

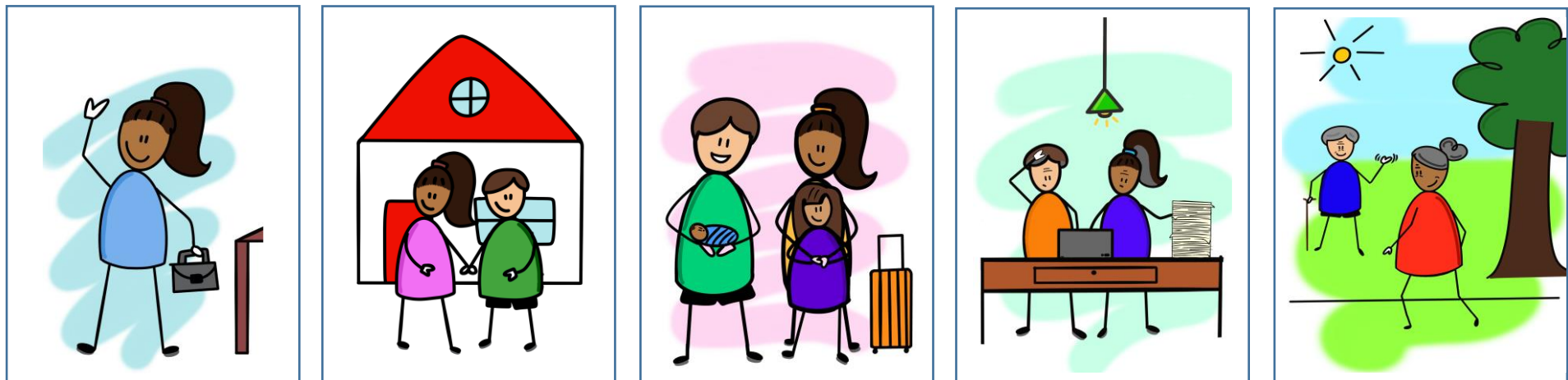
# Pension coaching

## Pension communication does not work

For many years, the government and pension industry have tried to encourage employees to look into their pension situation. In the meantime 60-70% of the employees is unaware of the pension benefit at retirement and which pension amount is required. Two out of three employees are worried about their financial situation. Employers in the Netherlands will be faced with costs of absence and productivity loss due to employees with financial difficulties.

## Increasing duty of care for the employer

The government is giving less provisions for pension accrual. And predicting the pension benefit at retirement is getting harder. Pension risks have been transferred from the pension provider to the employee. Consequently, more and more employers feel an urgency of a duty of care to properly inform their employees. But how could they realize this? Not by providing additional pension communication, because that does not work.



## Pension coaching does work

Research shows that 33% of the employees feels well prepared on their retirement without receiving any advice. This percentage will increase to 89% if they do receive advice. This means that not only information is required, but also a personal conversation with the employee. By doing so, it will be prevented that the employee presents postponing behaviour and will find out at retirement how his pension has been arranged.

## Start a conversation

During a person-to-person conversation, an employee can ask questions, rather than struggling through sites, brochures, and regulations himself. Pension becomes a common and social activity through a conversation.

An individual conversation is logical, but many employers are reluctant to engage such conversation themselves. This is due to the complexity of the subject and the several questions that may arise. Also the relationship between employer and employee is a barrier to talk freely and exchange (financial) data. How can this impasse be solved?



## Your people, our people

Because your employees could have a pension conversation with our people, we can simply answer their questions and anticipate to their personal situation. We make pension a more appealing topic. As a result, your employees will start to act

or find out that they are on the right track. This removes the concerns of the employee and positively reflects on the employer. Of course, conversations are strictly confidential. KWPS does not answer questions about market conformity of the pension scheme. We provide information and clarity, but we will not advise the employee.

### Pension conversation

Intended for employees who have just entered the service, want to make choices or have to deal with important changes in the personal situation.

During a conversation, the pension scheme will be explained, options will be discussed, questions will be answered and you will be logged in to "mijnpensioenoverzicht.nl" and / or the portal of the pension provider.

*fee starts at € 190 per meeting*

### Pension analysis

Intended for employees as of the age of 45 who want to know if they are on the right track towards retirement. There is still time to make adjustments.

An inventory will be made of the employee's pension situation. Tooling provides insight into which improvements could be made. The employee receives a clear short report at the end of the meeting.

*fee starts at € 550 per meeting and report*

### Early retirement

Intended for employees who are around 60 years old who would (need to) prepare for retirement or have questions about it.

The employee's pension situation will be closely identified and it will be examined whether, how and when retirement is possible. The income pre and post retirement will be addressed. The employee receives a clear and short report.

*fee starts at € 2,500 per meeting and report*

*Prices are excluded VAT and travel time. The fee of € 190 per conversation applies if at least four consecutive meetings.*

*Pension analyses and early retirement services may lead to taxable income for the employee.*