

# Managing my money

## Savings Plans PEG, PERECO et PERO

### Where can I find information on the different plans?

- N° vert (free): 0 800 827 121
- [monepargne.ere.bnpparibas](http://monepargne.ere.bnpparibas)
- App Mon Epargne Entreprise
- Android



iOS



### Your contacts within the CFTC

- Laurent LASÉN :  
06 71 30 83 07
- Anne MILLON :  
06 87 81 98 60

	PEG ou PEE
	Corporate Savings Plan ou Group Saving Plan
Objectives	Build up abundant savings and tax-exempt, blocked in for 5 years, with the possibility of early release
Funding	<b>Participation and/or Profit-sharing</b> tax-free if invested in PEG/PEE. <b>Voluntary monthly payments</b> from July to December or exceptional payment in December
Contribution	Up to €1,800 gross The employer contribution is reserved for employees. Schneider Electric retirees who have retained their PEG may benefit from the 15% discount on the WESOP.
Management	<ul style="list-style-type: none"> <li>No entry or exit fees.</li> <li>Ability to arbitrate between funds in Mon Epargne Entreprise, free of charge</li> </ul>
In case of early release	Savings are frozen for five years, except in the following cases: <ul style="list-style-type: none"> <li>purchase, extension or energy-efficient renovation of the main residence,</li> <li>marriage, civil partnership, divorce, separation, dissolution of a civil partnership (PACS),</li> <li>birth or adoption of a third child or subsequent children,</li> <li>domestic violence, disability, death of spouse/civil partner,</li> <li>excessive debt, termination of employment contract,</li> <li>purchase of a 'clean' vehicle,</li> <li>activity as a carer.</li> </ul>
Exit & taxation	Not taxable on income, but capital gains subject to social security contributions (17.2 %)
Voluntary payment (VV) <sup>(1)</sup>	Not deductible from taxable income
In case of departure	<b>In the event of departure (resignation, contractual termination, dismissal)</b> The account can be kept but is subject to management fees (approx. £30/year). Please remember to update your contact details, particularly your personal email address.

(1) Voluntary PEG + PERECO payments: you can contribute up to 25 % of your gross remuneration into your employee savings scheme across all savings plans



	<b>PERECO</b> <b>Collective Retirement Savings Plan</b>	<b>PERO</b> <b>Mandatory Company Retirement Savings Plan</b>
<b>Objectives</b>	Build up abundant savings for retirement, with possibility of early release	Build up savings for retirement, with the possibility of early release
<b>Funding</b>	<b>Monetised CET Days</b> <b>Monthly Voluntary Payments:</b> <ul style="list-style-type: none"> <li>July to November</li> <li>or exceptional in December</li> </ul>	<b>Compulsory contributions paid by</b> <ul style="list-style-type: none"> <li>Schneider (1.67 %)</li> <li>yourself (0.50 %)</li> </ul> <b>Monetised CET days</b> <ul style="list-style-type: none"> <li>max 10 days/year</li> </ul> <b>Voluntary Payments</b> <ul style="list-style-type: none"> <li>at any time</li> </ul>
<b>Contribution</b>	Maximum contribution of €800/year for a payment of €1,309	No matching contribution
<b>Management</b>	No entry fees. Controlled management (by default) or Free Management	
<b>In case of early release</b>	Savings are blocked until retirement, except: <ul style="list-style-type: none"> <li>Purchase of the main residence or rehabilitation after natural disaster,</li> <li>Disability (including children) or death of the employee or spouse/pacs,</li> <li>Over-indebtedness, termination of rights to the ARE (allowance for unemployment), Absence of employment contract for more than 2 years.</li> </ul>	
<b>Exit &amp; taxation</b>	<b>Exit</b> <ul style="list-style-type: none"> <li>in capital</li> <li>life annuity possible</li> </ul> <b>Inheritance</b> if the employee dies before the age of 70 and before the liquidation of the scheme, the capital accumulated in the PERECO will be paid to designated beneficiaries.	<ul style="list-style-type: none"> <li>only voluntary contributions can be released</li> </ul> <b>Voluntary Payments</b> possible capital outflow <b>Compulsory contributions</b> if annuity > €110/month, compulsory exit in life annuity, otherwise compulsory exit in capital <b>Inheritance</b> in the event of the employee's death before the age of 70 and before liquidation of the scheme, the capital built up in the PERO will be paid to designated beneficiaries
<b>Voluntary payment (VV)<sup>(1)</sup></b>	<b>Choice of:</b> <ul style="list-style-type: none"> <li>deducted from taxable income (within your tax retirement savings limit) and taxed on exit (capital gains taxed on taxed at 12.8 %</li> <li>or on the progressive scale and subject to social security contributions 17.2 %) or not deducted from taxable income</li> </ul>	
<b>In case of departure</b>	<b>In case of departure (resignation...)</b> the account is either kept but no longer funded by Schneider or transferred to a similar contract.	

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