

## Preparing my departure

# The Retirement Solidarity Pass

### Eligibility conditions

- Qualify for a full-rate pension within  $\leq 24$  months with the obligation to retire at the end of the pass.
- Do not exceed the full-rate eligibility date of retirement of the pass period.
- Have at least 3 year's seniority.
- Have a permanent contract.
- Have identified an assignment/project corresponding to their profile with an application validated by the association and have the agreement of their manager.

### Terms

- Once all the approvals have been obtained, a release agreement is drawn up between the Group entity concerned (HRBP) and the host association.
- Posted employees continue to benefit from the application of the profit-sharing and participation agreements in force, based on the gross allowances paid to them.
- Employees retain all SE benefits: seniority, leave, company mutual insurance, provident fund ...
- Any STIP/SIP received by the employee is paid at normal due dates and is valued at the target for assignments longer than 8 months.

### Conditions

#### Pass Solidaire Retraite (Solidarity Retirement Pass)

- It's a full-time job within the association for a maximum of 12 renewable months.
- The remuneration is maintained in full.

#### Part-time Pass Solidaire Retraite

- The employee is made available to the Association for 50 % of his/her working time the other half and/or option transfer of skills.
- Salary maintained:
  - at 100 % for gross annual earnings  $\leq 1$  Social Security limit
  - at 80 % for gross annual earnings  $\leq 2$  Social Security limits
  - at 70 % salary for gross annual earnings  $> 2$  Social Security limits

At the employee's request, pension contributions to the basic and supplementary schemes may be maintained on the basis of full-time work.

- Le Pass Solidaire and ICDR: the employee can request payment of their ICDR 2 months prior to the Pass Solidaire entry date if they prefer. They benefit from a deposit of 40 % of their ICDR before entering the plan which enables them to compensate for the drop in income due to the new part-time salary.