

Information sheet on change of employment (payout of vested benefits)

If you are leaving the pension plan because you are changing employer, or for other reasons, you have various options for transferring your pension assets. In this information sheet, we have briefly summarized these options and the most important steps for you.

What is a termination benefit and how high is it?

The termination benefit serves to preserve your pension when you leave the pension plan. It corresponds to the effective value of the pension savings at the time of exit. Any fluctuations in the market value between the time of withdrawal and the time of payment are taken into consideration.

In what cases is a vested benefit transferred?

The departure payment is transferred as a vested benefit if you leave the pension plan, for instance:

- when changing employment,
- when becoming self-employed,
- when leaving Switzerland, or
- if you become unemployed or have no job.

What do you have to do when you change employers?

Once you have handed in your notice, inform your current employer without delay of your new employer's address and this employer's pension plan. Your pension fund assets (termination benefit) will be transferred to the pension fund of your new employer. In this way, you ensure that your pension planning with your pension funds' assets will continue without interruption.

What options do you have if you do not yet have a new employer or stop working before the earliest possible retirement date?

In this case, you can take out a vested benefits policy or open a vested benefits account with the Zurich Vesting Foundation or another vesting institution. Your pension fund assets remain with this institution until you either start a new job or your pension funds' assets can be paid out.

What are your options if you don't have a new employer and have reached the earliest possible retirement age?

1. Early retirement

You will receive your benefits in this case.

2. Opening of a vested benefits account

You can have your vested benefits transferred to a vesting institution if you're unemployed and have reached 59 years of age. To do this, we will need a confirmation from your regional employment center (RAV) that you have registered.

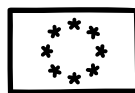
In what cases can you demand the cash settlement of your departure payment?

1. If you become self-employed

If you become self-employed, you are no longer subject to mandatory insurance and can have your retirement assets paid out in cash at the time when you become self-employed. For this purpose, the foundation requires proof that you are recognized as self-employed from the competent AHV compensation office. A cash settlement is only possible if you work in a self-employed capacity as your main occupation.

2. If you leave the economic area of Switzerland/Liechtenstein permanently

In this case the foundation requires proof from your local authority that you have registered your move abroad. Depending on where you settle, different conditions apply to your cash withdrawal:



EU/EFTA

You can withdraw the super-mandatory part of your departure payment in cash. You must submit an application for the mandatory part. The application form needed for this purpose and further information on the possibility of having the mandatory part of your departure payment paid out in cash can be obtained at → www.verbindungsstelle.ch



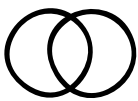
Destination outside the EU/EFTA

You can have the entire departure payment paid out in cash.

3. If your departure payment amounts to less than your annual premium

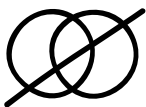
What else do you have to take into account in the case of a cash settlement?

- If the cash settlement is more than CHF 5,000, the foundation must report the payment to the Swiss Federal Tax Administration.
- Cash settlements for insured persons domiciled abroad are subject to withholding tax.
- If a purchase into the pension plan has been made three years prior to the termination of employment, no cash payment can be requested.



You are married or living in a registered partnership

Your partner must agree in writing to the cash settlement. If the departure payment is more than CHF 50,000, you, as the partner wishing to take the cash settlement, must have the authenticity of your signature officially certified on the application for a cash settlement. This certification may be obtained for a fee from a notary or mayor upon presentation of your passport, identity card, or residence permit.



You are not married and are not living in a registered partnership

You must enclose recent proof of your marital status with your application.

What happens if you do not inform your new employer?

If you do not tell your employer where the termination benefit is to be transferred within six months of your departure, the foundation will transfer it to the Substitute Occupational Benefit Institution. The fees charged by the Substitute Occupational Benefit Institution will be borne by you.

What happens if you are unemployed?

If you are drawing unemployment benefits you will have mandatory risk insurance from the Substitute Occupational Benefit Institution (Stiftung Auffangeinrichtung) (www.aeis.ch). Please ask there whether you can continue your pension on a voluntary basis if you are not collecting unemployment benefits.

If you have reached the age of 58 and continue the insurance with your current occupational benefits institution, the insurance of risk benefits with the Substitute Occupational Benefit Institution ceases to apply.

→ You will find forms for the departure payment at www.vita.ch



Any questions?

The Vita Select customer service (phone 044 628 46 46) is available to answer your questions Monday through Friday from 8.00 a.m. to 12.00 noon and from 1.00 p.m. to 6.00 p.m.