

## Managing my money

# Time Savings Account (CET)

### The terms for storing unused paid leave

#### Maximum transfer of 5 days per year

- To be made before end of May via PayLink

#### Total allowed cumulation

- 25 days
- The ceiling is doubled to a maximum of 50 days for employees aged at least 50 on May 31 of the year of placement.

#### Valuation of the days

- On the basis of 1/22nd of the gross monthly salary (excluding STIP/SIP variable part), by the end of May and beginning of June.

### CET exits

#### In the form of capital

- Marriage, pacs, birth or adoption of a third child, divorce, separation, dissolution of a pacs, with custody of at least one child, disability (employee, his/her spouse or partner in pacs, his/her children), death (employee, his/her spouse or partner in pacs), termination of the employment contract, over-indebtedness.

#### In terms of time

- To finance a leave or a reduction in activity, employees who wish to do so may use their saved days without any restrictions, without having to provide a reason. This flexibility must remain compatible with the smooth running of the department.
- To anticipate retirement.

### Other possible uses

- **In retirement savings**, by transfer (during May on PayLink) of monetised days (max. 10 days per year), with tax exemption, into:
  - the Collective Retirement Savings Plan (PERECO), with a maximum employer matching contribution of €800
  - the Company Retirement Savings Plan (PERO), without an employer matching contribution.
- **For remuneration** (subject to tax) **of days of statutory leave** (sabbatical leave, training leave, parental leave, part-time...)
- **As remuneration** (subject to tax) **for a leave of absence** prior to retirement or departure.

In all cases, the days used are subject to the current social security charges.

### The "End of Career" CET

- Allows you to **reduce your working hours**.
- Employees who are less than 3 years away from full retirement age can transfer their ICDR to the "End of Career" CET.
- To calculate the amount: contact your CFTC representatives, see page 36

