

Appendix A

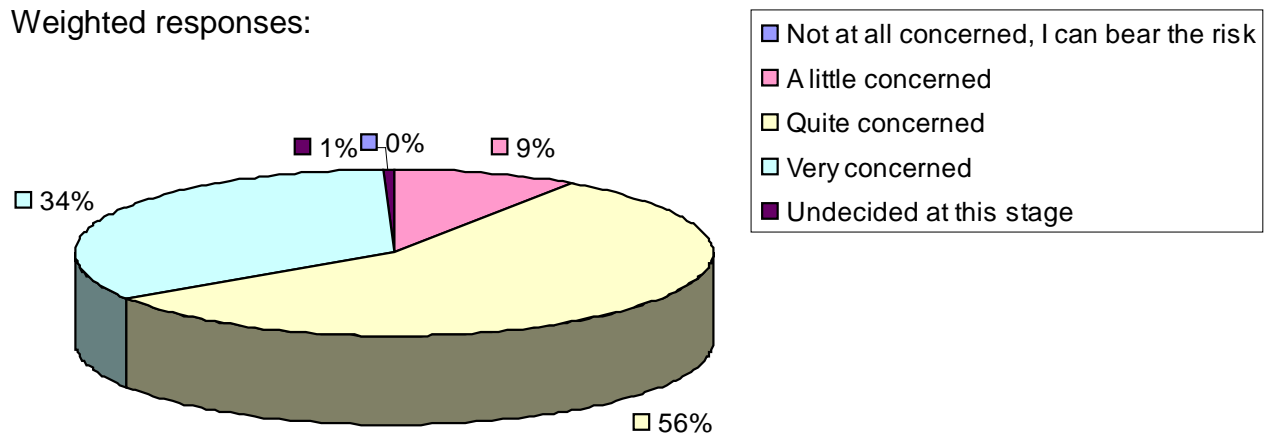
The Pensions Trust Career Average Revalued Earnings (CARE) Scheme Summary of Employer Responses to the Scheme Review

The Pensions Trust requested Employers participating in the CARE Scheme to complete a questionnaire to gauge opinions and identify concerns regarding a number of issues facing the Scheme.

The following summary sets out the responses received in terms of weighting by active membership:

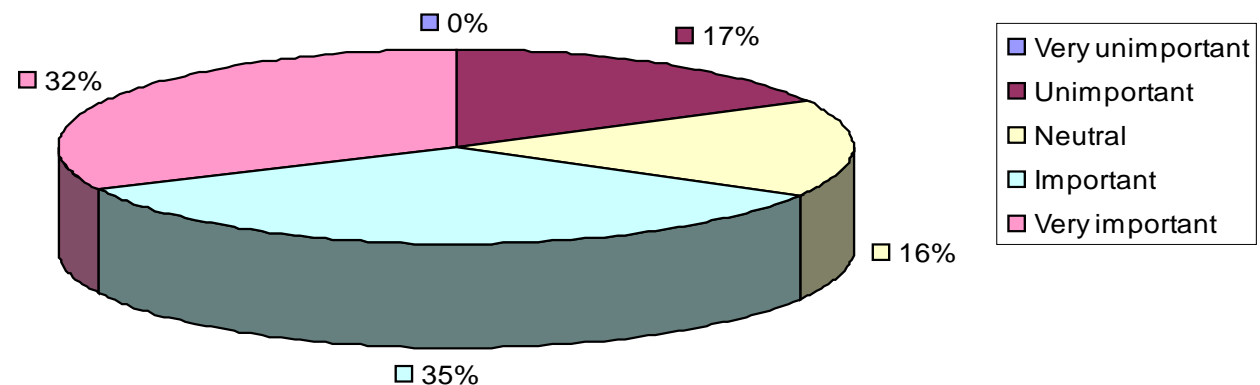
Section 2.1, Question 1: How concerned are you about the continued accrual of contingent buy-out liabilities?

Weighted responses:



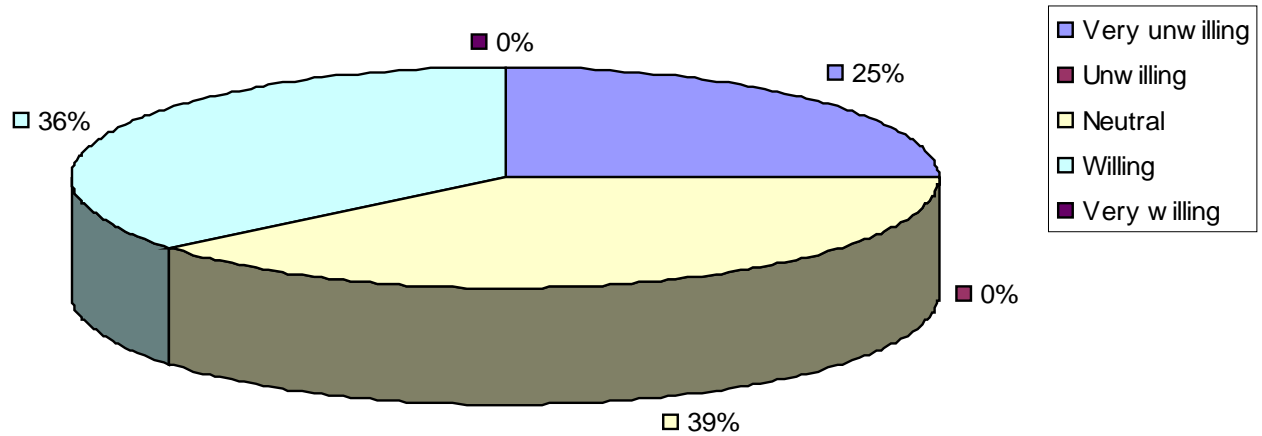
Section 2.2, Question 1: How important is it to you that the current contribution rates are not increased?

Weighted responses:



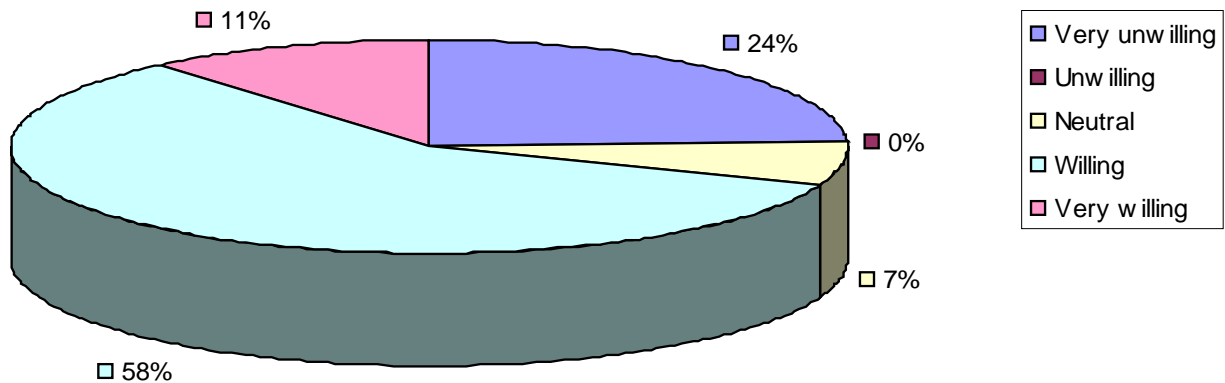
Section 2.2, Question 2: Would you be willing in future to accept a limited increase in employer contributions to maintain the current benefit structure?

Weighted responses:



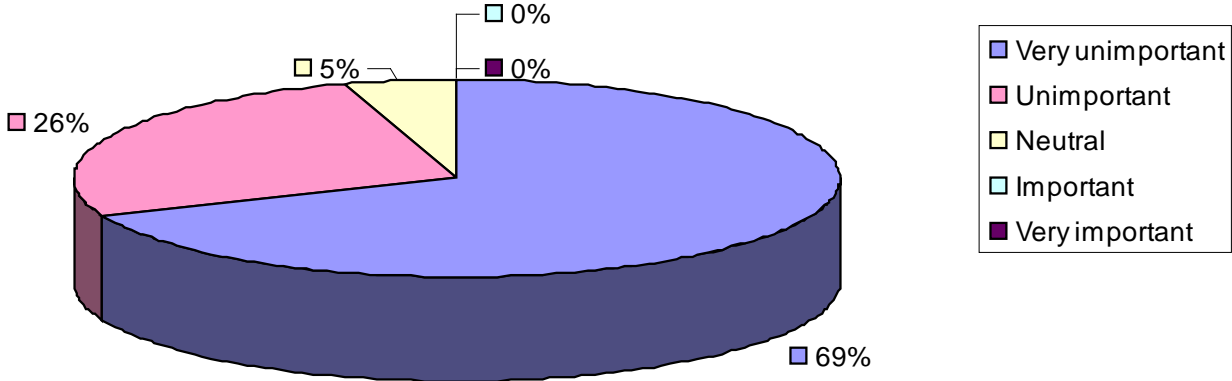
Section 2.2, Question 3: Would you be willing to accept an increase in contributions shared between employers and employees?

Weighted responses:



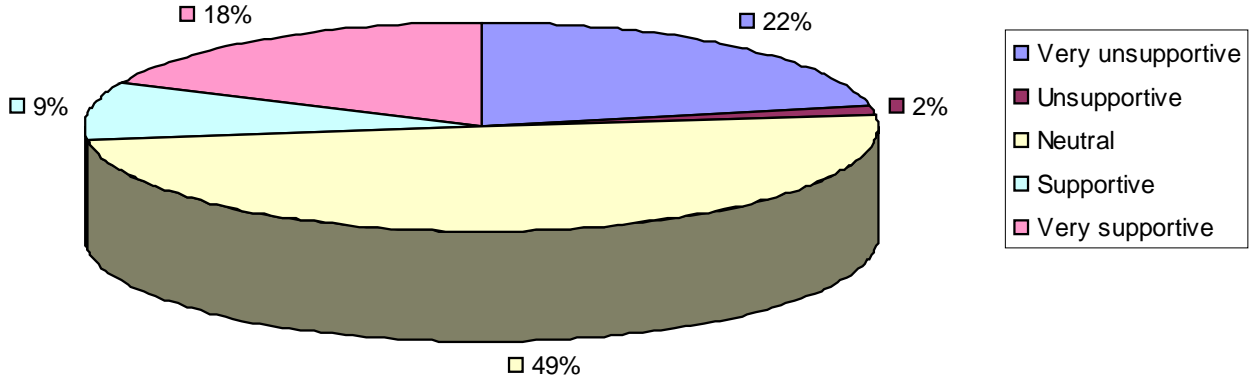
Section 2.2, Question 4: Bearing in mind that the payment of bonus would lead to an increase in contingent buy-out liabilities, how important is it to you that the Scheme retains a bonus objective?

Weighted responses:



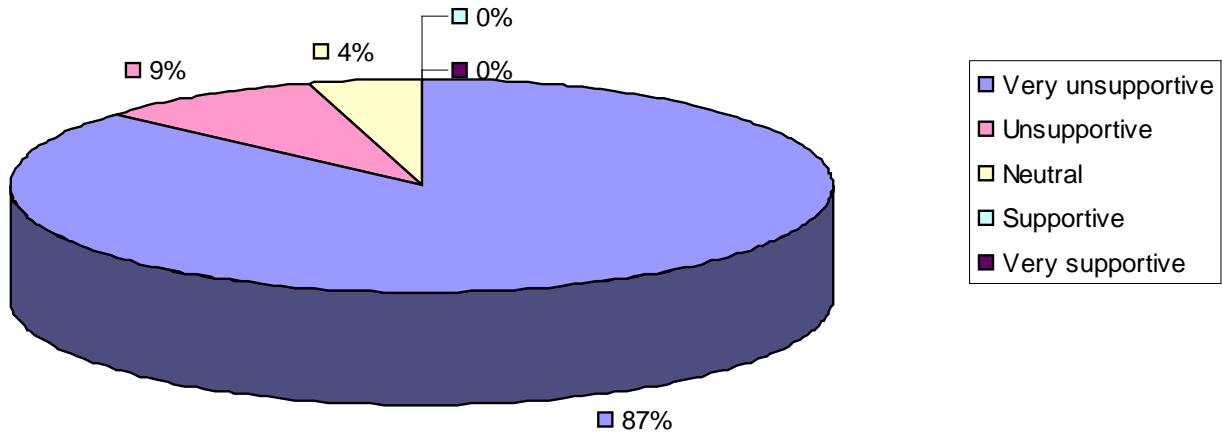
Section 3.2, Question 1: Would you support a reduction in pension accrual rate for future benefits?

Weighted responses:



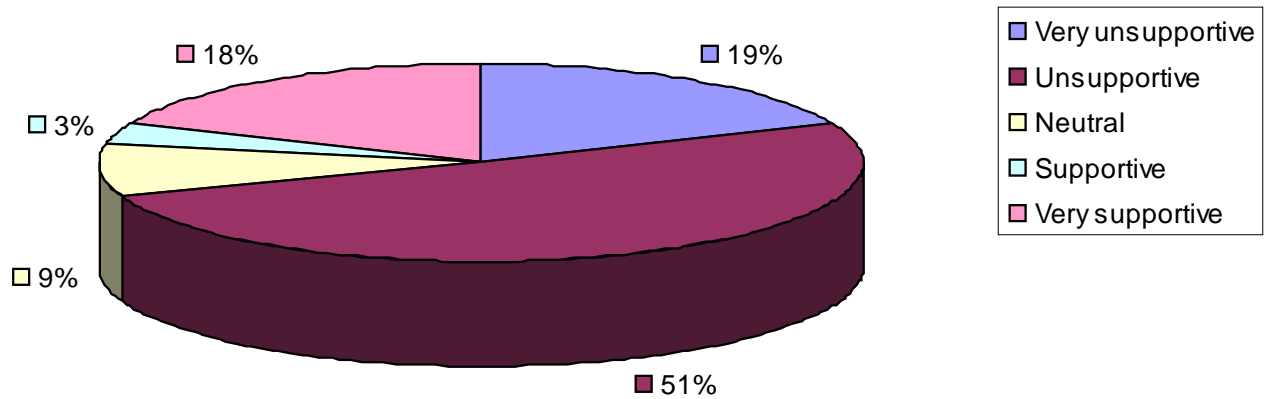
Section 3.2, Question 2: Would you support the closure of the Scheme to new members?

Weighted responses:



Section 3.2, Question 3: Would you support the closure of the Scheme to future accrual?

Weighted responses:



Section 3.2, Question 4: Would you support the introduction of a Cash balance accrual method as a form of risk sharing?

Weighted responses:

