

Career Average Revalued Earnings (CARE) Scheme (the Scheme)

APPENDIX 2

QUESTIONNAIRE – HAVE YOUR SAY

Further information on the options covered in this paper will be provided at the CARE Employer Day being held on 23 September 2008.

Please complete this questionnaire, and return the completed form, **by Friday 24 October 2008**, in the pre-paid envelope provided or via fax to 0113 234 5599.

Section 2.1 – Employer Debt Regulations

1. How concerned are you about the continued accrual of contingent buy-out liabilities?

Not at all concerned, I can bear this risk A little concerned

Quite concerned Very concerned Undecided at this stage

If there are any additional comments you wish to make, please state these here:

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Section 2.2 - Importance of fixed contribution rates and member bonuses

1. How important is it to you that the current contribution rates are not increased?

Very unimportant Unimportant Neutral Important Very important

2. Would you be willing in future to accept a limited increase in employer contributions to maintain the current benefit structure?

Very unwilling Unwilling Neutral Willing Very willing

3. Would you be willing to accept an increase in contributions shared between employers and employees?

Very unwilling Unwilling Neutral Willing Very willing

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4. Bearing in mind that the payment of bonus would lead to an increase in contingent buy-out liabilities, how important is it to you that the Scheme retains a bonus objective?

Very unimportant Unimportant Neutral Important Very important

If there are any additional comments you wish to make, please state these here:

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Section 3.2 - Alternative Scheme benefit structures

1. Would you support a reduction in pension accrual rate for future benefits?

Very unsupportive Unsupportive Neutral Supportive Very supportive

2. Would you support the closure of the Scheme to new members?

Very unsupportive Unsupportive Neutral Supportive Very supportive

3. Would you support the closure of the Scheme to future accrual?

Very unsupportive Unsupportive Neutral Supportive Very supportive

4. Would you support the introduction of a Cash Balance accrual method as a form of risk sharing?

Very unsupportive Unsupportive Neutral Supportive Very supportive

If there are any additional comments you wish to make, please state these here:

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Organisation:

Completed by:

Signed:date:.....

THANK YOU FOR TAKING THE TIME TO COMPLETE THIS FORM.