



AT&T Pension Scheme

www.myattpension.co.uk

November 2021

Making a difference

We are looking for committed, enthusiastic people who would like to become a Trustee and help us to run the Scheme.

If you would like to try something a bit different, build your understanding of the Scheme and make a difference to your fellow members, you could be the person we're looking for.

Remember - it doesn't matter how old you are, what experience you have, or whether you're a member of the 2001 Plan or one of the 'defined benefit' plans. If you think you would make a good Trustee, we would like to hear from you.

What being a Trustee involves

The Scheme exists to help members build up valuable benefits for the future. It includes the 'defined contribution' plan that the Company offers for new joiners (the 2001 Plan) and the 'defined benefit' or 'DB' Plans (the C, I and N Plans). The Trustees are responsible for running these arrangements in line with the Scheme rules and pensions law. Here is a flavour of what this involves.

We work closely with the Scheme's advisers and administrators so that we can make informed decisions about its future and keep it running smoothly.

Our team of specialist advisers provide expert support in all areas of pension scheme management and guide us when we make our decisions.

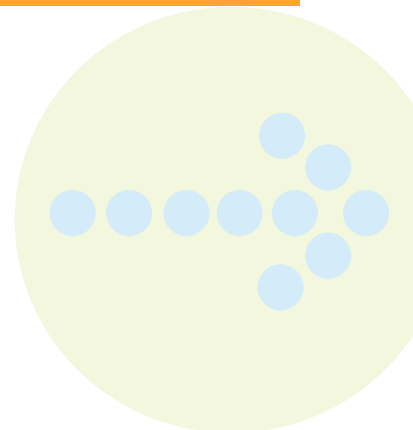
We oversee the Scheme's investment arrangements and make sure they remain suitable.

The different plans require different investment approaches. For the 2001 Plan, we make sure members have access to a range of investment options with different levels of risk and reward. For the DB Plans, our investment strategy is designed to help protect the level of funding that supports members' benefits.

We work with the Company to make sure that the DB Plans have an appropriate level of funding.

We are responsible for making sure there is enough money in the DB Plans to pay benefits and meet their costs.

There are currently eight Trustees. The Company appoints five Trustees and members nominate three. (At least one-third of the Trustees must be member-nominated.)



continued overleaf



We provide members with clear information about the Scheme and their benefits.

It is important that our members understand how the Scheme works so they can make the most of the opportunities it provides. We want members to make decisions about their pension savings that will give them the level of benefits they want.

We help each other.

If you join the team, you will receive all the training and support you need to become an effective Trustee, and to keep your pension and investment knowledge up to date.

We try to be flexible with our meetings, fitting around other responsibilities we might have wherever possible – for example family or work commitments.

We also have the technology in place to connect with each other and our advisers remotely, so everybody – whatever their situation – should feel able to apply and take part.

The principles we follow:

- We look after the money in the Scheme as if it was our own.
- We act impartially – we do not favour any particular group of members.
- We treat individuals fairly.
- We act responsibly and honestly.

Myth buster

You may have a Trustee ‘stereotype’ in your head as you read this – but the truth is different...

You DON'T need to have worked for AT&T for a long time.

We want to provide you with a useful learning experience – and for our part, learn from the new points of view and ways of thinking you can bring to the team. In fact, the fresher your perspective, the better.

You DON'T need to be a financial expert.

We are not looking for people who ‘know it all’ already. As mentioned, you will receive the training you need once you join the team, as well as support from our advisers. We want people who can engage with and respond to the issues, particularly when taking part in meetings and asking questions of our advisers.

You DON'T need to be a particular age.

Pensions aren't just a matter for the older generation. We all know that the earlier you start planning for life after work, the better. We need to understand the financial concerns facing people at all stages of their lives, and whatever their personal circumstances.

If you're currently working for AT&T, please ensure you obtain the support of your line manager if you decide to get involved.

'We're proud of the Scheme and we will work with your Business Unit to support any eligible employee who wants to become a Trustee. It's an important role, and a great opportunity to take on new responsibilities and develop skills in new areas.'

Nikki Morgan, UK HR Country Manager



What to do next

Find out more

This guide contains a summary of the Trustees' role and responsibilities. For more details, please also read the information on the Pensions Regulator's website.

www.thepensionsregulator.gov.uk/en/trustees

If you have any questions, get in touch

If you are thinking about putting your name forward, make sure you get answers to any questions you might have. Chris Day (Secretary to the Trustees) or Louis Vickery (Assistant Secretary to the Trustees) will be able to help you.

To contact Chris:

- Email: chris.day@aon.com
- Phone: 0117 900 4422

To contact Louis:

- Email: louis.vickery@aon.com
- Phone: 0117 945 3546

Hear first-hand about life as a Trustee

If you are curious about what life as a Trustee is actually like, any of the Trustees would be happy to speak to you. Please contact Chris or Louis and they will put you in touch with one of us.

Complete a nomination form

If you decide that you want to put your name forward, please fill in and return the nomination form. The form is on the Scheme website.

Go to www.myattpension.co.uk and click on the link called 'Scheme information'.

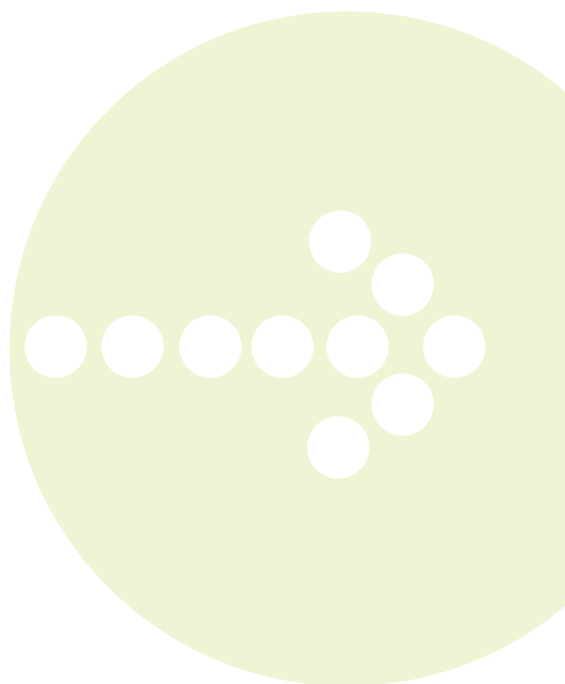
If you want to put your name forward, we need to receive your completed nomination form by 5pm on 10 December 2021.

If we receive one eligible nomination, the person nominated will become the new Trustee.

If we receive more than one nomination, there will be an election. We would send you more details at that time.

The successful candidate will be appointed as a Trustee as soon as possible after 1 April 2022.

If we don't receive any eligible nominations, we will re-run the nomination process within 12 months of the closing date for this nomination (10 December 2021).





SB7786

