

EQUITY PENSION SCHEME

YOUR QUESTIONS ANSWERED



Presented by



Administered by

first act
a trading name of hencilla canworth



WHO WE ARE

Hencilla Canworth GI Ltd (First Act) is the appointed Insurance Intermediary to Equity, BECTU and the Musicians' Union.

The earliest of these appointments date back to 1995 and in that time we have established insurance products for members and non-members alike.

Depending on your membership status you can have access to the following:

- Equity Pension Scheme *
- Public Liability Insurance
- Backstage & Accident Cover
www.firstactinsurance.co.uk
- Specialist insurance products for the Performing Arts *
www.firstactinsurance.co.uk
- Tax Investigation Cover *
- Motor, Buildings and Household Insurance *
- Independent Financial Advisory Service *

* Union Membership NOT required

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YOUR QUESTIONS ANSWERED...



Q1. What type of pension is the EPS?

It is a Personal Pension Plan which is a Qualifying Workplace Pension Scheme.

Q2. What is a Personal Pension Plan?

It is an investment vehicle, with the primary purpose of building a capital sum to provide retirement benefits.

Q3. Who manages the EPS?

First Act – the Scheme Administrators, your point of contact

AVIVA – the Product Provider

Q4. Why First Act & AVIVA?

First Act is Equity's appointed Insurance Adviser and an Independent Insurance Intermediary. AVIVA is one of the largest pension providers in the UK.

Q5. How can the EPS work for me?

1. You can benefit from contract related contributions
2. You can make personal regular contributions
3. You can make one-off payments

Contract related contributions are deducted directly from your salary by the Production Company. You do not have to be an Equity member to join the EPS.

Q6. How do I join?

OPTION ONE - ON LINE

Go to www.firstact.co.uk and follow the 'Join the EPS' link.

OPTION TWO - BY TELEPHONE

Contact First Act on **020 8686 5050**.

Once you have joined you will receive your personal EPS Membership Number.

Q7. Where is my money invested?

Initially you will be in the AVIVA Mixed Investment (0-35% Shares) Pension Fund Series 6. However, there is a wide range of funds available including ethical and sustainable options and these can be viewed at www.aviva.co.uk/pension-essentials

Q8. I already have another personal pension

This is fine, you can have as many Personal Pensions as you like.

Q9. When can I benefit from my EPS?

Currently from age 55. Depending on how you take the benefits, certain limits may be applied to future contributions.

Q10. If I die before I retire?

100% of your fund is paid tax free to your estate or nominated beneficiaries.

Q11. How will Production Companies' contributions affect my Income Tax?

As they are treated as an enhancement to your salary they will form part of your gross income and will be subject to income tax. However, when the contributions are paid into your EPS they will receive tax relief at source.

Q12. Should I detail contributions on my Tax Return?

We recommend that you do. A schedule of contributions can be obtained from First Act.

Q13. What is Auto-enrolment – could it affect me?

Yes, it definitely could – [click here](#) for details.

Q14. What are the charges on the EPS?

[Click here](#) for a sample illustration.

THEATRE CONTRACTS

- HOW THE EPS WORKS IN THEATRE

As an EPS member you benefit from a contribution paid by your employers, equal to a percentage of your engagement wage. Details of these and the participating employers are shown opposite.

To qualify, you agree to make a contribution from your weekly wage. Again details are shown opposite.

The employer contribution is added to your wage and then deducted together with your personal contributions.

There is no need for a direct debit or chance of spending the contributions by mistake as both yours and the employer contributions are sent directly by the employer to AVIVA, for investment on your behalf.

Once with AVIVA, basic rate tax relief is added.

A theatre example (SOLT) based on a wage of £600.00 per week

Your contribution	£18.00 per week
Manager Contribution	£30.00 per week
Total Net Contribution	£208.00 per month
Total Gross Contribution	£260.00 per month

Over a month, you would have paid approximately £78.00, but a monthly investment of **£260.00** is achieved.

THEATRICAL EMPLOYERS CONTRIBUTING TO THE EPS

West End Managers (SOLT), Disney (UK) Theatrical & The Globe

The Manager will contribute an amount equal to 5% of your wage. After two years continual employment with the same Manager this increases to 7.5% and 10% after five.

3% personal contribution, rising to 3.75% and 5%.

Subsidised Repertory UK Theatre (TMA)

The Manager will contribute an amount equal to 5% of your wage.
3% personal contribution.

Commercial UK Theatre (TMA)

The Manager will contribute an amount equal to 5% of your wage.
2.5% personal contribution.

Independent Theatre Council (ITC)

The Manager will contribute an amount equal to 5% of your wage.
3% personal contribution.

Royal National Theatre

Here you have a choice.

1. RNT will contribute 5%, you contribute 3%
2. RNT will contribute 5.5%, you contribute 4.5%
2. RNT will contribute 6%, you contribute 6%
2. RNT will contribute 7.5%, you contribute 7.5%

Royal Shakespeare Company

The RSC will contribute an amount equal to 5% of your wage.
2.5% personal contribution.

TV, RADIO & FILM CONTRACTS

- HOW THE EPS WORKS IN TV



Basically, the same as for theatre, but your contributions will be based on either your episode fee or weekly fee, whichever basis brings you the most benefit.

A television example based on a fee of £1,000.00

Your contribution	£25.00
Manager Contribution	£50.00
Total Net Contribution	£75.50
Total Gross Contribution	£93.75

You would have paid £25.00, but an investment of **£93.75** is achieved.

TV, FILM & RADIO EMPLOYERS CONTRIBUTING TO THE EPS

Television Production Companies

BBC television and ITV companies will contribute an amount equal to 5% of your engagement/episode fee or weekly equivalent up to a maximum of 5% of 3 x the current minimum engagement fee*.

2.5% personal contribution.

PACT and TAC Independent TV Production companies will contribute an amount equal to 5% subject to a maximum per engagement/weekly/episode fee*

2.5% personal contribution.

Film

UK Film production companies will contribute an amount equal to 6% of your engagement fee subject to a reviewable maximum*.

3% personal contribution.

Radio

BBC Radio will contribute an amount equal to 5% of your engagement/weekly/episode fee.

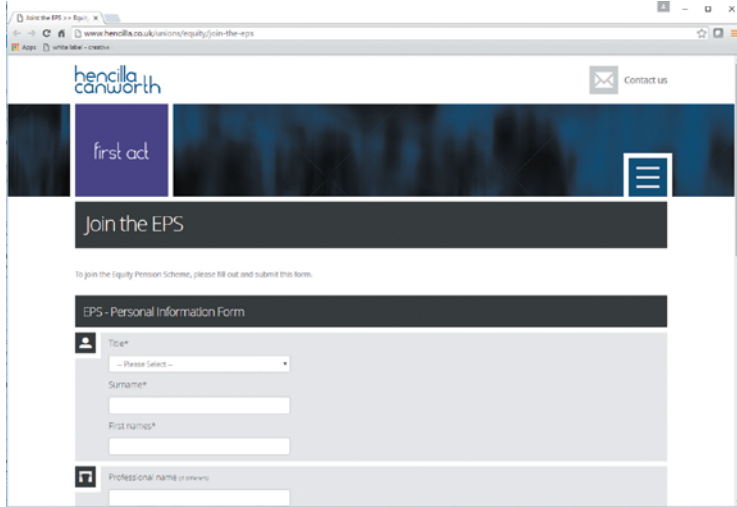
2.5% personal contribution.

It is the responsibility of the Artist to notify the Producer prior to the engagement that they are a member of the pension scheme and to provide their pension membership number in the space provided in the form of engagement.

* For details of the current contribution caps please contact Andrew Barker at First Act 020 8686 5050 or eps@firstact.co.uk

HOW TO JOIN THE EPS

To join the EPS [click here](#).

A screenshot of a web browser displaying the Hencilla Canworth website. The page features the company logo at the top left and a navigation menu. The main heading is 'Join the EPS'. Below this, there is a sub-heading 'EPS - Personal Information Form'. The form includes fields for 'Title*' (with a dropdown menu), 'Surname*', 'First names*', and 'Professional name (if relevant)'. A 'Contact us' link is visible in the top right corner of the website interface.

Or you can also join simply by calling us on **020 8686 5050** and supplying us with information verbally.

HOW TO COMPLAIN



If you have any complaints regarding the EPS please write to:

Hencilla Canworth GI Ltd (First Act), Simpson House,
6 Cherry Orchard Road, Croydon CR9 6AZ
email: eps@firstact.co.uk or Telephone: 020 8686 5050.

If you have any questions or doubts regarding the EPS you should seek our expert advice. Because this investment may go down as well as up, you may not get back the full amount invested. Levels and bases of; and reliefs from taxation; are subject to change and depend upon the individual's personal financial situation.

CONTACT US

If you have any queries please contact:

Andrew Barker

Administration / Technical & Contributions

Tel: 020 8686 5050

email: andrew.barker@firstact.co.uk

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Hencilla Canworth GI Ltd is registered in England. No. 1593283.

Hencilla Canworth GI Ltd is authorised and regulated by the Financial Conduct Authority. 226263.

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