



Last year we told you that we were planning to introduce improvements to better align with our reward principles, remain competitive and respond to employee feedback. We changed Income Protection Insurance, Partner Pension benefit and Life Insurance in July 2018 and now want to remind you of the improvements to our pension provision in April 2019.



Contents

Changes to the Pension Plan

- 1 What are the changes to the Pension Plan?
- 2 How can I find out what contributions I currently make to my pension?

Why we're making changes

- 3 Why are we making these changes?
- 4 How do I make the additional contribution changes?
- 5 Are these changes a cost saving exercise?

Who do these changes apply to?

- 6 Are these changes only for UK employees?

Other available information and support

- 7 What other financial support is available to me while working for Sky?
- 8 Where can I go to get further information?

Reminder of previous changes

- 9 What insurance benefits were available to UK employees prior to July 2018?
- 10 What changes were made?

We know retirement saving is important to you and we need to remain competitive. We know from last years benefits survey, and from topics raised by Forum members, that you'd like us to do more in this area.

In April 2019, the government are changing the pension rules and to comply with these changes, we will be increasing the minimum contributions paid into your pension from 2% of your salary (with a matching contribution by Sky of 4%) to 3% of your salary (with a matching contribution by Sky of 6%).

From April 2019 there is an option for **all our employees** to make a total contribution of 15% of their salary to the Sky Pension Plan.

To achieve this, Sky will be offering additional matching contributions if you elect to put a little more into the Plan yourself.

Additional match funding from Sky will be dependent on the current level of your contributions to the Sky Pension Plan- this is summarised in the table on the right;

Go to [My Sky Rewards](#) and click on the Pension tile to see your current pension contributions. You can also click on the Pension tile to view your current fund value and how it is invested.

Partly, as part of our auto enrolment duties but, also fuelled by your feedback, we know that some people have told us pension savings was not in line with expectations.

You've also told us that saving for your retirement is a financial priority and you'd like greater access to information on how to manage your personal finances.










No. When everything is added up, including Sky's offer to match additional pension contributions from April 2019, the overall spend for Sky will increase. This is about being a fair and responsible employer, and supporting **all** our people in their time of need, or if the worst happens. We also believe in delivering this support in a way that's simple and easy for everyone to understand. Sky is actually paying more into the Pension Plan than they have to to.

Yes. Sky Ireland have a benefits package which is aligned to both the local market and our reward principles. The offering is kept under regular review to ensure it continues to be appropriate for our people and our business in the Republic of Ireland.



There are three types of insurance benefit to protect you and your family. Eligibility was previously based on whether you were a member of the Sky Pension Plan and how much you contributed.

 Contribution of salary to Sky pension by employee	 Income Protection	 Life Insurance	 Partner Pension
0 - 2%		2x BASIC SALARY TAX FREE LUMP SUM	
3 - 4% AND ABOVE	2/3 OF BASIC SALARY LESS STATE BENEFITS FOR 5 YEARS	4x BASIC SALARY TAX FREE LUMP SUM	
3 - 4% AND ABOVE WITH QUALIFYING PARTNER	2/3 OF BASIC SALARY LESS STATE BENEFITS FOR 5 YEARS	4x BASIC SALARY TAX FREE LUMP SUM	1/3 BASIC SALARY FOR LIFE OR TAX FREE LUMP SUM**



Income Protection Insurance (IPI) provides support if you have an accident or illness that makes you unable to work on a long-term basis. If you're unable to do your usual job for more than 26 weeks, you can receive an ongoing income of 2/3 of your salary for up to five years, less an amount to recognise that you are likely to be receiving State benefits.

If y
mo
ber
circ

Un
ber

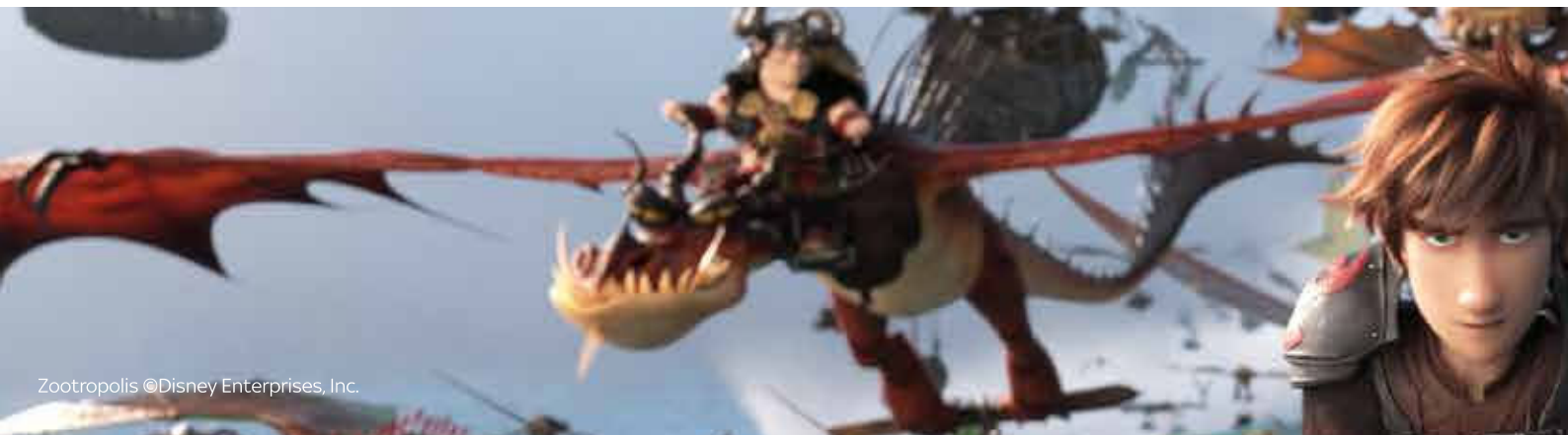
Thi
prio

We
Pro

Life Insurance provides support to your family, or nominated beneficiaries, if you die whilst working for Sky, in the form of a lump sum payment. This is calculated as a multiple of your basic salary.

A nominated beneficiary is the person (or people) you would like to receive the lump sum Life Insurance payment if you die whilst working for Sky.

Go to [My Sky Rewards](#), click on the Menu and then the Beneficiary Nomination Form. This will take you to a form to fill out. Make sure you keep your nomination up to date. This is especially important if your circumstances change, for example through getting married or divorced.



Zootropolis ©Disney Enterprises, Inc.

The Partner Pension was one way to provide support to our people in a critical time of need. However, when we look at the actual benefits this delivered to Sky people in their time of need, only a minority of employees were entitled to it.

Now **all** our employees' beneficiaries will receive a one-off lump sum of 4x base salary in the event they die whilst working for Sky, which is normally tax-free. If you have a partner, there will be an 8x base salary one-off lump sum due.

This change enables us to provide everyone with dependants the same level of certainty of the actual value their partner would receive if they died, giving them the ability to plan their future finances more flexibly.

It's not possible to compare the exact value of what the Partner Pension may have provided to your partner over their lifetime versus the additional Life Insurance. That's because this depends entirely on how long your partner may live after your death.



Sky provides a range of resources on Family, Health and Money matters at Sky Support Services. Go to Today@Sky – Apps@Sky – Search for “Counselling and Support” or follow the link below;

<https://skyuk.lifeworks.com/life/employee-assistance>

Visit people@sky, click on health & wellbeing and the relevant tile on need support, or call 0800 759 1217

You may want to speak to an Independent Financial Advisor - you can find one by following the link below;

<https://www.unbiased.co.uk/>