



RIV UK ENGINEERING LIMITED EMPLOYEE BENEFITS SCHEME

Rivian has worked in partnership with LEBC Group Ltd,
to put in place the following benefits for its UK operatives

Create your tomorrow



Pension Scheme

This arrangement is a Group Personal Pension Plan insured with **Aviva** and is used by Rivian in order to meet its auto-enrolment duties.



Contractual Joining

- You join the scheme on your first day of joining Rivian. Your employer will contribute 5% of pensionable salary. You are required to make a minimum contribution of at least 3% of pensionable salary from 6th April 2019 to conform with the Government's auto enrolment legislation.
- You can opt out of this and obtain a refund within 30 days of being enrolled.



Investment Funds

You select the fund(s) in which you want Aviva to invest your contributions.

Please note that in the absence of any specific fund(s) being selected by you, then contributions will be invested in the Aviva Insured Multi Asset Fund III, which is the default fund offered by your Group Personal Pension Plan.



Online Access

You will be sent details of how to login online in an Aviva pack that will be issued once your first contribution has been paid.

A pension is a long-term investment. The fund value may fluctuate and can go down, which would have an impact on the level of pension benefits available.

Group Life Assurance

This section covers the Group Life Assurance Plan offered by Rivian. It is currently insured with Legal & General but Rivian reserves the right to change insurer at any time.

This cover provides peace of mind and a tax-free lump sum payout to your loved ones in the event of an untimely death whilst you are employed with RIV UK Engineering Limited. The cost is covered by Rivian and not taxed on you as a Benefit in Kind. Additionally, any benefit paid is usually free of all taxes.



You are covered:

- As soon as you join Rivian as a permanent employee.
- If you are 16 years or over and have not yet reached age 65 or your State Pension Age.
- For a benefit of 4 times your basic annual salary.

In the event of your death, the Trustees of the scheme decide who receives the lump sum and will always try to pay it in accordance with your wishes. It is important therefore that you indicate who you would like to receive the benefit by completing an Expression of Wish form. It is highly recommended that you complete a new Expression of Wish form should your circumstances change, and you wish to alter the beneficiaries.

The life assurance cover will cease when you leave employment, reach state pension age, or if you are no longer a UK resident.



Income Protection Insurance

This section covers the Income Protection Plan offered by Rivian. It is currently insured with Legal & General but Rivian reserves the right to change insurer at anytime.

This cover provides an income equal to 60% of the basic pay you were receiving on the day you first were off work. It starts to be paid after you have been absent for 90 days.



You are covered:

- As soon as you join Rivian as a permanent employee.
- If you are 16 years or over and have not yet reached age State Pension Age.

In the event of your absence, Rivian will notify the insurer, who will then ask you to complete a health declaration so that they may obtain further details from your GP and/or consultant.

The insurer will notify Rivian when your claim is accepted and will then pay the claim to Rivian. Rivian will then continue your pay at 60% of your basic salary until the earliest of return to work, reaching State Retirement Age or dying. This amount will be subject to tax and National Insurance.

The income protection cover will cease when you leave employment, are no longer a UK resident or reach State Pension Age.



Medical Insurance

This section covers the Medical Insurance Plan offered by Rivian. It is currently insured with AXA but Rivian reserves the right to change insurer at any time.

This cover provides funding for eligible private medical treatment whilst you are employed with RIV UK Engineering Limited.

If you are eligible*, your spouse/civil partner may also be covered at Rivian's expense. You may add dependent children up to age 30 but your monthly pay will be debited with the cost.

*Please note that Managers, Directors and Vice-Presidents are eligible for their spouses/civil partners to join the scheme



You are covered:

- As soon as you join Rivian as a permanent employee.
- For pre-existing medical conditions occurring in the last 5 years once you have been a member for 2 years and a trouble-free period of 12 months has elapsed. Trouble-free includes free of symptoms even if advice/treatment has not been sought
- For AXA's Business Health benefit, which provides:
 - Doctor@Hand – virtual GP service
 - Health at Hand - GP/Nurse helpline
 - Full outpatient cover with fee assured consultant
 - Full cover therapies with an approved therapist
 - Full reimbursement for private treatment at a hospital listed in the AXA Directory of Hospitals
 - Full Cancer Cover
 - Mental Health including Stronger Minds
 - Dentist and Optician Cash Back
 - Worldwide Travel Insurance

No excess is payable.

The cover will cease when you leave employment.

Health Screen

This section covers the Health Screening policy offered to you by Rivian. It is currently insured with Nuffield Health but Rivian reserves the right to change provider at any time.

This cover provides funding for 1 Health Screen to be taken each year by the employee only.

Rivian has agreed for you the employee to choose the Health Screen taken to ensure this meets your individual needs, both in consideration of time and individual health.

The Health Screen is to be arranged with Nuffield Health and taken at a participating Nuffield Health clinic.



You are covered:

- As soon as you join Rivian as a permanent employee.
- For 1 Health Screen per year of your choice
- Choice of 4 Health Screens:
 - **Lifestyle** (1 hour duration)
 - **Female** (1 hour duration)
 - **360** (2-hour duration)
 - **360+** (3-hour duration)

The Health Screen is a preventative tool to help ensure any underlying health issues are detected at the earliest opportunity and can therefore be treated quickly and effectively and to ensure you remain fit and well.

There is no contribution required by you and this is not treated as a benefit in kind as long as no more than 1 screening per year is taken and funded by Rivian.

Access to this benefit will cease when you leave employment.

All policies are subject to terms and conditions, which can be requested from Rivian's Talent Operations Manager.

For more information on the RIV UK Employee Benefits, please contact Andrew Marsden at:

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Lines are open Monday to Friday, 9am-5pm

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