GEMINI

Fact sheet – retirement

Reference age
The reference age is defined in the pension plan. The entitlement to the retirement benefits insured under the pension plan arises on the first day of the month after the reference age is reached.

Reference age according to pension plan
The Framework Regulations allow each employee benefits unit to specify a different retirement age in its pension plan as long as the age is within the range of 58 to 70 years permitted by law or the Framework Regulations.

Early retirement
Early retirement has been defined as retirement by members who give up employment within the range prescribed by the Framework Regulations but before the reference age. The conversion rate is reduced accordingly in the case of early retirement. Early retirement cannot be taken before the age of 58 in any case.

Partial retirement
If employment is given up in stages as of age 58, the pension fund offers a partial retirement scheme. In addition to final retirement, retirement must be taken in no more than two stages. The first partial withdrawal must be at least 20% of the retirement benefits. Partial retirement may be taken in a maximum of three stages, with the third stage corresponding to full retirement. The portion of the early retirement benefit may not exceed the portion of the salary reduction. For each partial retirement stage, members may choose which portion they wish to draw in the form of a retirement pension and which portion as a retirement lump sum. Partial withdrawals may only be made by members who are fully fit for work. Moreover, partial withdrawal excludes continued insurance of the previous annual salary pursuant to para. 10.11 of the Framework Regulations. After the start of partial retirement, any increases in the degree of employment can no longer be taken into account.

Continued insurance of previous earnings (Art. 33a BVG)
In the event of a salary reduction, the salary last insured by the employee benefits unit may be maintained up to the reference age pursuant to the pension plan, provided the member is aged 58 or above, the salary reduction is 50% or less and the member takes on both the employee and employer contributions relating to the difference between the previous and the new salary.

Deferred retirement
If employment continues beyond the statutory reference age and the annual salary is as high as the BVG minimum salary, members may, with the employer’s consent, defer or continue their insurance for a maximum of five years beyond the reference age as follows:

– Deferral of retirement: No further savings and risk contributions are payable during the deferral period.

– Continued insurance: During continued insurance, savings contributions and any restructuring contributions will be charged in accordance with the pension plan.

The Foundation must be notified of the member’s choice in writing no later than one month before the reference age. Once the option has been selected, it can no longer be changed until actual retirement.

The risks of death and disability are no longer insured once the statutory reference age has been reached. In the event of death or incapacity for work after statutory reference age, the deferred retirement benefits

Please note the following pages

are due forthwith. Survivors' benefits are therefore consistent with the benefits normally due after retirement.

The following special provisions apply to life partnerships: The life partnership must have been established both before retirement and before the reference age. The claim to a partner's pension must be submitted to the Foundation in writing within three months of the death. Otherwise, the claim will lapse. The life partner must demonstrate that the life partnership still existed upon the death of the member or pensioner. If a benefit claim arises, the administrative office will carry out a final assessment to ascertain whether the requirements for a life-partner pension are still fulfilled.

If the pension plan provides for a claim to a lump-sum death benefit prior to retirement, persons pursuant to para. 29.2 b) of the Framework Regulations are only entitled if the member or the recipient of a disability or partial disability pension has registered them with the Foundation in writing during their lifetime. (e.g. life partners, persons who are supported by the member to a considerable degree). The complete list is included in the Framework Regulations.

Retirement benefits
Retirement benefits are due upon retirement. The benefits depend on the specific pension plan. As a rule, the insurance covers the retirement pension including the legal right to survivors' benefits; in the non-mandatory insurance, capital-only plans may also be covered, i.e. retirement benefits are paid out exclusively in the form of a lump sum.

Retirement pension
The retirement pension depends on the accrued savings capital at the time of retirement multiplied by the applicable conversion rate pursuant to the pension plan. In the case of early retirement, the savings capital and the conversion rate are lower. The projected figures in the cases of early and ordinary retirement are specified on the insurance certificate. In the case of deferred retirement, the interest and continued savings contributions – depending on the selected option – are added to the savings capital. The applicable conversion rates are specified in the pension plan and in the Framework Regulations.

A legal right to spouse's/partner's and orphan's pensions is insured together with the retirement pension. As a rule, the reversionary spouse's pension amounts to 60% of the current retirement pension and the orphan's pension to 20%.

On retirement, members may decide that the entitlement to the prospective spouse's pension should correspond to 100% of the current retirement pension. This means that a lower conversion rate is used to calculate the retirement pension. The applicable figures are available in the pension plan and the Framework Regulations.

Retired person's children's benefit
Recipients of a retirement pension are entitled to a retired person's children's benefit for children under 18 or children in full-time education. This entitlement expires on the 18th birthday or upon completion of full-time education, at the latest on the child's 25th birthday. Where several children are entitled to receive benefits, the maximum retired person's children's benefits paid by the foundation amount to 30% of the current retirement pension.

Retirement capital
Instead of a retirement pension, members may also withdraw their retirement pension either fully or partially as a lump sum on request (capital option). The partner's written consent is required since the lump-sum payment fully settles the pension fund's obligations and survivors' benefits will not be paid.

In the event of lump-sum withdrawals of CHF 10,000 or more, married members or members in a registered partnership must submit the notarised consent of their spouse or partner in all cases. The notarisation must be provided on the "Retirement notification" form and can be obtained from the municipality of residence, another municipality or the HR department. For all other persons, we require a current certificate of marital status (not older than 6 months from the date of retirement).

Capital or pension?
The pension guarantees regular income until death. Spouses or partners are insured via the reversionary spouse's or partner's pension. The same applies to surviving children who are entitled to an orphan's pension. The retirement pension is 100% subject to income tax. While providing significant financial flexibility, lump-sum withdrawals are also associated with investment and longevity risks. In the event of death, the remaining capital can be passed on. Upon withdrawal, the lump sum is subject to a non-recurring special-rate tax. Subsequently, the general property and income taxes apply.

Deadlines

- The retirement notification must be submitted no later than one month before retirement age is reached, or at the time of any early or deferred retirement. After this date, the application is irrevocable.

- Members who opt for continued insurance following termination of their employment by their employer must notify the Foundation in writing within one month of the termination of their employment. The form and the leaflet detailing the procedure are available on our website.

Notification forms
The **collective-foundations/gemini-collective-foundation/downloads** section on the GEMINI website provides extensive information and forms for downloading.

The "**Notification of retirement**" form should be used to submit your preferred options and any other required information regarding your imminent retirement. You can also use the same form if you wish to defer or continue your retirement and want to register your options in good time.

If you would like to name your life partner as a beneficiary in the event of your death, please submit the "**Entitlement to a partner's pension**" form without delay. If you wish to opt for a lump-sum death benefit, please use the "**Beneficiaries of lump-sum death benefit**" form.

Questions
If you have any questions, please get in touch with your responsible contact person. You will find the necessary information on the back of your insurance certificate.

Our financial planning specialists at Dörig & Partner provide independent and comprehensive advice on any further subjects, such as taxes, real estate, investments or estate planning. Make an appointment by phone on +41 62 836 90 20 or by e-mail at avadis@doerig-partner.ch.