A guide to PwC Choices benefits 2010/11

Life:) choices

1 October 2010

PRICEWATERHOUSECOOPERS

A wide range of benefits from PwC that can be tailored to suit your needs

As many people are increasingly concerned with making sustainable life choices, we have flagged the sustainable benefits in this guide with the (s) icon.

This is your guide to PwC's Choices benefits for 2010/11. It provides you with a summary of how the Choices scheme works and the range of benefits available to you, whether on joining PwC or at annual renewal times. You should read the Choices manual on the UKPortal before taking any action.

At PwC we carefully select our Choices suppliers so you can have total confidence in their products and services. There are some benefits that PwC, as a responsible employer, provides to you as standard. These benefits provide you (and your family) with a minimum level of protection. However, the remaining benefits are completely flexible and can be tailored to your needs.

It is also worth considering each Choices benefit in detail as some are treated favourably for tax purposes. And while some of the benefits are taxable you will often find requesting the Choices benefit still makes a lot more sense than making your own arrangements, thereby saving you time as well as offering you peace of mind.

Whether you are new or are already familiar with how Choices benefits work and have done it all before, we hope you will find this guide helpful and that you will make the most of the valuable benefits PwC offers.

Please also see the Choices manual on the UKPortal for full details of all PwC's Choices benefits:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

Please contact HC Direct on **#6111** or **0808 1002200** (if you are dialling from outside PwC)
Monday to Friday, 8am – 6pm, if you need help or do not have access to the UKPortal.

How PwC Choices benefits work

Funding your PwC Choices benefits: your Choices allowance

As part of your reward package from PwC, you receive a Choices allowance, together with your base pay and 25 days' holiday per year, pro-rated for mid-year new joiners and part time staff.

PwC determines your Choices allowance according to whether you are in Choices category A, B, C or D. The allowance comprises a percentage of your base pay and a lump sum, and is set at a level that is competitive within the marketplace.

The table shows the Choices category to which PwC assigns you and how PwC determines your Choices allowance.

Your Choices allowance includes 4% of base pay to reflect pension funding for Choices categories B, C and D, and Choices category A after 5 years' service.

Choices category and grade (or equivalent)					
Choices allowance	A (Staff below manager – less than 5 years' service)	A (Staff below manager – 5 years' service or more)	B (Manager)	C (Senior manager)	D (Director)
% base pay[1]	1	5	5	5	7
Lump sum (£)[2]	450	650	5,150	6,350	7,450

[1] May differ for PwC Legal staff
[2] Pro-rated for mid-year new joiners and part-time staff

The flexibility to tailor PwC Choices benefits to your needs

There are certain benefits you receive as standard and PwC uses some of your Choices allowance for them – these benefits are fixed and provide you (and your family) with a minimum level of protection.

They are:

- Death in service (Life Assurance) of 2x base pay
- Income protection benefit of 50% base pay
- Personal accident benefit of up to 6x base pay, depending on the level of disability suffered
- Private medical benefit self cover (you can request not to have this benefit applied)

Any balance is completely flexible, giving you the opportunity to request the benefits you wish to receive from the range within Choices.

PwC will apply the Choices price of each benefit it provides to the total of your monthly base pay and Choices allowance equally over the Choices year (1 October – 30 September). This means that if you use up all your Choices allowance you can request lower base pay and more Choices benefits (provided your base pay does not fall below the National Minimum Wage). This gives you extra flexibility to request as many of the benefits within Choices as you wish.

Alternatively, if you do not want to use up all your Choices allowance you do not have to. You can request the balance to be paid as payroll cash.

You can also request to trade up or trade down your standard holiday entitlement of 25 days by up to 5 days, provided you keep within the prescribed limits.

Your Choices benefits annual renewal

Once a year you will have the opportunity to review your Choices benefits and request changes. That way, your Choices benefits can remain valuable and relevant to your lifestyle, and you can rest assured that PwC has taken care of the basics by providing a minimum level of protection for you and your family.

The start date of each Choices year is 1 October and the annual renewal is normally in late summer. PwC will advise you of the exact renewal dates in plenty of time. Whether or not you are requesting a change to your Choices benefits, you will still need to register your requests online on the Choices system during the renewal period, to ensure you receive the benefits that are right for you. For example, your holiday entitlement will revert to the base level of 25 days if you do not register a request to trade up or trade down. Please see the Choices holiday section for further information.

Before making your requests, please take the time to become familiar with how PwC's Choices benefits work and the range of benefits. You should read all the information about each benefit and its provider in the Choices manual on the UKPortal before taking any action.

Lifestyle changes

Some changes in your personal circumstances can qualify as a lifestyle change and permit you to request a change to your Choices benefits outside the normal annual renewal period. Typical lifestyle changes include marriage, civil partnership or the birth/adoption of a child. Some changes are triggered automatically. For example, in some circumstances PwC will offer you the opportunity to review some of your Choices benefits package when your base pay changes by 15%.

Where can I find out more information?

You can contact HC Direct on **#6111** or **0808 1002200** (if you are dialling from outside PwC) Monday to Friday, 8am – 6pm, if you need help.

Your PwC Choices benefit options at a glance

PwC organises Choices benefits into four categories: Lifestyle, Health, Risk and Pension. The table on the following page summarises the Choices benefit options available to you on joining and at annual renewal times to help you plan ahead and make the most of the opportunities available to you.

Please remember that your tax and National Insurance Contributions liability will depend on your personal circumstances and tax laws and practices do change.

If you earn at a rate less than £8,500 (including benefits) in a tax year the tax rules will be different – in the main, the benefits will not carry a tax charge.

	Choices benefit	Fixed[1]	Flexible[2]	Taxable	Page
Lifestyle	Holiday Trade up days: non-taxable Trade down days, used to increase payroll cash: taxable	F	F	N Y	10
	Travel insurance		F	Y	12
	Childcare vouchers		F	N	14
	Company car Request at any time		F	Y	16
	Bicycle ('Cycle to work') Request at annual renewal only		F	N	18
Health	Private medical benefit Option not to apply cover	F	F	Y	20
	Dental insurance		F	Y	22
	Health screening For self: non-taxable. For partner: taxable		F	N Y	24
Risk	Death in Service Benefit (Life Assurance)	F	F	N	28
	Income protection benefit	F	F	N	30
	Personal accident benefit	F		N	32
	Partner life assurance		F	Y	34
	Critical illness insurance		F	Y	36
	Personal injury insurance		F	Y	38
Pension	Group Personal Pension		F	N	42

[1] Fixed benefit provides minimum cover that is standard [2] Flexible benefit can be tailored to your needs

Life:) choices

‘making the most of life’

Lifestyle

These benefits are part of your lifestyle and are designed to help you focus on achieving a better work/life balance. They probably cover those things that you already consider important and you may have your own arrangements. With Choices benefits you not only get flexibility and a wide range of options, but PwC gets some great products from reputable suppliers so you can have peace of mind.

Holiday

F N F Y

What does it mean for me?

With Choices you have the opportunity to plan for a special holiday or an extended break. Your reward package from PwC includes 25 days' holiday (pro-rated if you work part time). You can request to trade up by up to 5 days through Choices, and take the maximum of 30 days per year if you wish. Alternatively, you can trade down by up to 5 days of your standard holiday entitlement and increase your payroll cash or request other Choices benefits. (Please note that if you work part time your entitlement is pro-rated.)

Is it a fixed benefit?

Yes: you must take a minimum of 20 days' holiday per year.

What are the benefit options?

You can request up to 5 extra days' holiday through Choices to supplement your annual entitlement of 25 days' holiday, up to a maximum of 30 days per year. You can make your request in either full or half-days. (Your request can be in hours or half-hours if you work part time.)

You must take a minimum of 20 days' holiday per year. Any days you have left over can be carried forward to the next year (up to 10 days), but you must take this into account when requesting extra days through Choices in future years, so that you do not exceed the maximum of 30 days in any one Choices year (1 October – 30 September). You will need to trade down if you are carrying forward more than 5 days to ensure you do not exceed the 30-day maximum.

Is it a taxable benefit?

No: this is not a taxable benefit. However, any adjustment to your payroll cash (for example, if you request any days to be paid in payroll cash) may affect your personal tax position.

What are my options?

If you want to have more than your annual entitlement of 25 days' holiday, you must request extra days. Please remember that if you join part way through the Choices year (1 October – 30 September), then the maximum number of days you can request is pro-rated.

What happens if I do nothing?

If you do nothing, on joining Choices or at annual renewal times, you will get 25 days' holiday (pro-rated for mid-year new joiners and part time staff) plus any days you did not use in the previous year. Please remember that the maximum number of days you can take in any one year is 30 days, so doing nothing may not be an option for you if you are likely to exceed this limit. If this applies to you then you must trade down and increase your payroll cash to keep within the overall limit.

Choices prices

Your options	Choices price
You can trade up or down by up to 5 days' holiday per year provided you keep within the limits set out in this guide.	The Choices price adjustment per day is 1/260th of base pay.

Choices prices are applied to your base pay plus Choices allowance.

Please also see the Choices manual on the UKPortal for full details of all PwC's Choices benefits:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

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Travel insurance

F Y

What does it mean for me?

Choices travel insurance offers excellent benefit cover that lasts all year. There's a choice of two levels of benefit cover for worldwide leisure travel.

Is it a fixed benefit?

No: this is a flexible benefit which can be tailored to your needs. This means that you must request the benefit cover you need if you wish to include this benefit in your Choices package.

What are the benefit options?

You can request leisure travel insurance for trips lasting no longer than 30 days each for you, your partner and your dependent children, up to a maximum of 45 days per year.

There are two levels of benefit cover:

- Travel Essential
- Travel Elite (an increased level of benefit cover and allows a dependent child (young person) who has turned 16 but is under 21 to travel independently).

Is it a taxable benefit?

Yes: this is a taxable benefit-in-kind and you must pay tax on the value of the benefit. The value of the benefit will appear on your form P11D Expenses and Benefits.

What are my options?

You can request the level of benefit cover that suits you on joining Choices or at annual renewal times. You can remove or change your level of benefit cover at annual renewal times if your needs change.

What happens if I do nothing?

If you do nothing on joining Choices, you will not receive this benefit. At annual renewal times, if you have no benefit cover, nothing will change. If you have benefit cover, this will continue, provided eligibility for benefit cover still applies.

Who provides this benefit?

ACE European Group Limited.

Choices prices

Your options	Essential monthly Choices price (£)	Elite monthly Choices price (£)
Self only	3.05	3.78
Self and partner	4.31	6.09
Self and children	3.94	5.46
Family	4.67	6.51

Choices prices are applied to your base pay plus Choices allowance.

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Childcare vouchers

F N

What does it mean for me?

If you have dependent children up to the age of 15 and could use vouchers to meet the cost of registered or approved childcare, you'll save the cost of both tax and National Insurance Contributions by arranging them through Choices. PwC will also share the employer National Insurance Contributions saving with you, which is reflected in the Choices price that is currently 6% less than the face value of the vouchers.

Is it a fixed benefit?

No: this is a flexible benefit which can be tailored to your needs. This means that you must request the benefit if you wish to include it in your Choices.

What are the benefit options?

You can request vouchers up to the HM Revenue & Customs limit of £243 per month (£55 per week).

(You can request vouchers in addition to those you may receive under PwC's maternity/adoption arrangements. However, any vouchers you receive in total which are in excess of the specified limits of £243 per month (£55 per week) will be subject to tax and National Insurance Contributions.)

Is it a taxable benefit?

No: However, from 6 April 2011 the limit on the amount of exempt income will be restricted where an employee's earnings and taxable benefits are liable to tax at the higher or additional rate and employees will only get tax relief at the basic rate of 20%.

These changes will only apply to employees who request childcare vouchers on or after 6 April 2011.

Please bear in mind that this is an individual exemption and not per child. But this does mean that, if your partner is also provided with childcare vouchers, he or she will also be entitled to the exempt amount.

What are my options?

You can request vouchers up to the HM Revenue & Customs limit on joining Choices or at annual renewal times. You can reduce or discontinue the benefit at annual renewal times if your needs change. Before requesting vouchers you should consider very carefully what would happen if you were to decide to change your childcare arrangements, because you will not be able to cancel the vouchers you receive through Choices during the year – you will have to wait until annual renewal time (or you have a specified lifestyle change).

What happens if I do nothing?

If you do nothing on joining Choices you will not receive this benefit. At annual renewal times, if you already receive childcare vouchers, your benefit will continue unchanged. If you do request vouchers you must continue to have them for the whole year.

Who provides this benefit?

Edenred.

Choices prices

Value
The Choices price of each voucher with a face value of £1.00 is £0.94. The minimum you can request is £50, up to a maximum of £243 per month.

Please also see the Choices manual on the UKPortal for full details of all PwC's Choices benefits:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

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Company car

F Y

What does it mean for me?

The PwC Car Scheme offers the choice of a wide range of cars, with all maintenance, road tax and insurance included, at highly competitive Choices prices and with 1-, 2-, 3- and 4-year lease terms available.

Optional extras can increase the Choices price and insurance excesses may apply. For more information about the car scheme please refer to: UKPortal>Me@PwC>Reward>My Reward>Benefits>Car Scheme.

Is it a fixed benefit?

No: this is a completely flexible benefit.

What are the benefit options?

You can request any car from the wide range available through the scheme. You can also request more than one car.

Is it a taxable benefit?

Yes: the amount of tax you must pay will depend on the list price of the car (and its accessories) and CO_2 emissions.

What are my options?

You can request a company car at any time – you don't have to wait until the annual renewal times. Please remember that you need to keep the car for the full duration of the lease term, otherwise an early termination charge may apply.

What happens if I do nothing?

The Choices calendar does not affect the way the PwC Car Scheme operates (you can request a company car at any time).

Who provides this benefit?

Masterlease.

S

The Choices car scheme offers a great range of cost and fuel efficient cars that have low carbon emissions. Why not consider if one of these vehicles is right for you and your lifestyle?

Please also see the Choices manual on the UKPortal for full details of all PwC's Choices benefits:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Car Scheme

Please contact the HC Direct on **#6111** or **0808 1002200** (if you are dialling from outside PwC) Monday to Friday, 8am – 6pm, if you need help or do not have access to the UKPortal.

Bicycle ('Cycle to Work')

F N

What does it mean for me?

The Choices 'Cycle to Work' scheme allows PwC to lend cycles and cyclists' safety equipment to you as a tax-free benefit, providing you use the cycle for journeys between your home and workplace (or for part of the journey, for example, to a railway station) or for any business travel such as journeys between one workplace and another.

Is it a fixed benefit?

No: this is a flexible benefit which can be tailored to your needs from the range of Choices options. This means that you must request the benefit if you wish to include it in your Choices package.

What are the benefit options?

If you request to join the Choices 'Cycle to Work' scheme you can choose the bike you would like from the range offered by Halfords. This arrangement runs for a period of 12 months and you can request a 'Letter of Collection' with a minimum value of £250 up to an upper limit of £1,000 (in increments of £50) for a bicycle and equipment. (Please note that if the bicycle and equipment come to less than the value of the 'Letter of Collection' you will not be reimbursed for the difference in value. Nor will you be able to top up the value of the 'Letter of Collection' using your own funds.)

Is it a taxable benefit?

The use of a cycle on this basis is not taxable as a benefit in kind and will not be included in your P11D return.

However, it should be noted that if ownership of the cycle is transferred to the employee following the completion of the hire period, the amount of the fair market value of the cycle at the date of transfer less any payment by the employee for the cycle will be subject to tax.

What are my options?

You can request to join the Choices 'Cycle to Work' scheme at annual renewal times only. The loan period is for 12 months and therefore automatically terminates at the end of the Choices year (30 September). At the end of the hire term, PwC may dispose of the bike for a fair market value at that time.

What happens if I do nothing?

If you do nothing you will not receive this benefit.

Who provides this benefit?

Halfords.

S

Many of our offices have shower facilities, lockers and bike racks, to promote cycling as a viable option for commuters. To find out if your office has cycle facilities, ask your office manager or go to the Office Information module on the Portal, select your office and look under car parking and cycling.

Bicycle ('Cycle to Work') F N

Choices prices

Total value of cycling equipment (£)	Monthly Choices price (£)
F 250.00	18.75
F 300.00	22.50
F 350.00	26.25
F 400.00	30.00
F 450.00	33.75
F 500.00	37.50
F 550.00	41.25
F 600.00	45.00
F 650.00	48.75
F 700.00	52.50
F 750.00	56.25
F 800.00	60.00
F 850.00	63.75
F 900.00	67.50
F 950.00	71.25
F 1,000.00	75.00

Please also see the Choices manual on the UKPortal for full details of all PwC's Choices benefits:

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Health

These Choices benefits are designed to help you stay healthy and to foster a positive attitude towards how you think about your healthcare and how you look after yourself, thus enabling you to lead a better life for longer.

Private medical benefit

F Y F Y

What does it mean for me?

If you fall ill or need medical treatment, you'll receive treatment promptly and at a convenient location, without needing to join a long waiting list. You can also request extended benefit cover to include your partner and your dependent children.

Is it a fixed benefit?

Yes: but you can request not to have your fixed benefit cover applied. You may not want to have your benefit cover applied if, for example, you are covered by a scheme offered by your partner's employer. This means you won't need to pay unnecessary tax.

What are the benefit options?

You can request to extend 'private medical benefit' cover to include your partner and/or dependent children up to the age of 25 who are in full-time education, or up to the age of 21 if not in full-time education.

Is it a taxable benefit?

Yes: this is a taxable benefit-in-kind and you must pay tax on the value of the benefit. The value of the benefit will appear on your form P11D Expenses and Benefits.

What are my options?

You can request to extend benefit cover to include your partner and your dependent children; or request not to have the fixed benefit cover applied on joining Choices or at annual renewal times.

What happens if I do nothing?

If you do nothing on joining Choices, you will receive self benefit cover only. At annual renewal times, if you have no benefit cover, nothing will change. If you have benefit cover, this will continue, providing eligibility for benefit cover still applies.

Who provides this benefit?

The trustees of the Choices Healthcare Trust.

Choices prices

Your options	Monthly Choices price (£)
F Self only	37.50
F Self and partner	50.00
F Self and children	41.67
F Family	54.17

Choices prices are applied to your base pay plus Choices allowance.

Please refer to the Choices manual on the UKPortal for full details of this benefit:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

You can waive benefit cover by requesting not to have your fixed benefit cover applied (this means that you will not have any private medical benefit cover through Choices). An amount equivalent to the Choices price for 'self cover' is still applied to your base pay plus Choices allowance. However, private medical benefit cover that is not applied is not a taxable benefit and will not appear on your Form P11D Expenses and Benefits.

Dental insurance

F Y

What does it mean for me?

The cost of major dental work, such as crowns or bridges, can be an unwelcome surprise. You can be covered for this and even the cost of check-ups and visits to the hygienist, with three levels of benefit cover from which to choose.

Is it a fixed benefit?

No: this is a flexible benefit which can be tailored to your needs. This means that you must request the benefit cover you need if you wish to include this benefit in your Choices package.

What are the benefit options?

You can request benefit cover at three different levels:

- Crystal (NHS treatment costs)
- Pearl (private care up to a specified amount)
- Diamond (covers 75% of the cost of most major private treatment up to a specified amount)

You can also request benefit cover for your partner and your dependent children.

Is it a taxable benefit?

Yes: this is a taxable benefit-in-kind and you must pay tax on the value of the benefit. The value of the benefit will appear on your form P11D Expenses and Benefits.

What are my options?

You can request this benefit on joining Choices or at annual renewal times. If you have benefit cover, you can remove it at subsequent annual renewal times should your needs change. You can also request (or remove) benefit cover for your partner or your dependent children. However, once you have decided to remove benefit cover, it can't be reinstated. (Different rules apply if you go on maternity leave – please see 'How maternity affects your Choices' guide on the UKPortal>Me@PwC>Personal>Life Events>Parenting and other caring responsibilities.)

What happens if I do nothing?

If you do nothing on joining Choices you will not receive this benefit. At annual renewal times, if you have no benefit cover, nothing will change. If you have benefit cover, this will continue, providing eligibility for benefit cover still applies.

Who provides this benefit?

CIGNA Healthcare.

Choices prices

Your options	Crystal monthly Choices price (£)	Pearl monthly Choices price (£)	Diamond monthly Choices price (£)
Self only	5.70	20.19	40.18
Self and partner	11.40	40.38	80.37
Self and children	11.40	40.38	80.37
Family	17.10	60.57	120.55

Choices prices are applied to your base pay plus Choices allowance.

Please refer to the Choices manual on the UKPortal for full details of this benefit:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

Health screening

F Y F N

What does it mean for me?

Health screening can help to identify potential health issues before they become fully-fledged illnesses. It can help you and your partner to fine tune elements of your lifestyle, such as diet, exercise and stress.

Is it a fixed benefit?

No: however, screening is automatically provided by PwC for staff in Choices categories C and D as part of their terms and conditions, but if you are in one of these categories, you may still want to consider additional Choices health screening.

What are the benefit options?

You can request a level of health screening which suits you each year, and you can also request health screening for your partner.

Is it a taxable benefit?

No: health screening for you is a non-taxable benefit. The value of the benefit will not appear on your form P11D Expenses and Benefits if you request it.

Yes: if you request partner health screening. Health screening for your partner is a taxable benefit-in-kind and you must pay tax on the value of the benefit if you request it. The value of the benefit for your partner will appear on your form P11D Expenses and Benefits.

What are my options?

If you are in Choices category A or B, and would like health screening as a Choices benefit, you need to request this benefit on joining Choices or at annual renewal times. If you are in Choices category C or D, you can also request more frequent or a higher level of screening than is required by your terms and conditions, if you wish. All staff can request health screening for partners.

What happens if I do nothing?

If you do nothing on joining Choices or at annual renewal times, you will not receive Choices health screening.

Who provides this benefit?

Bupa.

Choices prices

Your options	Self monthly Choices price (£)	Partner monthly Choices price (£)
BUPA Advanced	41.25	41.25
BUPA Complete	31.75	31.75
BUPA Female Health	20.25	20.25
BUPA Essential	20.00	20.00
BUPA Complete and Coronary Health	72.00	72.00
BUPA Advanced and Coronary Health	82.75	82.75

Choices prices are applied to your base pay plus Choices allowance.

Please refer to the Choices manual on the UKPortal for full details of this benefit:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

If you request health screening at annual renewal then the monthly Choices price is as shown above. If you request this benefit on joining Choices then the annual Choices price will be spread over the remaining months in the Choices year. If you leave part way through the Choices year then the remaining balance is applied to your final salary.

‘plan ahead for unexpected events’

Risk

These Choices benefits are designed to protect you (and your family) – they encourage you to plan ahead and consider what might happen if you (or your partner) were suddenly unable to work due to unexpected events such as death, illness, disablement or injury.

Death in service benefit (life assurance)

F N F N

What does it mean for me?

It may not be something you want to think about, but if you die whilst in employment with PwC a fixed benefit of a lump sum of 2x base pay is payable. In addition, a pension of 25% of base pay is payable to your spouse (or civil partner) for life or, if you were not married, a dependant's pension may be payable. Children's pensions of 12.5% of base pay per child are also payable (limited to 25% in total at any one time).

Is it a fixed benefit?

Yes: you receive the fixed minimum benefit cover of 2x base pay as standard.

What are the benefit options?

You can request to increase the fixed minimum benefit cover up to a maximum of 4x base pay.

Is it a taxable benefit?

No: this is not a taxable benefit-in-kind and will not appear on your form P11D Expenses and Benefits. In general, the lump sum payable is not taxable. However, if it exceeds your Lifetime Allowance (£1,800,000 for 2010/11) the excess will be taxed. Any pensions paid under the benefit will be subject to tax.

What are my options?

On joining Choices, you can request an increase in benefit cover. You can also request increases at annual renewal times. However, you can only request an increase of one increment (1x base pay) at a time up to the overall limit of 4x base pay. You can also reduce benefit cover to the minimum required of 2x base pay, if your needs change.

What happens if I do nothing?

If you do nothing on joining Choices, you will receive the fixed benefit cover of 2x base pay only. Your benefit cover will continue if you do nothing at annual renewal times.

Who provides this benefit?

PwC Pension Fund.

Choices prices

Level of cover	Choices price (% of base pay)
F 2x base pay	0.25
F 3x base pay	0.375
F 4x base pay	0.5

Choices prices are applied to your base pay plus Choices allowance.

Please refer to the Choices manual on the UKPortal for full details of this benefit:

UKPortal>Personal>My Personal Details>Expression of wish

If you are in a legacy pension scheme, you should refer to the appropriate pension scheme booklet on the UKPortal. Lump sum benefits on death will be paid as decided by the Trustees of the PwC Pension Fund having first taken account of an Expression of Wish form completed by you. If you have not completed your Expression of Wish form you are encouraged to do so, as soon as possible, by logging on to the UKPortal>Personal>My Personal Details>Expression of wish.

Income protection benefit

F N F N

What does it mean for me?

'Income protection benefit' provides you with a regular income ('benefit payment') if you are unable to work for more than 52 consecutive weeks due to illness or disability, and the claim is accepted by the insurers. The benefit payment period is for a maximum of 5 years via PwC, after which the benefit payment may be paid direct by the insurer.

Is it a fixed benefit?

Yes: staff in Choices category A, B or C are funded from the date of joining and qualify for 50% base pay benefit cover after 1 year's service as standard. All staff joining in Choices category D qualify for benefit cover immediately.

What are the benefit options?

You can request an increase in benefit cover to 62.5% of base pay and 75% of base pay. (You may request benefit cover for yourself only.)

Is it a taxable benefit?

No: this is a non-taxable benefit. It is not a taxable benefit-in-kind and will not appear on your form P11D Expenses and Benefits. However, any benefit payment received through this benefit cover is subject to tax and National Insurance Contributions.

What are my options?

If you are in Choices category A, B or C and you wish to increase benefit cover, you can by one increment each year at annual renewal times (after completing 1 year's service). You may reduce benefit cover to any level down to the fixed benefit level of 50% of base pay at subsequent annual renewal times if your needs change.

If you are in Choices category D, the only difference is that you can request to increase the level of benefit cover on joining Choices.

What happens if I do nothing?

If you do nothing at annual renewal times, your existing level of benefit cover will continue.

Who provides this benefit?

PwC has arrangements with Legal & General Assurance Society Ltd to provide Income Protection Benefit for employees.

Choices prices

Level of cover	Choices price (% of base pay)
F 50% base pay	0.35
F 62.5% base pay	0.375
F 75% base pay	0.4

Choices prices are applied to your base pay plus Choices allowance.

Please refer to the Choices manual on the UKPortal for full details of this benefit:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

Personal accident benefit

F N

What does it mean for me?

In the event of your death, losing a limb or suffering permanent disablement as a result of an accident, this benefit will provide a lump sum payment up to a maximum of 6x base pay. The amount to be paid will depend on the level of disability suffered.

Is it a fixed benefit?

Yes: you receive this benefit as standard.

What are the benefit options?

There are none, the benefit cover is standard.

Is it a taxable benefit?

No: this is currently considered non-reportable for tax and will not appear on your form P11D Expenses and Benefits.

What are my options?

This is a fixed benefit – there are no options.

What happens if I do nothing?

On joining Choices, or at annual renewal times, benefit cover is automatic and cannot be changed or removed.

Who provides this benefit?

PwC has arrangements with Chartis Insurance UK Ltd to provide Personal Accident Benefit for employees.

Choices prices

Level of cover	Choices price (% of base pay)
F Up to 6x base pay	0.1

Choices prices are applied to your base pay plus Choices allowance.

Please refer to the Choices manual on the UKPortal for full details of this benefit:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

Partner life assurance

F Y

What does it mean for me?

If you're married, in a civil partnership or a long-term partnership, additional life assurance for your partner could be a welcome reassurance for you both. In the event of your partner's death, this benefit will pay out a lump sum.

Is it a fixed benefit?

No: this is a flexible benefit which can be tailored to your needs. This means that you must request the benefit cover you need if you wish to include this benefit in your Choices package.

What are the benefit options?

You can request benefit cover for your partner up to £150,000.

Is it a taxable benefit?

Yes: this is a taxable benefit-in-kind and you must pay tax on the value of the benefit. The value of the benefit will appear on your form P11D Expenses and Benefits.

What are my options?

You can request benefit cover on joining Choices or at annual renewal times. If you have benefit cover, you can request to increase it to a maximum of 6 units of £25,000 per unit at annual renewal times. You can also request to reduce or remove this benefit at subsequent annual renewal times if your needs change.

What happens if I do nothing?

If you do nothing on joining Choices you will not receive this benefit. At annual renewal times, if you have no benefit cover, nothing will change. If you have benefit cover, this will continue, providing eligibility for benefit cover still applies.

Who provides this benefit?

The benefit will be insured under a policy issued by Legal & General Assurance Society Ltd to PwC.

Choices prices

Partner's age (at last birthday)	Partner cover monthly Choices price per unit of £25,000 (£)
Under 36	1.24
36 – 40	1.45
41 – 45	1.74
46 – 50	2.54
51 – 55	4.41
56 – 60	7.98
61 – 64	14.62
Maximum cover: £150,000 (6 units)	

Choices prices are applied to your base pay plus Choices allowance.

Please refer to the Choices manual on the UKPortal for full details of this benefit:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

Critical illness insurance

F Y

What does it mean for me?

'Critical illness insurance' provides a lump sum payment if you are diagnosed with a specified serious condition. The amount you will be paid depends on the number of units you have requested and may not exceed 4x base pay.

Is it a fixed benefit?

No: this is a flexible benefit which can be tailored to your needs. This means that you must request the benefit cover you need if you wish to include this benefit in your Choices package.

What are the benefit options?

You can request benefit cover of up to 4x base pay for yourself and you can also request benefit cover for your partner of up to £150,000 or up to the number of units you have requested for yourself, whichever is less.

Is it a taxable benefit?

Yes: this is a taxable benefit-in-kind and you must pay tax on the value of the benefit. The value of the benefit will appear on your form P11D Expenses and Benefits.

What are my options?

On joining Choices, you can request benefit cover for yourself in units of £25,000 each up to the maximum level of benefit cover. You can also request benefit cover for your partner in units of £12,500 each, up to a maximum of 12 units (£150,000). The number of units you request for your partner may not exceed the benefit cover you have requested for yourself. You can request increases at annual renewal times; however, you will only be able to request to increase your level of benefit cover by 1 unit provided you do not exceed the limits. You can also reduce or discontinue the benefit cover if your needs change. Dependent children (6 months – 18 years) are included in your benefit cover, up to a maximum of £20,000.

What happens if I do nothing?

If you do nothing on joining Choices you will not receive this benefit. At annual renewal times, if you have no benefit cover, nothing will change. If you have benefit cover, this will continue, providing eligibility for benefit cover still applies.

Who provides this benefit?

Legal & General Assurance Society Ltd.

Choices prices

Your age	Self monthly Choices price per unit of £25,000 (£)	Self and partner monthly Choices price per unit of £25,000 (£) plus £12,500 for partner (£)
F Under 36	1.66	2.64
F 36 – 40	3.55	5.70
F 41 – 45	5.75	9.17
F 46 – 50	9.94	16.00
F 51 – 55	16.86	27.02
F 56 – 60	28.31	44.88
F 61 – 64	47.64	71.01

Choices prices are applied to your base pay plus Choices allowance.

Please refer to the Choices manual on the UKPortal for full details of this benefit:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

Personal injury insurance

F Y

What does it mean for me?

This benefit provides cover in the event of an accident resulting in injury (for example, broken bones in arms/legs, burns or death). The terms and level of benefit cover are different from personal accident benefit. Depending on the nature of the injury suffered, this insurance can pay a lump sum of up to a maximum of £250,000.

Is it a fixed benefit?

No: this is a flexible benefit which can be tailored to your needs. This means that you must request the benefit cover you need if you wish to include this benefit in your Choices package.

What are the benefit options?

You can request benefit cover for yourself and/or your partner and/or dependent children.

Is it a taxable benefit?

Yes: this is a taxable benefit-in-kind and you must pay tax on the value of the benefit. The value of the benefit will appear on your form P11D Expenses and Benefits.

What are my options?

On joining Choices, or at annual renewal times, you can request benefit cover of up to 10 units of £25,000 each. You can subsequently request to increase, extend, reduce or remove the benefit at annual renewal times if your needs change.

What happens if I do nothing?

If you do nothing on joining Choices you will not receive this benefit. At annual renewal times, if you do nothing and you have no benefit cover, nothing will change. If you have benefit cover, this will continue, providing eligibility for benefit cover still applies.

Who provides this benefit?

ACE European Group Limited.

Choices prices

Your options	Monthly Choices price per unit of £25,000 (£)
F Self	1.42
F Self and partner	2.84
F Self and children	1.89
F Partner	1.89
F Partner and children	1.89
F Family	2.84
Maximum cover: £250,000 (10 units)	

Choices prices are applied to your base pay plus Choices allowance.

Please refer to the Choices manual on the UKPortal for full details of this benefit:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

Life:) choices

‘planning ahead to become financially secure’

Pensions

Pensions are all about saving for your retirement. By planning well ahead and making the most of the pension arrangements available through PwC's Choices benefits, you (and your family) can become financially secure. You can take advantage of the attractive terms PwC offers, as well as tax incentives designed to encourage you to save more for your retirement.

GPP (Group Personal Pension)

F N

What does it mean for me?

It's never too soon to start planning for retirement, especially as we're living longer as a nation and pursuing active interests well into what used to be termed 'old age'. All staff (except members of the legacy schemes) are eligible to join the GPP (Group Personal Pension) and can take advantage of matched pension funding from PwC, irrespective of age.

Is it a fixed benefit?

No: currently PwC offers pension funding equivalent to 4% of base pay to all staff in Choices categories B, C and D and staff in Choices category A after 5 years' service. Special terms may apply to you if you are in Choices category A and you joined PwC before 1 October 2006.

What are the benefit options?

If you have requested contributions to the GPP you may also be eligible for matched pension funding from PwC. Category A staff with under 5 years' service may receive up to a maximum of 2% matched pension funding.

Is it a taxable benefit?

There are significant tax incentives to encourage you to save for your retirement through the GPP providing you stay within HM Revenue & Customs limits. However, if your income from all sources exceeds £130,000 in this tax year, or has exceeded £130,000 in any tax year since 2007/08, you should be aware of the changes to pensions taxation introduced by the Finance Act 2009.

What are my options?

You can request to participate in the GPP on joining Choices or at annual renewal times. You can request to remove, increase or reduce PwC contributions at annual renewal times if your needs change.

What happens if I do nothing?

If you do nothing and you have not requested to join the GPP, you will still receive any basic pension funding.

At annual renewal times, if PwC is making contributions on your behalf, these will continue. For Choices category A staff this will depend on your length of service and date of joining. If you decide not to participate in the GPP, you may be missing out on valuable matched pension funding from PwC and the National Insurance Contribution savings. Please see 'Your guide to PwC pension funding for 2010/11'. If you request to join the GPP please remember to complete your provider's enrolment procedures.

Who provides this benefit?

Winterthur Life is available to all new staff wishing to join the GPP. (If PwC's independence rules prohibit you from taking out a policy with Winterthur Life you may use Standard Life. GPP members with an existing AXA Sun Life policy can continue to request PwC to pay contributions to AXA Sun Life.)

Winterthur Life, AXA Sun Life and Standard Life all offer an ethical fund option.

Please see 'Your guide to PwC pension funding 2010/11' for further details about GPP scales, including Matched Pension Funding – you can view or download a copy by logging on to the UKPortal:

UKPortal>Me@PwC>Reward>My Reward>Pensions and Life Assurance>GPP in Choices

Useful terms

Base pay

The salary figure PwC quotes in your offer letter and subsequently in any salary review communication. It is one of the elements PwC uses to calculate your Choices allowance and any salary-related benefits, for example, death in service lump sums.

Choices allowance

An amount representing the cash value of a competitive set of benefits made up of a lump sum plus a percentage of your base pay. It includes the value of your fixed benefits which PwC provides to you as standard. For Choices categories B, C and D, and Choices category A after 5 years' service, it also includes 4% of base pay to reflect pension funding.

Choices category

A category assigned by your Line of Service, usually on a grade-related basis.

Choices price

The price of a benefit within Choices that PwC applies to your base pay plus Choices allowance.

Fixed benefit

Certain minimum benefits that are provided for you and give a measure of protection for you and your family against the unforeseen. PwC as a responsible employer believes these are essential benefits all staff should receive as standard. The benefits are fixed and funding is provided as part of your Choices allowance but their value cannot be used for other Choices benefits or taken as payroll cash.

Flexible benefits

You may also be provided with flexible benefit funding. As well as requesting benefits using the flexible benefit funding, you can extend the benefit cover provided as standard by some of the fixed benefits or you can take the funding as payroll cash.

Payroll cash

The pay you receive after you have requested your benefits through Choices. It may be higher, the same as or lower than your base pay, depending on the benefits you request through Choices and the value of your Choices allowance.

Contractual entitlement

You should be aware that PwC reviews your Choices requests and makes the final decision. There may be changes – for example, in benefit providers or the rules regarding benefit provision. Irrespective of any changes to benefits, PwC will always ensure that your contractual entitlement to a broadly equivalent mix of pay and benefits is maintained. You should refer to the Choices manual on the UKPortal for full details of all PwC's Choices benefits.

If you do not have access to the UKPortal or have not yet joined PwC and would like a copy, you should contact HC Direct on **#6111** or **0808 1002200** if you are dialling from outside PwC.

Please ensure that you read all the sections of the Choices manual carefully. It is important that you make certain that you are comfortable with the details of the benefits you are requesting under Choices and with the associated providers. Please note that the information given in the Choices manual is advisory only and should not be relied upon as a comprehensive description of your contractual entitlements or of any restrictions that might apply. If the provider of a benefit is a client of PwC, then PwC's independence policy may not allow you to request that benefit.

Please also see the Choices manual on the UKPortal for full details of all PwC's Choices benefits:

UKPortal>Me@PwC>Reward>My Reward>Benefits>Choices

Please contact HC Direct on **#6111** or **0808 1002200** (if you are dialling from outside PwC) Monday to Friday, 8am – 6pm, if you need help or do not have access to the UKPortal.

Life:) enjoy its benefits

Life:) signifies all the benefits provided by PwC and Choices is part of your Life:) benefits.

Our aim is to raise awareness of the benefits available and make it easier for you to find the information you want, when you want it.

www.pwc.com/uk

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Designed by studioec4 20321 (08/10)