



Death in Service Benefit

Dear Colleague

The Society provides a death in service benefit for all permanent colleagues who have completed 13 weeks employment. The scheme is intended to provide support to help loved ones adjust financially following the death of the colleague. The benefit is normally paid as a lump sum that is free of income tax.

The benefit payable provides two years' gross basic salary to the beneficiary of all permanent full-time and part-time colleagues, aged 74 and under.

It's important for you to name the person(s) that you would like to receive the benefit. You can do this by completing the 'Death In Service Nomination Form'. These details will be held on your personal file by HR and will only be varied on your written instruction.

In addition to this benefit, our pension schemes offer additional death in service lump sum payments for members of the schemes.

Please note this form is not related to your pension, if/when you join our pension scheme you will need to complete an expression of wish form via the NEST pension portal. Please note you will get auto enrolled on to the NEST pension scheme after 3 months.

Yours sincerely

The Midcounties Co-operative



Death in Service Nomination Form

This form is an editable document, once you have completed this form please save the form and attach it to your Service Now case- [HR Provision Form](#)

Full name:

Branch:

Colleague number *(if known)*:

The Midcounties Co-operative death in service benefit offers two years' basic gross salary to eligible claimants. You may choose to split the total amount to more than one beneficiary. Please make clear below the precise split of benefits:

| | |
|------------------------------|--|
| Name of beneficiary | |
| Relationship to you | |
| Address of beneficiary | |
| % of total amount to receive | |

| | |
|------------------------------|--|
| Name of beneficiary | |
| Relationship to you | |
| Address of beneficiary | |
| % of total amount to receive | |

| | |
|------------------------------|--|
| Name of beneficiary | |
| Relationship to you | |
| Address of beneficiary | |
| % of total amount to receive | |

| | |
|------------------------------|--|
| Name of beneficiary | |
| Relationship to you | |
| Address of beneficiary | |
| % of total amount to receive | |



If the nominated beneficiary(s) is under the age of 18 and the death in service payment exceeds

£10,000 then a Trust Account will need to be opened for the beneficiary(s) in their own name before any money can be paid.

We acknowledge that a death of a parent will introduce distress to the family and therefore we can offer a one off payment of up to 15% of the total benefit to the guardian of the minor to help towards the cost of their upbringing. This amount will be deducted from the total benefit being put into the Trust Account.

If you are nominating a minor as a beneficiary and wish for a one-off payment to be made to a Guardian and deducted from the total amount, please complete the following;

| | |
|---|--|
| Name of Guardian for payment to be made to | |
| Relationship of Guardian to minor | |
| Contact details of Guardian | |
| % of benefit to be paid to Guardian (<i>up to a maximum of 15%</i>) | |

I understand that the Society still retains total discretion in making payments under this scheme.

I understand that a death in service benefit is applicable for all colleagues both full time and part time who have completed 13 weeks employment and are aged 74 and under.

I declare that my nomination will remain in force unless otherwise amended in any way by a subsequent form of written nomination signed by me.

Signed _____ Date _____