



# Westcon-Comstor Pension & Investment Plan

## At a glance

### 1 When you get paid, so does your pension.

You'll pay in the same amount you paid in with our previous provider.

Try the [pension calculator](#) from Hargreaves Lansdown (HL), our new pension provider, to see how it all works. Once money is paid into your pension, you won't normally be able to access it until age 55 (57 from 2028).

### 2 A new 'Salary Sacrifice' arrangement. Your contributions will be made via 'Salary Sacrifice', which involves exchanging a portion of your salary for a pension contribution, meaning your pension deductions will come from your gross pay (before tax and National Insurance).

#### Salary Sacrifice offers two key benefits:

- No employee National Insurance is payable on your contributions. This means your contributions can cost you less without reducing the amount paid into the Plan.
- No income tax is payable on your contributions. This means you immediately save income tax up to the highest rate you pay, subject to HMRC limits, so there's no need to reclaim any further tax relief.

You can find lots more information on how it all works by reading the [Salary Sacrifice Factsheet](#). Pension and tax rules can change and any benefits depend on your circumstances.

### 3 You've got more investment choice. The money paid into the pension is automatically invested in the [HL Growth Fund](#).

But you can choose your own investments if you prefer. Even if you're new to investing, there are plenty of guides and tools to help you get started. You'll find them on the pension website.

All investments, including the default fund, will go up and down in value over time. So, you may get back less than you put in.

### 4 You can keep your pensions together. Having everything in one place makes it easier to keep an eye on your retirement savings.

Remember to check that you won't lose any valuable guarantees or incur exit charges before transferring. Pensions are usually transferred as cash, so you'll miss any market rises or falls for a period.

Make sure you compare the charges and services of both providers before deciding if you'll go ahead.

### 5 New easy-to-use website. You'll find everything you need to know about your new pension on our [plan website](#).

There are handy guides and tools to help you be smarter with your money too as well as a free smartphone app.

**Important notes:** HL provides information to help you make your own informed decisions, but it's not personal advice. If you're not sure whether a product or investment is right for you, please ask about financial [advice](#).

#### Helpdesk:

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