

**Low Cost, High Quality
Financial Advice for
Employees**



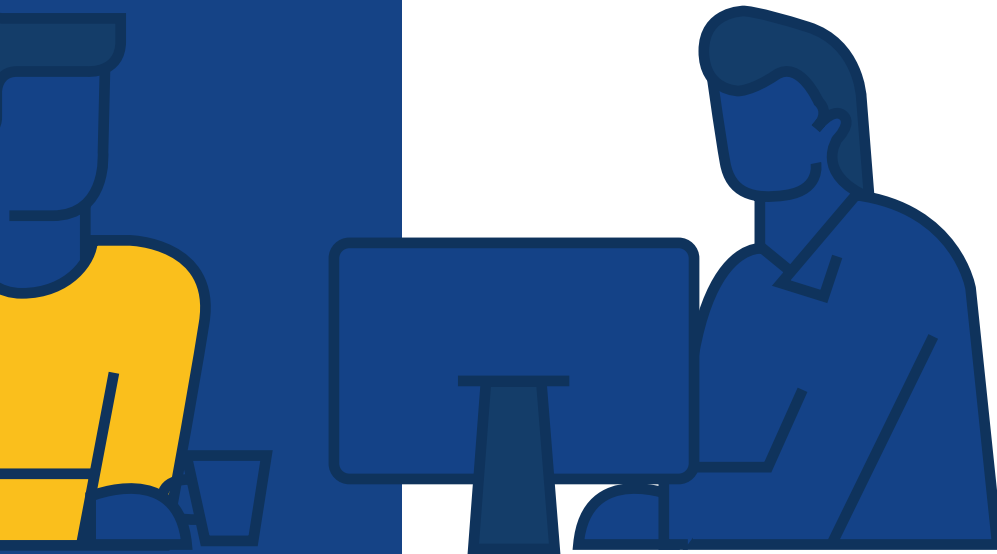
Welcome

This brochure illustrates the importance for Employers of adopting a financial wellbeing strategy. Lowermycharges.com, an innovative new business, offers financial advice at lower costs than traditional financial advisors. Government legislation allows our service, which can help your employees with their pension planning, to be accessed through the implementation of a Salary Sacrifice scheme, which can offer tax advantages to both Employers and Employees.

Find out how your company and Employees could benefit from low cost, high quality financial advice.

To find out more contact us on **02921 679112**.





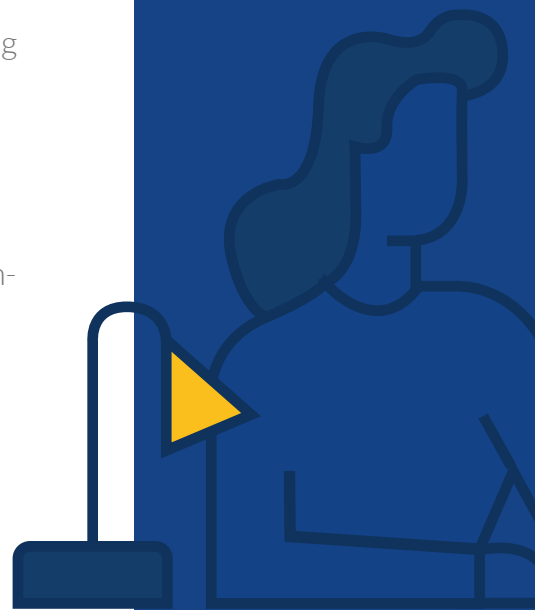
The Importance Of Financial Wellbeing

Employers need to offer competitive salaries and benefits packages to attract and retain staff.

A central part of this will be the provision of an autoenrollment pension scheme which is not just a legal responsibility, it's also good commercial sense. Providing a good pension scheme can contribute towards your Employees financial wellbeing. Pensions and retirement planning are a major area where Employees feel they need help and advice and many will turn to their Employers for this.

Increasingly, Employers are appreciating the importance of financial wellbeing as part of both an Employee benefits package and overall wellness strategy. Helping Employees to take control of their finances benefits both you and your staff. Lowermycharges can help your Employees make sense of their current and any past pensions, explaining their options and providing advice on how best to save for their retirement.

Research suggests that poor financial wellbeing can be detrimental psychologically, increasing levels of stress and anxiety and ultimately resulting in poorer health. In turn, this affects job performance, decision-making abilities, concentration, productivity and attendance.

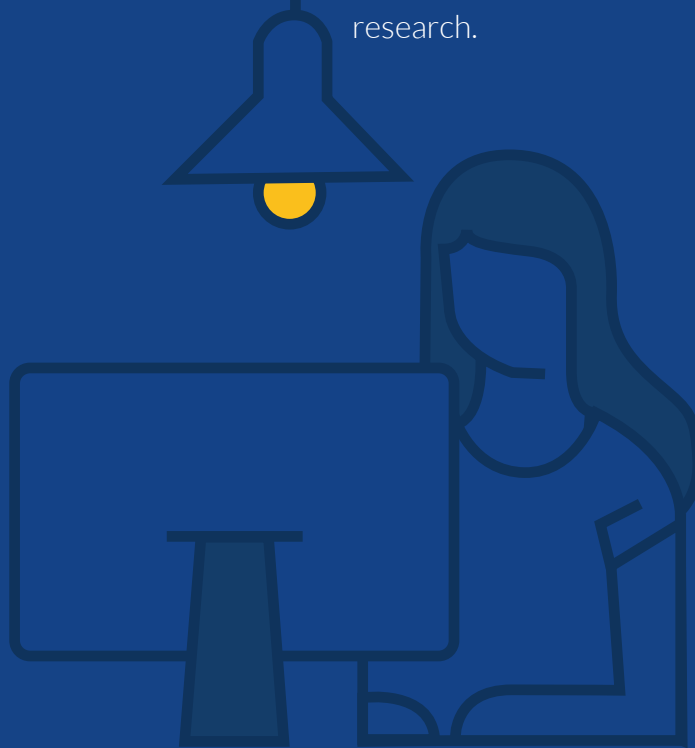


Research by the Chartered Institute of Personnel and Development (CIPD) has shown that;

19% of Employees lose sleep over financial worries, negatively impacting productivity and ability to concentrate.

30% are making uninformed financial decisions without advice or information.

58% face barriers to managing their finances including lack of time, difficulty in understanding financial products and services, low earnings and the inconvenience involved in research.

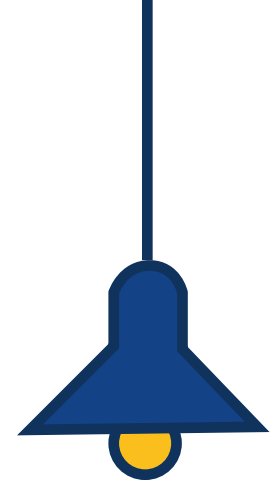


LOWER My Charges .com

Lowermycharges.com provides low cost financial advice, delivered remotely through any internet enabled device. We use our award-winning technology and human advisors to deliver safe, secure and fully compliant advice.

We also offer a free switching service for Employees to lower the charges on any existing pensions or investment products they may have in place.





Why Lower Charges Are Important

Financial Advisors typically charge 1% p/a for their services, deducted from the product, or products, they recommend. The compound effect of applying these charges each year can seriously impact an Employee's finances. The table below indicates the impact that such charges can have on a pension or investment.

Time Remaining	0.50%	1.00%	2.00%
3 Years	-1.5%	-2.9%	-5.8%
5 Years	-2.5%	-4.9%	-9.4%
10 Years	-4.9%	-9.5%	-18.0%
20 Years	-9.5%	-18%	-32.7%
30 Years	-13.9%	-25.8%	-44.8%

As shown above, a 0.5% annual advice charge would reduce the total fund by 9.5% over 20 years. An annual advice charge of 2% would reduce the fund size by a significant 32.7%.



How we're Different

Our low-cost monthly subscription means more of our clients' money is invested than it is with traditional financial advisors. In many models of financial advice, larger investments lead to higher charges, but we believe that everybody should pay the same for advice. Our Service costs £300 per year, £25 per month, everybody pays the same.

It is possible to further reduce these costs to your Employees by setting up a Salary Sacrifice Scheme which offers our service as a benefit.

Our low cost, flat monthly subscription fee when paid through a Salary Sacrifice model, means that no charges for financial advice are deducted from our clients' pensions or investments, so all their investment or pension benefits from annual growth.

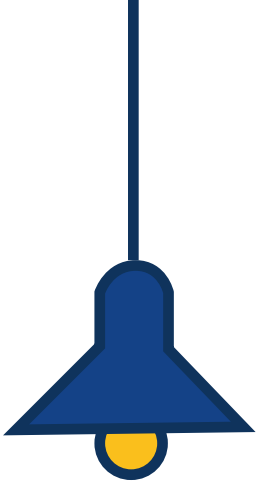


How Salary Sacrifice Works

Salary Sacrifice schemes allow an Employee to agree to receive less pay in return for another, non-cash benefit. The benefit in case here is our Service at £25 per month. The Employee makes the decision to reduce their salary by this amount and an amendment is made in their contract which details the pay they will receive and the amount they will contribute to their benefit.

Because Employee pay decreases, their tax and National Insurance Contributions are lower. Employers can also benefit from lower Employer National Insurance deductions.

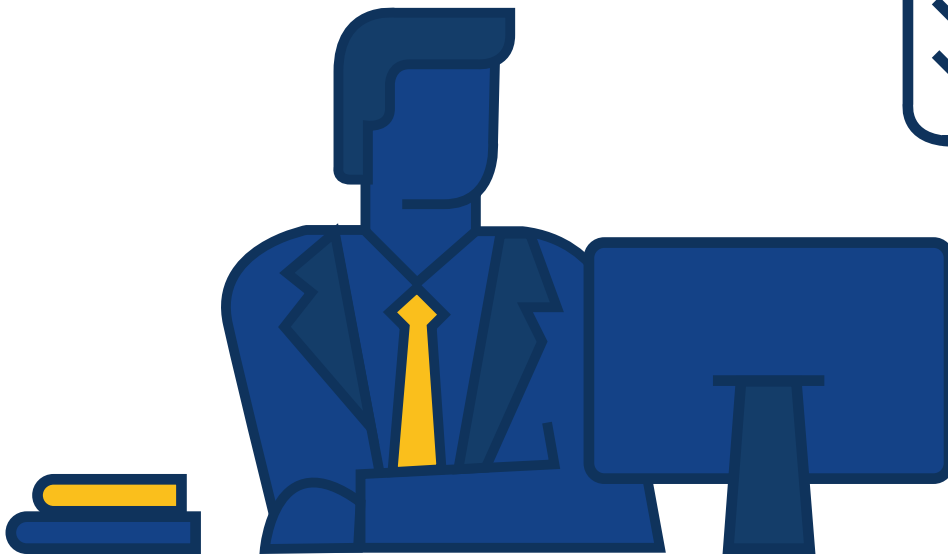




What this Means for Employers

There are cost benefits to Employers who implement the Salary Sacrifice scheme. The monthly subscription for our service is paid directly to us by Employers, who deducts this from the Employee's salary. Our flat rate charge of £300, when deducted from salary, normally means that income tax and national insurance aren't due on this amount.

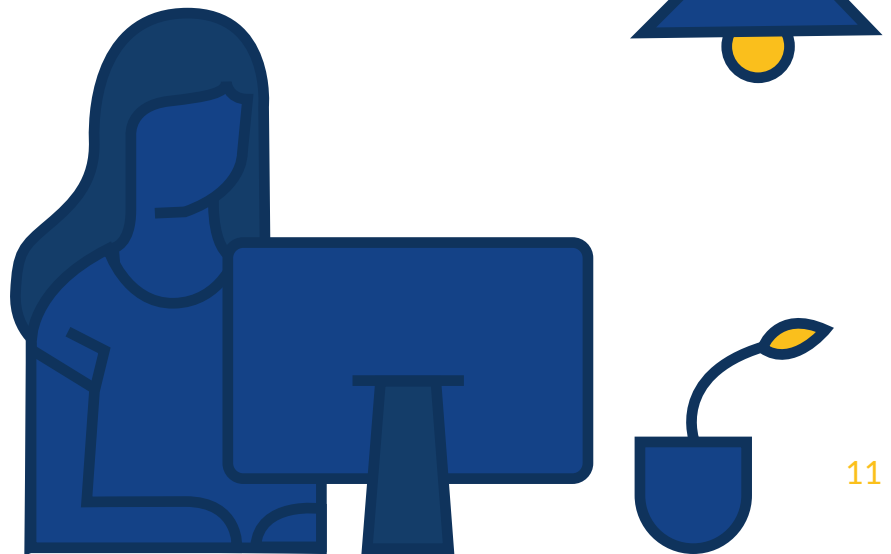
Employers can save £41.40 p/a per Employee through reduced Employer National Insurance Contributions.



What this Means for Employees

Employees who pay the basic rate income tax save £96 in income tax and national insurance contributions. The net cost of our monthly subscription from take-home pay is therefore £17.00 per month, or the equivalent of just £0.56 per day.

Employees who pay higher rate tax save £156 in income tax and national insurance contributions. The net cost of our monthly subscription from take-home pay is therefore £12.00 per month, or the equivalent of just £0.39 per day.



Summary

Income Tax Band	Income Tax Saving	NI Saving	Total saving	Annual Cost	Monthly Cost
Basic Rate	£60	£36	£96	£204	£17
Higher Rate	£120	£36	£156	£144	£12

The numbers above are based on 2018/19 Income Tax and National Insurance Rates.

The Salary Sacrifice Scheme is easy to set up and Lower My Charges can help with the process.





Summary of Benefits for Your Employees

- Low Cost High Quality Financial Advice
- More of their money is invested leading to higher growth
- Monthly Subscription is Tax Free through a Salary Sacrifice Model
- Access to our Free App which enables our clients to view all their finances in one place

There is no Employer liability for the suitability of any advice provided by Lower My Charges Ltd to Employees. We are regulated and authorised by the Financial Conduct Authority and have the required Professional Indemnity Insurance in place to cover our activities. The tax treatment of salary sacrifice arrangements depends on individual circumstances and may be subject to change in the future.





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