

## SCHEDULE OF EMPLOYER COSTS AND CHARGES

|   | TYPE OF COST OR CHARGE   | ESTIMATED AMOUNT   | ANTICIPATED OR AVAILABLE PAYMENT METHOD  |
|---|--|--|--|
| 1 | Admission agreement administration and legal costs   | Dependant on the admission – minimum fee is set at £1000 (+ VAT)   | The GMPF fee will be invoiced to you. The fee will need to be paid before work on drafting an agreement can begin. |
| 2 | Calculation of the Employer Contribution Rate upon admission to the Fund - from the admission date up to the end of the current valuation period | Dependant on the admission – employer to expect a fee between £1000 to £2000 + (+ VAT)   | The actuarial fees will be invoiced to you and payment is required on receipt of the invoice.                      |
| 3 | Calculation of Full Bond and Employer Contribution Rate with initial asset allocation  | Dependant on the admission – employer to expect a fee of £2500 + (+VAT)  | The actuarial fees will be invoiced to you and payment is required on receipt of the invoice.                      |
| 4 | Calculation of only a Redundancy Bond and Employer Contribution Rate with initial asset allocation   | Dependant on the admission – employer to expect a fee of £2000 + (+VAT)  | The actuarial fees will be invoiced to you and payment is required on receipt of the invoice.                      |
| 5 | Employer contribution rates  | Approximately between 20% and 30% of pay plus cash amounts where agreed (as at 1.4.16) but could be more or less depending on your membership and terms of admission | Payable every month by BACS.   |
| 6 | Early retirement strain costs  | Dependant on the case  | As agreed during the admission process. These could be charged to the pool, a budget or payable up front.          |
| 7 | Ill health retirement strain costs   | Dependant on the case  | As agreed during the admission process. These could be charged to the pool, a budget or payable up front.          |
| 8 | Death benefit strain costs   | Dependant on the case  | These are usually accounted for within your future employer contribution rate.                                     |
| 9 | Augmentation strain costs  | Dependant on the case  | As agreed during the admission process. These could be charged to the pool, a budget or payable up front.          |

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| 10 | Transfer strain costs                             | Dependant on the case   | These are usually accounted for within your future employer contribution rate. However for some admission bodies they may be payable up front.                    |
| 11 | FRS102 / IAS19                                    | Dependant on the request and the quality of data – employers should expect a fee of between £ 400.00 - £2500.00 (+ VAT) | The actuary's fees will be invoiced to you and payment is expected up front.  |
| 12 | Actuarial work done at an employers request       | Dependant on the work requested   | These costs will be invoiced to the employer.   |
| 13 | Costs for additional administration or legal work | Dependant on the costs incurred   | These costs will be invoiced to you and payment is expected up front.   |
| 14 | Termination costs                                 | Dependant on the termination process  | Any payments due are required at the termination date. In exceptional circumstances these may be spread over a period of time at the sole discretion of the GMPF. |