

**MOTOROLA**

Pension Plan

**MOTOROLA PENSION BUILDER****PLAN SUMMARY**

Motorola Pension Builder is a contract based Stakeholder plan providing Defined Contribution benefits. The contract is between the member and the pension provider and as a Stakeholder the product must meet certain minimum standards set by the Government, the most visible of which is the maximum expense charge which restricts the level of charges that can be applied to the fund to a maximum, this is currently set at 1.5% per year for the first 10 years then reduce to 1% per year.

The Motorola Pension Builder is not contracted out of the State Second Pension Scheme, therefore you will be eligible for benefits from that scheme unless you elect to opt out.

Motorola Solutions UK Limited will not contribute to any other individual pension plans.

The Plan provider will provide the full administration and investment services and will be the key point of contact for all communications relating to your pension.

Deductions will be taken from your monthly salary and invested in one or more investment funds selected by you from a range of funds available from the Plan provider. When you retire, the fund you have built up made up of your contributions, the company contributions and any investment returns or interest earned will be used to provide pension benefits.

In this summary Motorola Solutions UK Limited is described as 'the Company'.

**Contributions**

Contributions are based on the member's pensionable salary which is basic salary, plus holiday bonus. Members will have a choice of three employer matched options;

Option	Employee Contribution	Company Match	Total
1	3%	5%	8%
2	4%	6%	10%
3	5%	7%	12%

Members will be able to contribute more than 5% but this will not be matched by any additional Company contribution - 7% is the maximum Company contribution in all circumstances. The maximum member contribution allowed will be based on the appropriate Inland Revenue limits applicable at the time.

**Investment Options**

All contributions will be invested in one or more funds chosen by you from a range of investment funds available through the Plan provider. The Plan provider in conjunction with the Company will agree the Investment funds that will be made available to members.

**Joining the Plan**

To join the Plan, please complete an application form and return it to your HR representative. This form is available on the UK Pensions Intranet Site:

<http://hr.mot.com/emea/rewards/ukRewards/pensions/index.html>



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### **Salary Exchange**

Subject to certain limited exceptions, on becoming a member of the Plan you are automatically enrolled in the Company's salary exchange scheme for pension contributions. Under salary exchange, the deduction for your employee pension contributions is reduced to nil. At the same time your basic salary is reduced by an amount equal to your employee pension contributions and the Company increases its contributions to the Plan by an equivalent amount. Further details of the Company's salary exchange scheme are contained in the Plan documentation. The Company reserves the right to amend or discontinue the salary exchange scheme at any time.

### **Life Assurance**

Should you die in service, a life assurance benefit of four times pensionable salary will be payable under a separate trust. Any employee joining the Pension Plan outside the first 6 months of company service will be asked to complete a medical questionnaire and may be required to undergo a medical examination. The Company reserves the right to restrict the level of cover to two times pensionable salary in line with any decision from the insurer. For membership of Motorola Pension Builder commencing prior to 1 June 2007 additional life cover to provide dependants benefits will be provided. Further information regarding this can be provided by contacting HR Help UK.

### **Annual Statements**

You will receive an annual statement from the Plan provider setting out your fund value and an estimate of the pension that this will provide for you on retirement on your nominated retirement age.

### **Retirement**

Normal Retirement Date is your 65<sup>th</sup> birthday.

### **If you leave the Plan**

If you leave the Plan before Normal Retirement Date you will have the option to leave the accumulated fund in the Motorola Pension Plan or transfer to an alternative pension arrangement. If you leave the Company you cannot continue to contribute to the Motorola Pension Builder.

### **Future Changes**

Motorola Solutions UK Limited reserves the right to make changes to the Motorola Pension Builder at any time including the right to change the provider, vary the contribution rates from members and the Company or to discontinue the Plan.