



Royal Mail Group  
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Dear Colleague

You may hear that Royal Mail has begun discussions with our unions, CWU and Unite/CMA, about the future of the Royal Mail Pension Plan (RMPP).

We made changes to the RMPP in 2014, following a consultation with RMPP members.

At the time, we committed to keeping the RMPP open, subject to certain conditions, until at least March 2018. This remains our intention.

**How does this affect Royal Mail Defined Contribution Plan (RMDCP) members?**

As you are a member of the RMDCP, these discussions do not affect your retirement benefits. However, the future cost of the RMPP and the potential impact that will have on the business will affect all employees. We will therefore keep you fully informed of the outcome of the discussions.

For more information about the RMDCP, please visit [www.myroyalmail.com/pensions](http://www.myroyalmail.com/pensions)

Yours faithfully

A handwritten signature in black ink, appearing to read "J. Millidge".

**Jon Millidge**  
Group HR Director