



Salary Exchange

A smarter way to pay for your pension

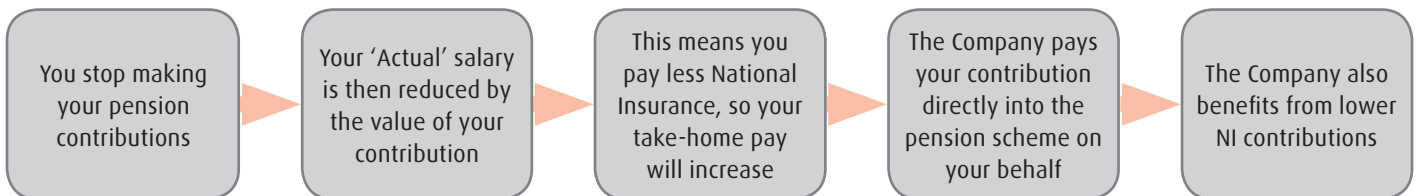
Factsheet

This document provides general information on how Salary Exchange will work for BOC and Gist employees. To see exactly how much money Salary Exchange will save you, please refer to your personalised payslip example.

What is Salary Exchange?

Salary Exchange is a simple way to increase your take-home pay, whilst also helping the Company to save money. Salary Exchange does not change the amount of money paid into the pension scheme.

How does it work?



Will this affect my pension when I retire?

No. Your pension will not be affected by Salary Exchange, as there is no change to the total amount of money being paid into it and, in the BOC Pension Scheme, your benefits will be based on your Reference salary.

Will everyone benefit from Salary Exchange?

The vast majority of eligible employees will benefit from Salary Exchange. The Company has already identified the employees who it considers may not benefit from joining the scheme and has contacted them separately.

Are other companies operating similar schemes?

Yes – many major organisations have taken advantage of the benefits that Salary Exchange offers, including BBC, Tesco, BT and British Airways.



What do I need to do?

You don't need to do anything to take advantage of Salary Exchange - all eligible employees will be automatically opted in.

Can I opt out?

Yes. You will need to complete and return an opt-out form before 10 June 2009. If you opt out, you will only be able to opt back in on the anniversary of the scheme (1 April), or if you have a major 'lifestyle event', for example if you change working hours, go on maternity leave, or get married. Please be aware that opting back in is at the discretion of the Company.

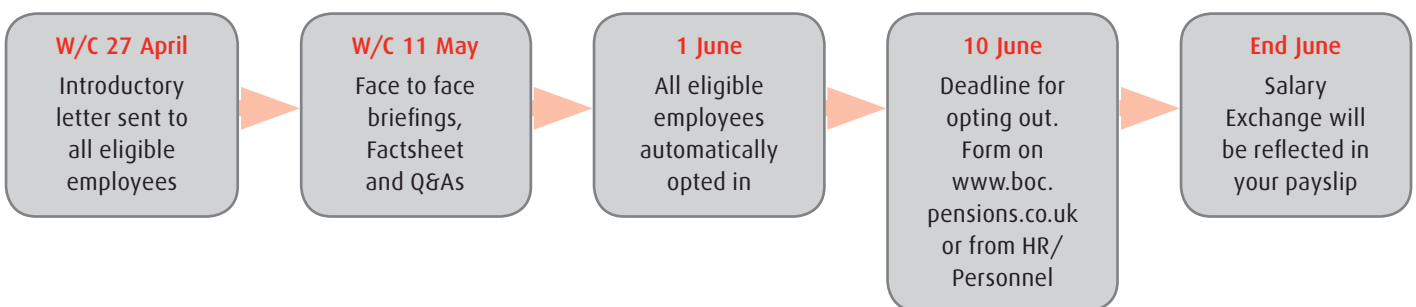
How much will I save?

This varies depending on your salary. The table below gives an overview of estimated savings for members. Every member will also receive a personalised sample payslip for April 2009 which will show what their take home pay would have been if Salary Exchange had been active then. As a general rule, employees earning less than £40,000 will benefit proportionately more than those earning above £40,000.

Savings at a glance – assuming 5% contribution

Pensionable Salary (per year)	BOC Pension Scheme Increase in take home pay (per year)	BOC Retirement Savings Plan Increase in take home pay (per year)
£17,500	£82	£96
£20,000	£94	£110
£30,000	£141	£165
£40,000	£188	£220
£50,000	£25	£25

Timeline



Need to know more?

Please refer to the Q+A document which you will have received at your briefing.

You can also email salaryexchange@boc.com or salaryexchange@gistworld.com with specific questions, or visit the Pensions website.