

Ladbrokes Pension Plan

MEMBER TRUSTEE NOMINATION FORM

for the Ladbrokes Pension Plan ("the Plan")

To: The Selection Committee of the Ladbrokes Pension Plan

This is a nomination for (full name)
to be a member Trustee of the Plan.

He/she is an active or pensioner member of the Plan and has agreed to have his/her name put forward by signing this form.

Confirmation by person being nominated

I understand the responsibilities and duties required of a Trustee of the Plan and I consent to being nominated as a Trustee. I confirm that I am not prohibited by UK legislation from being a pension Trustee. I understand that I am expected to take appropriate Trustee exams within two years of becoming a Trustee.

Note: The following categories of people are prohibited from becoming Trustees:

- Anyone aged under 18
- Anyone who is an undischarged bankrupt
- Anyone who has been disqualified from being a director
- Anyone who has been convicted of an offence involving dishonesty or deception.

Signature of nominee

Date

Address

Telephone

Email

Please state whether you are an active member/pensioner (delete as appropriate).

In order to be considered for the position of member Trustee of the Ladbrokes Pension Plan all candidates must read carefully and then complete the additional information on pages 2 to 4 of this form.

Proposers

The nomination must be proposed by two current members of the Plan.

Name in Full

Date

Signature of Proposer

Please state whether you are an active/deferred/pensioner member

Name in Full

Date

Signature of Proposer

Please state whether you are an active/deferred/pensioner member

Please return this nomination form in the enclosed envelope to the Ladbrokes Pension Plan Administration Team.

The form must be received by **10 February 2012** at the latest.

Candidate application:

The answers you give to the following questions will be crucial to your application and will be key in determining whether you are called for an interview by the Trustees' Selection Committee. Interviews will be held in the fortnight commencing 13 February. **Only fill in pages 2-4 if you are a candidate.**

1. Time commitments

All candidates must be able to commit to attend (as a minimum) all four quarterly all-day Trustee meetings. Candidates will also be expected to take on other ancillary work including attendance on at least one of the Trustees' sub-committees (investment, discretions or audit) and the Trustees' annual training day. Trustees are expected to spend, on average, two days a month on Trustee business. Initially, candidates who are new to the role may find that they have to commit more time than this.

Please confirm:

- That you are able to commit sufficient time to meet all the time commitments described above and dedicate time generally to being a member Trustee.
- Whether you have any domestic or work constraints which you would need to accommodate (please give details).
- Whether you foresee any problems with the time needed to read and understand Trustee papers, attend Trustee quarterly meetings and attend sub-committee meetings.
- If you are an active member, whether you have the support of your line manager.

2. Requirement to take Trustee examinations

All candidates must commit to taking Trustee examinations to demonstrate knowledge and understanding of pension scheme matters as required by the Pensions Act 2004. The PMI Trustee certificate is recommended as a minimum. Each candidate must aim to pass the certificate within two years of being appointed as a Trustee. This will require personal study.

Please confirm:

- **either** that you have already passed Trustee exams (giving details) **or** that you are prepared to undertake Trustee exams. How confident are you that you could pass these exams and why?

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3. Relevant experience and qualifications

Successful candidates will be able to demonstrate that they have formal qualifications and/or relevant experience which would assist with the work of the Trustees. Relevant experience could include, for example, experience relating to accounting, investment, actuarial, legal or HR matters. Previous experience as a Trustee would be beneficial, but is not a requirement.

Please explain what, if any, relevant qualifications and experience you have that would assist you in your role as a Trustee. If you have been a Trustee before please give details.

What sub-committee would you most wish to join and why? (Investment, discretions or audit).

4. Enthusiasm and relevant personal qualities

Successful candidates will be able to convey a genuine enthusiasm to be a Trustee and have an interest in the Plan and the work of the Trustees. They must be able to demonstrate that they will make a good Trustee. i.e. that they have relevant personal qualities.

Why do you believe that you would make a good Trustee?

What personal qualities do you have that would be of assistance to the Trustee Board?

5. Trustee decision-making

When taking Trustee decisions, member Trustees owe duties to all members and their beneficiaries and not just to those who nominate them to be a Trustee. Successful candidates must be able to demonstrate that they will play an active role in the decision-making process and not simply rely on others on the Trustee Board to carry decisions. This is not how the Trustees of the Plan operate.

How good are you at making decisions?

Do you find decision-making simple or difficult and why?

What decisions do you take in your current role or in connection with any interests or hobbies undertaken outside work?

Trustees act by majority vote. If you disagreed with a decision that was being taken what would you do and why?

Please return this nomination form in the enclosed envelope to the Ladbrokes Pension Plan Administration Team at One London Wall, London, EC2Y 5EA.

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