

Your pension scheme

Mercy Corps Europe Pension Scheme Retirement and Death Benefits Scheme

Costs and charges illustration for a contributing member

What is this illustration for and how could it help you?

The information in this document is an 'illustration'. This is to show you the possible effect of costs and charges on your pension savings to help you plan for your retirement. The figures shown in it are not personal to you and do not show the actual pension benefits you could get from the pension scheme.

Your pension scheme benefits depend on many things such as contributions from you or your employer, how your investment funds have performed, and costs and charges. You may get back less than you put in.

How charges affect your pension scheme's investment funds

On page 2 are tables which show how different costs and charges can impact the pension pot over certain periods of time, based on a selection of investment funds. Table 1 shows your scheme's default investment option. Table 3 shows a range of funds with different growth rate assumptions and costs and charges. It also provides an illustration for the Aviva Pension BlackRock Sterling Liquidity Fund which is an additional default investment option.

Under each default investment option or investment fund, there are two columns. The first shows the projected pension values assuming no charges are taken. The second shows the projected pension values after costs and charges are taken. By comparing the two you can see how much the charges over the years will impact your pension pot.

The figures are based on a monthly contribution of £300 – see page 3 for the assumptions we use.

Table 1

Illustration of effect of costs and charges on the Default Investment Option in your scheme Mercy Corps Europe Pension Scheme Retirement and Death Benefits Scheme		
	My Future	
	Assumed growth rate 3.9%	
	Assumed costs and charges 0.53%	
At end of year	Projected value assuming no charges	Projected value after costs and charges are taken
1	£3,590	£3,580
2	£7,250	£7,210
3	£11,000	£10,900
4	£14,800	£14,600
5	£18,600	£18,400
10	£38,900	£37,800
15	£61,100	£58,500
20	£85,200	£80,500
25	£112,000	£104,000
30	£140,000	£129,000
35	£172,000	£155,000
40	£204,000	£181,000
45	£236,000	£206,000
50	£265,000	£229,000

Table 2

List of Funds included in the Investment Option		
Fund name	Fund Charge	Growth Rate
Av My Future Consolidation-FPMFCONP	0.49%	3.30%
Av My Future Growth-FPMFGROP	0.55%	4.30%

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Table 3

Illustration of effect of costs and charges for funds with different growth rates and charges within your scheme – Mercy Corps Europe Pension Scheme Retirement and Death Benefits Scheme								
	Av BlackRock Sterling Liquidity- FPBGC_P		Av BlackRock Over 5 Year Index- Linked Gilt Index Tracker- FPILGX_P		Av Baillie Gifford International- FPINT__P		Av Multi Strategy Target Return FP- FPAVMTRP	
	Assumed growth rate 1.5%		Assumed growth rate 2%		Assumed growth rate 5%		Assumed growth rate 4.3%	
	Assumed costs and charges 0.48%		Assumed costs and charges 0.45%		Assumed costs and charges 0.79%		Assumed costs and charges 2.29%	
At end of year	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken	Projected value assuming no charges are taken	Projected value after costs and charges are taken
1	£3,540	£3,530	£3,550	£3,540	£3,610	£3,590	£3,590	£3,550
2	£7,050	£7,010	£7,080	£7,050	£7,300	£7,240	£7,250	£7,080
3	£10,500	£10,400	£10,600	£10,500	£11,100	£11,000	£11,000	£10,600
4	£14,000	£13,800	£14,100	£14,000	£15,000	£14,700	£14,800	£14,100
5	£17,400	£17,200	£17,600	£17,400	£18,900	£18,600	£18,600	£17,500
10	£33,900	£33,100	£34,700	£34,000	£40,300	£38,700	£38,900	£34,600
15	£49,600	£47,900	£51,500	£49,800	£64,400	£60,500	£61,100	£51,200
20	£64,600	£61,700	£67,800	£64,900	£91,600	£84,100	£85,200	£67,400
25	£78,900	£74,500	£83,700	£79,300	£122,000	£110,000	£112,000	£83,100
30	£92,500	£86,400	£99,300	£93,100	£157,000	£138,000	£140,000	£98,300
35	£105,000	£97,500	£114,000	£106,000	£196,000	£168,000	£172,000	£113,000
40	£118,000	£108,000	£129,000	£119,000	£240,000	£200,000	£206,000	£128,000
45	£129,000	£117,000	£144,000	£131,000	£289,000	£236,000	£243,000	£142,000
50	£141,000	£126,000	£158,000	£142,000	£345,000	£274,000	£284,000	£155,000

How we worked out the figures in the tables

It's important to understand how much or how little difference charges make to your pension pot, but we can't predict exactly what will happen in the future so we've had to make some assumptions.

The values shown are estimates and are not guaranteed.

These assumptions are:

1. We've assumed someone doesn't have anything in their pension pot when they start saving. Contributions are assumed to be paid £300 monthly increasing in line with assumed earnings inflation of 2.5% each year.
2. The figures illustrate the pension pot value in 'today's money' which means they take inflation into account by discounting values at 2.5% a year. Seeing the figures in this way shows you what they could be worth today. It's important to note that inflation reduces the worth of all savings and investments. The effect of this is shown in the illustration and could mean the fund may reduce as well as grow in 'today's money'.
3. Transaction costs may not have been included where data was not available from the fund managers.
4. As your scheme's default investment option moves your investments to lower risk funds when you're approaching retirement, the growth rate and charges within the investment option may change. We've modelled these expected changes within the projections. The growth rate and charges shown in the default investment programme illustration are weighted averages and are for information only. Full details of the individual funds that make up the default investment programme are shown in table 2.

Some important things to remember

Your scheme will offer other funds to those illustrated, with different growth potential and different charges, and may also offer another lifestyle investment option. If you have selected another lifestyle investment option your pension pot will automatically be moved into different funds as you approach your retirement date and your scheme literature will provide details of how this works. As the individual funds used in a lifestyle approach have different growth potential and different charges, the overall growth rate and overall charge will change over time.

For these reasons, we have shown a range of funds with a range of charges which are available to you and which could apply to your pension pot during the life of your plan. A personal projection of your pension pot is included in your annual benefit statement and you should read that to get an individual view of your projected pension benefits. You'll also find details of the actual charges applicable to you in your scheme literature.

The figures shown here:

- Shouldn't be used to make investment decisions, so if you need to do that, we recommend that you take financial advice.
- May not be relevant to your personal circumstances. Your money may be invested in different funds, for example.