

The Dun & Bradstreet (UK) Pension Plan

We're looking for a new Member Nominated Director — can you help?

The Dun & Bradstreet (UK) Pension Plan (the Plan) provides valuable benefits for its members, and it is important that we have the right people on our Trustee Board to look after those benefits. Due to a recent change on the Board, we are seeking nominations to fill a Trustee Director position that has become vacant. If you are looking for a rewarding new challenge, then this may be perfect for you.

We are inviting you to participate in the process by nominating yourself. You don't need to have a background in pensions or finance, although we do require candidates to have good basic organisational and communication skills. We think having a diverse range of people on the Trustee Board will help us with discussions and decision-making. A certain level of time commitment is required (we estimate one day per month on average) to prepare for and attend meetings and training sessions.

If you are interested, please complete the nomination form.

The deadline for nominations is **15 January 2025**.

WHAT IS THE ROLE OF A TRUSTEE DIRECTOR?

The Plan is run by a Trustee company: the Dun & Bradstreet (UK) Pension Plan Trustee Company Limited (the Trustee). Its Directors have an extremely important role in protecting the benefits provided by the pension scheme under their management. They are responsible for investing the assets, ensuring that the administrators pay the correct benefits, and producing certain reports required by pensions law.

We have created a guide for Member Nominated Director (MND) candidates to give you further details of the key skills expected of a candidate for nomination as a Trustee Director.

WHAT COMMITMENT IS REQUIRED?

The Trustee Directors normally hold meetings eight times a year (four full Trustee Board meetings and four sub-committee meetings). The Trustee currently have two sub-committees — Governance, and Investment & Funding. As a new MND you would be expected to join one of these. Meetings may be held online or in person (at offices in London). The Trustee is open to flexible working and will consider any request for reasonable adjustments due to individual circumstances, for example, because of health conditions or disability.

Typically, the meetings last **at least six hours**, and they require preparatory reading beforehand, as well as potential follow-up actions. We therefore expect you will need to dedicate **at least one full day per month** to fulfil your responsibilities.

IS TRAINING PROVIDED?

Legislation requires trustees to have sufficient levels of knowledge and understanding to fulfil their duties. Pension-specific training will therefore be given to all Trustee Directors in order to build on their existing skills to meet this requirement. However, the Trustee Directors are not expected to be experts on pensions or investment matters and have access to expert advice from lawyers, actuaries and investment consultants in order to help them carry out their role.

For further information about the role of a trustee, please visit The Pensions Regulator's website at [thepensionsregulator.gov.uk](https://www.thepensionsregulator.gov.uk) and log on to the Trustee Toolkit. The Pensions Regulator takes an ever-increasing interest in the standards of trustees and trustee directors, and it is important therefore to understand the responsibilities that come with becoming an MND before taking on the role.

WHO CAN BE NOMINATED AS A MND?

Any active, deferred or pensioner member of the Plan may be nominated as long as they have not been:

- Convicted of any offence involving dishonesty or deception;
- Subject to bankruptcy or impounding, in both cases undischarged;
- The subject of a debt relief order in which a moratorium period still applies, or the subject of a debt relief restrictions order, or an interim debt relief restrictions order;
- Undischarged from an arrangement with creditors;
- Disqualified as a company director; and
- Suspended or disqualified from being a Trustee/Trustee Director by The Pensions Regulator.

The Trustee Directors also reserve the right to exclude any nomination from a member who may be working for competitor organisations on the ground that it may be inappropriate for them to share in the detailed company information that is essential for a Trustee Director to fulfil the role.

The Trustee Board recently carried out a Skills, Experience and Behaviours questionnaire and as a result of this, we are actively looking for nominations from individuals with experience working in **communications, marketing, media or law**.

The Trustee of the Plan subscribes to The Pension Regulator's view that a diverse governing body that is made up of people who have a broad range of characteristics, life experiences, expertise, and skills, tends to lead to wider discussion and better decision-making.

WHAT IS THE TERM OF OFFICE FOR A MND?

The term of office will normally be **five years** for MNDs. At the end of that five-year period, MNDs may stand for reselection. An MND will cease to be eligible if he or she ceases to be a member of the Plan (for example, on transfer of benefits to another pension arrangement).

HOW CAN I BE NOMINATED?

Nominations can be made by any Plan member if supported by another Plan member.

Nominations should be accompanied by a supporting statement, not to exceed 500 words. In the event of a ballot, a short résumé of no more than 100 words would be circulated to members outlining the nominee's skills and suitability for the role.

As mentioned previously, please highlight any experience working in **communications, marketing, media or law** in the supporting statement.

THE CURRENT TRUSTEE BOARD

The Pensions Act 2004 introduced changes to the requirements for trustee boards of registered pension schemes, so that at least one third of a trustee board must be nominated by the members of the pension scheme.

The Dun & Bradstreet (UK) Pension Plan Trustee Company Limited (the Trustee) is appointed as the Trustee for the Dun & Bradstreet (UK) Pension Plan (the Plan). Within the Trustee Board, there are usually eight Trustee Directors who are responsible for the management of the Plan, four of whom are nominated by members.

The Trustee Board currently consists of the following:

Company Nominated Directors

Andy Jermy — Chair of the Trustee
Jesse Laski
Simon Rodaway
Piers Woolston

Member Nominated Directors

Alan Batley
George Prior
Richard Clarke

Richard Archer retired from his role as a Member Nominated Director earlier this year.

We would like to take this opportunity to thank Richard for his contribution to the Trustee Board over many years.

WHAT IS THE SELECTION PROCESS?

The appointment of MNDs depends on finding the most suitable candidates. If there aren't enough suitable candidates, a vacancy (or vacancies) will remain open. All nominations will be reviewed by the current Trustee Directors (excluding any standing for election) and nominees may be required to attend an interview (either in person or via video conference) with the Trustee Board in order for the Trustee Directors to assess the skills and suitability of the nominee for the role of MND.

If the number of suitable nominees who pass the selection process equals, or is less than, the number of MND vacancies, those nominees will automatically be selected and appointed as MNDs.

If the number of suitable nominees exceeds the number of MND vacancies then a ballot of active, deferred and pensioner members will be held.

If a ballot is required, the nominee with the highest number of votes will be selected and appointed as MND.

Members will be informed in writing of the outcome of the nomination process; the method of selection; the outcome of the selection process; and any other information that is applicable or required in accordance with statute.

WHAT IS NEXT?

We have created a guide for MND candidates to give you further details of the key skills expected of a trustee.

If you wish to nominate yourself, please complete the nomination form.

The deadline for nominations is **15 January 2025**.

The outcome of the nomination and selection process will be communicated to you in writing.

Yours faithfully,

Andy Jermy

Chair of the Trustee of the Dun & Bradstreet (UK)
Pension Plan

November 2024