

Application form for the MMC Excepted Group Life Arrangement

MMC's default approach to managing the death in service benefits is to provide any lump sum life assurance benefit above £500,000 through a 'non-registered' or 'Excepted' arrangement, benefits from which do not count towards the Lump Sum Death Benefits Allowance (LSDBA). If the default approach does not work for you then you can request to have all of your lump sum life assurance benefit provided via the Excepted/non-registered arrangement.

If you wish to apply for your Life Assurance benefits to be provided entirely under the MMC excepted group life arrangement, please read the following information and complete and sign the form before returning it to UKIBenefits@mmc.com

Please read the following before completing the application form:

- If you have been granted any form of HM Revenue & Customs (HMRC) protected tax-free cash (formally Lifetime Allowance protection), such as Fixed Protection, and have already informed the MMC Benefits Team then no action is required and you do not need to complete this form. All lump sum life assurance benefits are automatically insured via MMC's Excepted/non-registered arrangement if you have opted out of the MMC UK Pension Fund for pension savings tax reasons and currently receive a non pensionable salary supplement (NPSS).
- On the following page you will find further information about the MMC excepted group life arrangement, please read and digest the information provided prior to completing the application form.
- In making this request you should be aware that there are some outturns where UK inheritance tax could be payable on benefits provided via the MMC excepted group life arrangement. Based on inheritance tax rates, law and HMRC confirmations applicable to deaths occurring prior to 1 April 2024 this tax charge would be not more than 6% of the lump sum death benefit paid. If any such UK inheritance tax were payable, it would be deducted from the lump sum benefit at or before the time of payment.

| | |
|-------------|--|
| First name | |
| Surname | |
| Employee ID | |
| NI Number | |

I confirm that:

- I wish to apply for my Life Assurance benefits to be provided entirely under the MMC excepted group life arrangement.
- I have read and understood the information provided in the FAQ document.

| | | | |
|--------|--|------|--|
| Signed | | Date | |
|--------|--|------|--|

YOUR DEATH IN SERVICE BENEFITS AND POTENTIAL IMPLICATIONS FOR YOUR LUMP SUM DEATH BENEFITS ALLOWANCE

Frequently Asked Questions



Prior to completing the application form for the MMC UK Excepted Group Life Arrangement ensure that you read and understand the information provided below. Should you have any questions please contact the benefits team at UKIBenefits@mmc.com.

Q1. DOES THIS AFFECT ME?

Whether you are affected will depend on the total amount of lump sum benefit payable on your death from *Registered* arrangements, which in most cases will have three elements:

1. Your MMC Registered lump sum life assurance benefit. This is based on your salary, and the multiple you have requested in Prosper, capped at £500,000 (any benefit in excess of £500,000 is automatically provided through a *non-registered* arrangement).

2. Your MMC pension benefits payable on death (i.e. the total of your MMC DC pension pot).

3. The value of benefits payable on death from outside of MMC, including accrued pension pots.

If the combined total of the above amount to more than £1,073,100 (the LSDBA for tax year 2024/25) then tax at the beneficiary's marginal rate will apply to the amount above £1,073,100.

If you are unsure of the approach you should take, you should take advice from an independent financial advisor. You can also contact the Mercer Private Wealth team [here](#).

Q2. WHERE CAN I GET INFORMATION ON MY MMC PENSION BENEFITS PAYABLE ON DEATH?

This information can be obtained from OneView. You are now able to log in via single sign on to OneView via [Prosper](#); from the homepage go to the *Wealth* section to find the link.

Q3. IF I AM A MEMBER OF THE MMC UK PENSION FUND, HOW DO I NOMINATE / UPDATE MY BENEFICIARIES?

You can nominate / update your beneficiaries in OneView. You are now able to log in via single sign on to OneView via [Prosper](#); click on *Wealth*, then *OneView*, then select *View details* in the box below your fund value; finally, select *Beneficiaries* on the far right tab.

Q4. I HAVE NEVER JOINED THE MMC UK PENSION FUND SO DO NOT HAVE ACCESS TO ONEVIEW – HOW DO I NOMINATE MY BENEFICIARIES?

Please complete an electronic copy of an Expression of Wish form from the [Forms](#) section of the MMC UK Pension Fund website and submit it online at pensionuk.aptia-group.com.

Q5. CAN I NOMINATE ANYONE IN MY EXPRESSION OF WISHES?

Yes. Whilst this is the case, you should be aware that the expression of wishes is not binding on the Trustee.

Q6. ARE THERE ANY RESTRICTIONS TO THE LIFE ASSURANCE COVER?

Subject to eligibility, overall policy limits and underwriting, there are no exclusions to the cover.

Q7. WHAT IS THE DIFFERENCE BETWEEN ANY BENEFIT PAYABLE FROM A REGISTERED ARRANGEMENT AND AN EXCEPTED ARRANGEMENT?

Lump sum benefits from 'non-registered or Excepted' arrangements do not count towards the LSDBA whereas lump sum benefits from a registered arrangement do.

Q8. HOW MUCH TAX WOULD BE PAYABLE BASED ON MY DEATH BENEFITS?

Based on inheritance tax rates, law and HMRC confirmations applicable to deaths occurring prior to 1 April 2024:

- Lump sum life assurance benefit above £1,073,100 payable through a registered arrangement would be subject to tax at the beneficiary's marginal rate.
- The maximum charge applicable to benefit payable through a 'non-registered' arrangement would be 6%.