP


StiPP
UITZENDKRACHTEN
GEDETACHEERDEN
PAYROLLERS

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Plan your future with StiPP

When you retire, how much money will you need? What are your plans? What do you want to do? For some people their pension may seem far away. But it won't hurt to think about your future income now. Some of that income - your pension - is accrued automatically. If you are working as a temporary or payroll employee, or if you are sent on secondment, your pension will be managed by StiPP, the pension fund for personnel services (Stichting Pensioenfonds voor Personeelsdiensten).

This brochure presents the most important aspects of your pension plan. You will find detailed information on the website stippensioen.nl about all the topics mentioned here.



**For more information,
please go to stippensioen.nl**

StiPP Basic Plan, what does it entail?

StiPP pension, why?

Everyone who lives in the Netherlands, or who has lived there, is entitled to an old-age pension, or state pension (AOW), as a basic income. Payment will start the day the state pension age is reached. This used to be 65 years of age but this age has been raised following an amendment to the law. The state pension age will rise quickly to 66 years of age in 2018 and 67 years of age in 2021. After that, the state pension age will be linked to life expectancy. You can calculate your state pension age on the website of the Sociale Verzekeringsbank (Dutch Social Insurance Bank, SVB). In addition to the state pension, you will accrue an additional pension with the pension fund you have joined via your employer. This additional pension will provide extra financial security for you and your surviving dependants.

StiPP pension, for whom?

The StiPP pension plan is obligatory for everybody employed in the personnel services sector. For example for people employed on a temporary basis. Or for employees working via a payroll company or temporary employment agency.

Does your employer not offer the StiPP pension plan? They may have received permission from StiPP to apply a different pension plan. Does your employer not offer any pension plan at all? In that case, please immediately contact the Dutch

foundation for compliance with the Collective Labour Agreement for temporary employees SNCU (Stichting Naleving CAO voor Uitzendkrachten). You can use the notification form on the website sncu.nl for this or phone: 0800-7008.

StiPP pension, which plan?

StiPP offers employees the choice of two pension plans: the Basic Plan and the Plus Plan. The Basic Plan is intended for temporary employees of 21 years and older, who have been working for the same employer for at least 26 weeks.

These 26 weeks do not have to be continuous. You will remain in the Basic Plan for a maximum of 52 working weeks; after this you will participate in the Plus Plan.

This brochure is about the Basic Plan. There is a separate brochure for the Plus Plan.

This brochure is about the Basic Plan. There is a separate brochure for the Plus Plan. You can find this brochure on stippensioen.nl. Would you like to know when you will switch from Basic Plan to the Plus Plan? You can find information about this on stippensioen.nl too.

How much pension are you accruing?

As long as you are working in the personnel sector, you will be accruing pension capital with StiPP. From this capital, you will be paid a monthly pension from the age of 67. Alternatively, if the accrued capital is very low, the pension will be paid in a lump sum. The longer you work, the more pension capital you will accrue. The amount varies from one person to the next. It also depends on the results of the fund's investments.

Why invest?

StiPP invests **your pension capital**. It is important that you know that investing entails risks. If the investments do not do well, you may make a loss. Your pension capital may grow more slowly or even diminish. This may lead you to believe that saving may be better than investing. However, there is evidence that, in the long run, investing generates more than savings. Even in economically less prosperous periods. StiPP will endeavour to reduce the risks you run to a minimum. That is why we have a careful investment policy that focuses on the long term. StiPP will invest your pension capital until you reach the age of 67. If the investments prove successful, your accrued pension capital will grow.

Employer pays pension contribution

The amount of your StiPP pension will depend on your personal situation. For example, on the number of hours you work in the personnel services sector, but also on your salary.

The StiPP plan is a **defined contribution plan**.

This means that for each hour you have worked, a certain amount of money is set aside. In the Basic Plan, the employer pays the contribution. The contribution amounts to 2.6% of your pensionable pay. The accrued capital (the amount that is put aside for you) will be calculated on the basis of your pensionable earnings. This is your pensionable pay minus the state pension offset. The state pension offset is set by the Board each year. The hourly offset for 2019 is € 6.64.



An example

Agnes is 28 years of age and works as a temporary employee. She earns € 12.50 an hour gross and works 40 hours a week. Agnes therefore earns the following

gross sum for each four-week period:

Week 1:	40 hours	× € 12,50	=	€ 500
Week 2:	40 hours	× € 12,50	=	€ 500
Week 3:	40 hours	× € 12,50	=	€ 500
Week 4:	40 hours	× € 12,50	=	€ 500
Totaal over deze vier weken			=	€ 2.000

For Agnes' pension, her employer pays 2.6% on her pensionable pay. For a four-week period, this will be:
 $€ 2,000 \times 2.6\% = € 52$.

How much capital has Agnes accrued?

The capital is calculated on her pensionable earnings. This is her pensionable pay minus the state pension offset.

The state pension offset is € 6.64 an hour. For a four-week period, this is $160 \times € 6.64 = € 1,062.40$.

Her pensionable earnings are then
 $€ 2,000 - € 1,062.40 = € 937.60$.

The accumulation of capital is calculated on her pensionable earnings. Irrespective of age, this is 4.2% in the Basic Plan.

The accrued capital for Agnes will then be 4.2% of
 $€ 937.60 = € 39.38$.

What does the pensionable pay include?

pensionable pay comprises multiple elements, including:

- pay for normal hours worked
- pay for irregular hours (such as hours you work on a different day or at different times)
- pay that continues to be paid by your employer when you are off sick
- compensation for qualifying days for sickness benefit
- the accrued or paid reserves for holidays, special leave, short-term absenteeism, public holidays and holiday allowance.

Maximum pensionable hourly wage

A maximum pensionable hourly wage has been set for 2019. It is € 29.88 per hour. You do not accrue any pension capital above this hourly wage.

Insight into your pension

There are two easy ways to keep track of the amount of pension you have accrued. Every year, StiPP sends you a statement, the Uniform Pension Overview (UPO).

You can also look it up on mijnpensioenoverzicht.nl.

Information about your pension will appear on this website after you have been sent your first UPO.

This information will subsequently be updated each year.

If you are no longer employed in the personnel services sector, you will receive the Uniform Pension Overview once every five years

What are the costs?

Our pension fund charges costs for your pension.

Namely:

- 7.3% of the contribution for administration expenses
- 4.2% of the contribution as reserve to have enough money for the future
- A charge for managing your investments.
The investment costs will be deducted from the investment yield

The above-mentioned breakdown of the costs applies to all participants in the Basic Plan. StiPP uses an average contribution. This means a contribution that is the same for everyone. The costs are shared by all participants in the fund from the contributions paid by you and your employer. The contribution that is invested for accrual of your pension capital is fixed. It is 4.4% of pensionable earnings. No costs will be deducted from this

What are the arrangements for your partner upon divorce or death?

If you are married or have entered into a registered partnership, various matters have been arranged for your partner and any children upon divorce or death.

In case of a divorce

Separation will affect your pension and your partner's pension. This goes for divorce, but also if the registered partnership ends.

Please notify us of this within two years, using the form 'notification of separation', which you will find on our website under "downloads". This is because your partner is entitled to a share of your accrued pension capital.

Upon your death

When you die, your partner may be entitled to an 'Anw' benefit from the government. 'Anw' stands for: Algemene Nabestaandenwet (Surviving Dependents Act). In addition, StiPP offers a partner's pension. Read more about this below.

- **If you die before reaching retirement**

If you die before you start receiving your pension, your partner will receive a partner's pension. In that case, your partner will receive a partner's pension based on the capital accrued up to that date.

The amount therefore depends on the length of time you have worked in the personnel services sector. Any children you have may be entitled to orphan's pension. This partner and orphan's pension is often very low. In that case, the amount is paid out in a single payment.

- **If you die after retiring**

Your partner will then only receive pension benefit if co-insured. Just before you retire, you may choose whether to use a part of your accrued pension capital for a partner pension, or whether you just want a higher old-age pension. The amount of partner pension depends on the accrual of your pension capital. The more pension capital you have accrued, the more partner pension your partner will receive.

- **If you die having been married at some time in the past**

Have you been divorced? And did you remarry after that? In that case, both your ex-partner and your new partner may possibly receive a partner's pension. The same applies in the case of a registered partnership.

Visit our website if you want to read more.

Some topics are discussed there in further detail.

If you stop accruing pension in StiPP

Suppose you switch jobs. Or you stop working altogether. In that case, there are various possibilities

Switching jobs

- You are staying within the personnel services business sector, but working for another employer. If you start again within a year, you can continue accruing pension capital through StiPP.
- You stop work for longer than a year, but then start working in this sector again after that year. In that case, you will have to be employed for 26 weeks once again. After that, you can start accruing pension capital again through the StiPP Basic Plan.
- Will you be working in a different sector? Or does your employer have its own pension plan? Then you will stop participating in the StiPP Basic Plan. The pension capital you have already accrued will remain with StiPP until you reach your retirement age. This money will be invested by StiPP. Usually, this will yield extra money. We will add this to the pension capital you have already accrued. If the investments fall in value, the value of your pension capital will also fall. Once every five years you will receive a Uniform Pension Overview for this.

Stopping or becoming unfit for work

You stop working or become disabled. In that case, your participation in the StiPP Basic Plan will stop. The pension capital you have already accrued will remain with StiPP. You will not be accruing a new pension while you are without a job.

Over the years, your pension capital will grow because it is invested. However, this capital may also decrease during periods of economic recession. StiPP will keep you informed of progress by means of the UPO, which you will receive once every five years.

Accrual of a small pension

You may have been employed in the personnel services sector for only a short while. The shorter time you have worked, the less pension capital you will accrue. If you have accrued a small pension capital, you will be paid this accrued pension capital in a lump sum two years after you have stopped working in the personnel services sector. We call this pension surrender. You will be required to pay tax on the amount paid. StiPP will assess whether you are eligible for surrender. You do not need to do this yourself.

Transferring your pension to another pension fund

The moment you take up employment in another business sector, you have the possibility to transfer your accrued pension capital to the new pension fund. This is known as value transfer. Please consult stippensioen.nl for more information.

Retiring

Early retirement or working for longer?

When you turn 67, you will stop working. You will then receive a monthly StiPP pension until you die or, if the sum accrued is too low, you can receive it as a lump sum. You may, of course, choose to retire early or, on the other hand, continue to work beyond your retirement age.

If you intend to choose one of these options, it would be wise to look at the financial consequences. Put concisely: the longer you work, the more pension capital you will accrue. Early retirement If you retire early, you will accrue less pension capital. When you turn 67, you will no longer accrue pension capital.

Retiring

Approximately six months before you turn 67, StiPP will send you a letter. In replying to it, you can indicate when you wish to retire. From the month you have chosen to retire, you will automatically receive your pension from us. This amount is paid into your account on a monthly basis, or as a lump sum if the accrued capital is low.

Have you also been employed in other business sectors? Or have you accrued a pension with another pension fund? In that case, you may receive payments from other sources as well.

Caring for your partner

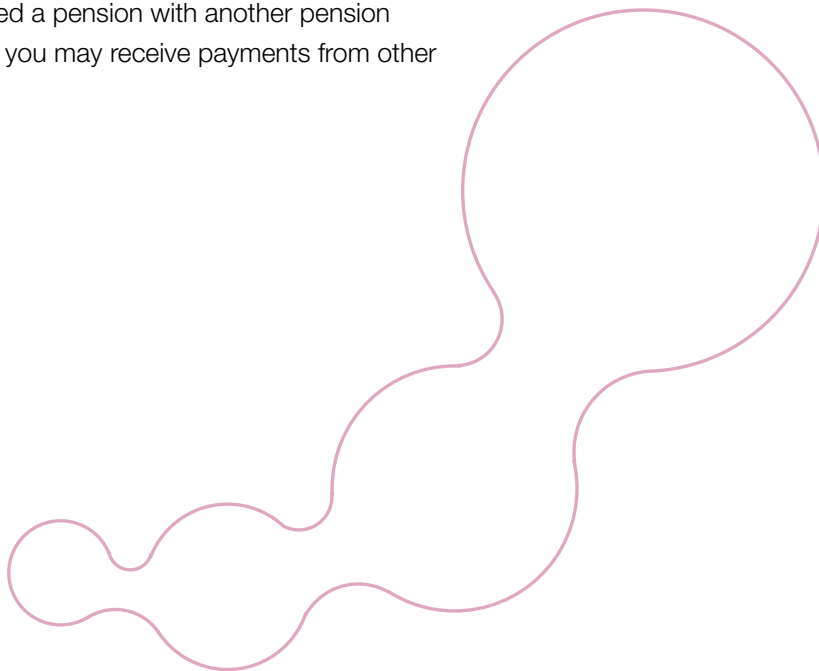
Just before you retire, you may also choose to convert your pension capital into an annual payment until your death. Or you may exchange part of your capital for a partner pension. Your partner will then receive a benefit from StiPP after your death. Your own pension will then be lower. This is because part of your capital is needed for your partner pension. Should you choose this option, you will no longer be able to change this at a later date.

Please let us know your decision when you are due to retire!



Pensions not increased as from 1 January 2013

The Board decided not to raise pension payments each year as from 1 January 2013. This raising of pensions is also called indexation. StiPP has not reserved money to allow for indexation on pension payments.



StiPP is there for you!

It is important that you are satisfied with your pension fund. Naturally, you need complete and understandable information. Please refer to our website for extensive information about all topics discussed in this brochure. If you have any questions, you can visit our website and contact us. We will be glad to be of assistance! StiPP is there for you!

StiPP pension, which action will you take?

It is important to make sure your personal information is correct. Should your personal situation change, for example if you become disabled, please let us know as soon as possible. You can do that on stippensioen.nl/contact.

More information

Stichting Pensioenfonds voor Personeelsdiensten
PO Box 299
3700 AG Zeist

stippensioen.nl

For more information, please check your personal pages on Mijn Stipp Pensioen.

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Do you have a complaint? Let us know. You can send us your complaint through the contact form on stippensioen.nl.

If you are not satisfied with the way your complaint has been dealt with you can contact the Pensions Ombudsman in The Hague. More information about the complaints handling scheme can be found on stippensioen.nl.