

2021

PNO PENSION SCHEME 4

Welcome to PNO Media! From the moment you join a company, you will be accruing pension via your employer. Every pension administrator has its own pension scheme or schemes. This Pension 1-2-3 explains what your pension scheme offers you. This is important to know, for instance, when you change jobs. Pension 1-2-3 does not contain any personal information about your pension. This can be found on www.mijnpensioenoverzicht.nl, on your annual Uniform Pension Statement and on mijn.pnomedia.nl (MijnPNO).

What's in layers 1, 2 and 3?

Pension 1-2-3 consists of 3 layers. Layer 1 briefly sets out the most important information about your pension scheme. We will send you layer 1 when your employer registers you with PNO Media. Layer 2 gives a more comprehensive description of all the information from layer 1. Layer 3 contains all legal and policy-related information of PNO Media. The information from layer 3 can be found on pnomedia.nl. You can also ask us about layers 2 and 3.

What does our pension scheme offer you?



Retirement pension

You take part in the PNO Pension Scheme 4 of PNO Media through your employer and you accrue a retirement pension.

This retirement pension is paid out to you once you reach the age of 68. Your retirement pension is a supplement to the state pension.

The state pension is the pension paid by the government when you reach state pension age.

The amount of pension you will receive from PNO Media mainly depends on the extent of the salary you earned, the contents of the pension scheme you take part in and the number of years you have been participating. The retirement pension is paid out each month with effect from your 68th birthday, for as long as you live. The extent of your retirement pension can be found on your pension statement, on MijnPNO and on www.mijnpensioenoverzicht.nl.

The pension scheme you take part in is a defined benefit agreement. Each year, you accrue pension over part of the gross wage you earned during that year. You do not accrue pension over your entire gross wage. PNO Media takes the state pension you receive from the government when you reach state pension age into account. The part of your wage for which you do not accrue a pension is referred to as the 'offset'. Each year, you accrue 1.60% in retirement pension over the gross wage minus the offset.

Example: you earn € 25,583 per year. The offset is € 15,583. During that year, you accrue 1.60% in retirement pension over the pension basis of € 10,000. This amounts to € 160.00 during that year.

The total pension amount you thus accrue, is the sum of all years plus any indexation. Each year, you will receive this pension amount with effect from your retirement date, for as long as you live. We pay the pension amount in 12 monthly instalments.



Partner's and orphan's pension

As long as you work for your current employer and as such are a participant at PNO Media, your partner is guaranteed to receive a partner's pension.

The partner's pension is approximately 70% of the retirement pension you would have received if you had accrued a pension at PNO Media until your retirement. The partner's pension is paid out when you die and for as long as your partner is alive.

Note: your partner will not receive a partner's pension and your children will not receive an orphan's pension when you no longer work for your current employer.

On your retirement date, when you leave your current employer prematurely and when the relationship with the partner who is registered with us as the beneficiary for the partner's pension ends, PNO Media will convert part of your retirement pension into a (special) partner's pension. This means your retirement pension will be lower. Your (former) partner will receive a pension from PNO Media when you die.

The extent of the orphan's pension is approximately 14% of the retirement pension you would have received if you had accrued a pension at PNO Media until your retirement. Every child receives this pension until he or she turns 21. As long as a child is at school or university or studies at a recognised educational institution for more than 18 hours, he or she receives an orphan's pension he or she turns 27.

As long as you work for your current employer and as such are a participant at PNO Media, your partner is guaranteed to receive a temporary partner's pension. The temporary partner's pension is paid out when you die and until your partner reaches state pension age.

Note: your partner will not receive a temporary partner's pension when you die when you no longer work for your current employer.

The extent of the partner's and the temporary partner's pensions can be found on your pension statement, on MijnPNO and on www.mijnpensioenoverzicht.nl. More information can be found on pnomedia.nl.



Non-contributory continuation of your pension accrual when unfit for work

When you become unfit for work, your pension accrual will (partially) continue on the basis of 100% of your pension basis, without having to pay any contribution. This non-contributory pension accrual depends on the extent to which you are unfit for work.



Disability pension

Your pension scheme provides for a disability pension.

If you become partially unfit for work (35-80%) you are, in addition to the statutory invalidity benefit, entitled to a disability pension from PNO Media if you use less than 50% of your residual capacity.

If you become unfit for work and earn more than € 58.307,00, you are also entitled to a supplementary disability pension from PNO Media.



Pension regulations

If you want to know exactly what our pension scheme offers you, please read the pension regulations on MijnPNO or contact us.

What does our pension scheme not include?



When you die while you are no longer employed, there will be no partner's pension

Under this pension scheme, a partner's pension and orphans' pension is guaranteed only as long as you are working for your current employer and are a participant at PNO Media. If you no longer work for your current employer and you die, your partner will not receive a partner's pension from us.

If you have a partner and you leave your employer, it is important for you and your partner to find out if you need to make your own arrangements for a partner's pension. You may take out insurance, for instance. PNO Media automatically converts part of your accrued retirement pension into a partner's pension when you leave your employer. It does mean your retirement pension will be lower. When you retire, PNO Media automatically converts part of your accrued retirement pension into a partner's pension. For more information, look under 'What choices do you have?'

How do you accrue pension?



A. AOW: you receive this pension from the government

The AOW is the statutory state pension. You accrue a state pension over a period of 50 years. You only accrue a state pension when you reside and/or work in the Netherlands. The date on which you receive your state pension depends on your date of birth, as the state pension age will rise during the next few years. The extent of the pension is not the same for everyone either. The state pension amounts are adjusted on an annual basis.

Information about the state pension and your state pension age can be found on www.svb.nl.

Note: if you did not always live or work in the Netherlands, your old-age pension may be lower.

B. The pension you accrue through work

Your pension statement tells you how much pension you accrue through your employer's pension scheme. You receive this once a year for as long as you accrue pension at PNO Media. An up-to-date pension statement can be found on MijnPNO. The pension statement shows the retirement pension you have accrued to date, as well as the pension as at your 68th birthday if you continue to accrue a pension at PNO Media under the same scheme. The pension statement also provides information about the partner's and orphan's pensions. These are pensions that your partner and children will receive when you die. If you want an statement of the pensions you have accrued with other employers, please visit www.mijnpensioenoverzicht.nl.

C. Arranging your own pension supplement

You can arrange your own pension supplement to your state pension and the pension you accrue via your employer. You can do this through bank savings or by taking out insurance such as an annuity. You can also voluntarily accrue additional pension at PNO Media. Whether this is possible from a fiscal point of view and whether you feel it is necessary, depends on your financial and personal situation. Our Op Koers pension planner (via MijnPNO) can help you make a choice.



You accrue pension under an average pay plan

Each year, you accrue pension over part of the gross wage you earned during that year. You do not accrue pension over your entire gross wage. PNO Media takes the state pension you receive from the government when you retire into account. The part of your wage for which you do not accrue a pension is referred to as the 'offset'.

Each year, you accrue 1.6% in pension over your gross wage minus the offset. The total pension you thus accrue, is the sum of all those years plus any indexation. Each year, you will receive this pension amount with effect from your retirement date, for as long as you live. This is referred to as the career average scheme.



Accrual rate

Each year, you accrue pension over part of the gross wage you earned during that year. The part of your wage for which you do not accrue a pension is referred to as the 'offset'. Each year, you accrue 1.60% in retirement pension over the gross wage minus the offset.

Example: you earn € 25,583 per year. The offset is € 15,583. During that year, you accrue 1.60% in retirement pension over the pension basis of € 10,000. This amounts to € 160.00 during that year. The total pension amount you thus accrue, is the sum of all years plus any indexation. We pay this pension amount in 12 monthly instalments with effect from your retirement date.



You and your employer both pay for your pension

Each month, you and your employer pay pension contributions. In effect, the contribution is the price of your pension. Your employer pays the pension contribution to PNO Media and it deducts your share of the pension contribution from your gross wage every month. The exact amount is shown on your payslip. The contribution paid by your employer is not shown on your payslip. You can ask your employer how much you pay and how much your employer pays in pension contribution.

What choices do you have?



Value transfer

If you change employer and move to a different pension scheme as a result of that, you can opt to take your accrued pension with you. We refer to that as a value transfer, which must be arranged by your new pension administrator. Make sure you know what is involved in such a transfer. Whether or not a value transfer is a wise choice depends on the financial situation of your previous and your new pension administrator, among other things. If you decide not to apply for a value transfer, your pension remains with your previous pension administrator and it will be paid out to you with effect from your retirement date. You no longer pay a contribution to your previous pension administrator and you carry on accruing a pension under the pension scheme of your new employer.



Compare pension schemes

Want to compare pension schemes? Please follow the link to the 'pensioenvergelijker'.



Accruing additional pension

At PNO Media it is possible to voluntarily accrue additional pension in addition to your mandatory pension accrual. The additional pension contribution is deducted from your salary by your employer, just like the contribution for the mandatory pension accrual. Your employer pays the contribution to PNO Media. There is a minimum amount of € 500.00 and a maximum: the tax scope for pension. Tax scope is the difference between the maximum amount in pension you can accrue tax-free by law and the amount you actually accrue.

For more information about the voluntary additional pension scheme, please contact your employer. You can also apply via your employer. More information can be found on pnomedia.nl.



Separate pension scheme if you earn more than € 112,189

You accrue pension over your salary up to € 112,189. If you earn more, you may join the PNO Net Pension Scheme.

More information can be found on pnomedia.nl and in our PNO Net Pension Scheme brochure.

You can only participate in the PNO Net Pension Scheme when your employer offers this scheme.

Please ask your employer if he does.



Exchanging your retirement pension for a partner's pension

If you leave the company or retire and there is no or not enough partner's pension for your partner when you die, you can exchange some of your retirement pension for a partner's pension. This means your retirement pension will be lower. However, your partner will receive a higher pension from PNO Media when you die.

Note: this is a once-only choice! Once you have decided to exchange (or not), you can no longer change your mind. More information about exchanging your pension can be found in the pension regulations. You can use our Op Koers pension planner to calculate the financial consequences of exchanging your pension.



Exchanging partner's pension for retirement pension

In addition to your retirement pension, you also accrue a partner's pension. You may want to exchange the partner's pension for a higher retirement pension for various reasons. Perhaps your partner already has a good pension, or perhaps you do not or no longer have a partner.

Note: this is a once-only choice that you make when you retire! Once you have decided to exchange, you can no longer change your mind. If you do have a partner, he or she has to agree with your choice. More information about exchanging a partner's pension for a higher retirement pension can be found on pnomedia.nl. You can use our Op Koers pension planner to calculate the financial consequences of exchanging your pension.



When you take part-time retirement

Instead of taking full retirement at your retirement date, you can also opt to have part of your pension incept earlier and work less. However, this does mean that the part of the retirement pension that incepts earlier will be lower. Part-time retirement therefore does have financial consequences. Pension accrual stops earlier and the retirement pension is reduced. You do accrue pension for the part you keep working.

You can also opt to work part-time after your retirement age. In that case, part of your pension will incept earlier. Payment of this part of your retirement pension can be deferred until you take full retirement. The part of the retirement pension that incepts later will be higher. You do not accrue pension for the part you keep working after your retirement age.

You can use our Op Koers pension planner to calculate the financial consequences of retiring earlier or later.



Retiring early or later

Instead of retiring when you turn 68, you can opt to continue working. If you do, payment of the retirement pension can be deferred until you do retire. If you retire later, your accrued retirement pension will be increased. Read the pension regulations about the conditions for deferring your pension.

You can also opt to retire earlier than at age 68. It does mean your retirement pension will be lower. So retiring early has financial consequences. Pension accrual stops earlier and the retirement pension is reduced. You also have to remember that the state pension may incept later than your early retirement pension. Visit www.svb.nl to find out when your state pension incepts. Read the pension regulations about the conditions for an early pension.

You can use our Op Koers pension planner to calculate the financial consequences of retiring earlier or later.



Starting with a higher or lower pension

You can opt to first receive a higher retirement pension for a couple of years, followed by a lower retirement pension. From that second moment, your retirement pension will be lower than stated on your pension statement.

Note: this is a once-only choice that you make when you retire! Once you have made it, you can no longer change your mind.

You also can opt to first receive a lower retirement pension for a couple of years, followed by a higher retirement pension. From that second moment, your retirement pension will be higher than stated on your pension statement.

You can use our Op Koers pension planner to calculate the financial consequences of this choice.

How secure is your pension?



What are the risks?

A pension is accrued and paid out over a very long period of time. There may be as much as 80 years between the first accrual and the final pension payment. The world changes over that period of time, leading to risks that may jeopardise your pension. Those risks may lead to a deficit.

PNO Media tries to be prepared for the risks that may jeopardise your pension. This did not always go well in the past, due to the steep rise in life expectancy, for instance. This rise is steeper than the rise we took into account. When participants grow older on average, their pensions need to be paid out for longer. In that case, PNO Media needs more money than initially anticipated.

The interest rate influences the value of pensions. Pension administrators estimate in advance how much money they need in order to be able to pay out the pensions. The lower the interest rate, the more money PNO Media needs in order to be able to pay out all the pensions later. When the interest rate remains low for long periods of time, pensions become expensive.

Investment results may also be disappointing. That is why PNO Media ensures that the investments are spread out across various types of investments. Profits on one investment can compensate for the losses on another. A pension administrator can also hedge investment risks, but this does involve costs.

There are more risks PNO Media has to take into account in order to protect your pension to the greatest possible extent. PNO Media literally has to manage those risks. More information about PNO Media's risk management can be found on pnomedia.nl.

When making policy decisions, pension administrators have to apply the so-called policy funding ratio. Among other things, the policy funding ratio is important for board resolutions about the extent of the contribution and granting indexation. The policy funding ratio is also an important benchmark for the question whether PNO Media needs to lower the pensions. When the policy funding ratio is less than 100%, PNO Media is not permitted to cooperate in individual value transfers. The policy funding ratio is an average taken over 12 months. We publish the policy funding ratio on pnomedia.nl every month.



Index-linked pension

In general, the value of money drops a little each year. The same amount this year will buy you a little less compared to last year. This is what we call inflation. Due to inflation, PNO Media tries to index your accrued pension on an annual basis. This means that the accrued pension rises in line with the general price increase each year. This is what is referred to as an index-linked pension. It is not always possible for pensions to grow in line with rising prices. In times of financial hardship, PNO Media may not be able to index fully. This means your pension will be worth less. When the economy subsequently recovers, the pension may be subject to additional indexation in order to recover spending power.

During the past few years, PNO Media has indexed the pensions as follows: *

	Indexation	Price rises
2020	0%	0,99%
2019	0%	1,64%
2018	0%	1,47%
2017	0%	1,47%
2016	0%	-0,01%
2015	0%	0,39%
2014	0%	0,57%
2013	0%	1,09%
2012	0%	2,13%
2011	0%	2,47%

* The figures for the price rises are based on figures from Statistics Netherlands.



What if there is a deficit?

Despite all precautions, PNO Media still does not have enough money to be able to pay out all pensions in the long term. That is why we have a recovery plan in place. This plan sets out the measures we take in order to bring the policy funding ratio back to the required level of about 123%. Your pension is not expected to grow in line with price rises during the first few years. There is a significant chance that your pension will have to be reduced in the next few years.

During the past years, PNO Media reduced the pensions as follows:

	Reduction
2020	n/a
2019	n/a
2018	n/a
2017	n/a
2016	n/a

More information about PNO Media's financial situation can be found on pnomedia.nl.

What costs do we incur?



PNO Media incurs various costs in order to administer the pension scheme. They include administration costs, for instance, which include the costs of paying out the pensions and the collection of contributions. We also incur costs for communication, such as preparing and sending this Pension 1-2-3 and the pension statements.

We also incur asset management costs. Investing assets costs money. We pay the parties whom we ask to invest assets, for instance. Furthermore, we incur transaction costs. They are the costs charged by the stock exchange for the buying or selling of shares or bonds.

A specification of the costs we incur can be found on pnomedia.nl and in the annual report.

When do you need to take action?



When you change pension administrator

If you change employer and move to a different pension scheme as a result of that, you can opt to take your accrued pension with you. We refer to that as a value transfer, which must be arranged by your new pension administrator. Make sure you know what is involved in such a transfer. Whether or not a value transfer is a wise choice depends on the financial situation of your current and your new pension administrator, among other things. If you decide not to apply for a value transfer, your pension remains with PNO Media and it will be paid out to you with effect from the day on which you turn 68. You no longer pay a contribution to PNO Media and you carry on accruing a pension under the pension scheme of your new employer.



When you become unfit for work

When you become (partially) unfit for work, your pension accrual (partially) continues on the basis of 100% of your pension basis, without having to pay any contribution. You may also be entitled to a (supplementary) disability pension. It is important for you to map out how your incapacity for work will affect your pension. You do not have to notify us of your incapacity for work, as the UWV (Employee Insurance Agency) will automatically do this.



When you get married or enter into a registered partnership

Getting married or entering into a registered partnership is regarded as the same thing under your pension scheme. You have to find out if your partner is entitled to a partner's pension when you die. If you feel that the partner's pension is not good enough, make sure you organise something to supplement it.

Note: If you live together out of wedlock, your partner is not automatically entitled to a partner's pension when you die. In order for your partner to qualify, you have to meet certain conditions such as having a notarial cohabitation contract. You need to send a copy of that contract to your pension administrator. More information about this can be found on pnomedia.nl.



When you get a divorce or when your registered partnership is terminated

Your ex-partner is entitled to half of the retirement pension you accrued during the marriage or registered partnership. You can make different arrangements with your ex-partner, but they have to be documented in the divorce agreement. So as to ensure that the ex-partner receives part of the retirement pension, you or your ex-partner have to notify the pension administrator of the divorce or any different arrangements within two years.

Note: the right to part of the retirement pension does not apply to people living together out of wedlock. They have to make their own arrangements about how the pension is divided.

Your ex-partner is also entitled to the partner's pension you accrued until the divorce date or the date on which the registered partnership was terminated. You do not have to do anything to be entitled to a partner's pension, unless your ex-partner waives that right, in which case you do have to inform PNO Media.

Note: people living together out of wedlock may also be entitled to a partner's pension after ending their relationship.

For more information, please visit pnomedia.nl.



When you move abroad

You have to notify your pension administrator and discuss how it will affect your pension. Information about the consequences for your state pension can be obtained from the Social Insurance Bank. You can also visit www.svb.nl for more information.

Note: when you move house whilst living abroad, you also have to notify PNO Media.



When you lose your job

When you lose your job, you stop accruing pension. It is important for you to map out how your unemployment will affect your retirement pension, the partner's pension and the orphan's pension. You do not have to notify us of your unemployment.



Mijnpensioenoverzicht.nl

Once a year, you can find out how much pension you have accrued in total on www.mijnpensioenoverzicht.nl



When you want to use an option

You can find the various options under 'What are your options?'

Note: once you've made your choice, it cannot be reversed. Make sure you know what is involved before you choose an option.



If you have any questions

If you have any questions about your pension scheme, please call PNO Media on 035 702 34 56, or visit pnomedia.nl.