

Our ref: Actives

Strictly Private & Confidential

<Title> <Initials> <Surname>

<Address 1>

<Address 2>

<Address 3>

<Address 4>

<Address 5>

<PostCode>

29 June 2011

Dear <Title> <Surname>

Your Sun Microsystems Pension – Options for Active Members

Further to the notice given by Oracle Corporation UK Limited (Oracle) to cease contributions, I am now writing to advise you that the Scheme Trustees have decided to wind-up the Scheme.

With effect from 31 March 2011 the Sun Microsystems Limited Retirement & Death Benefits Scheme (Sun Main Scheme) was closed to all new members and no further contributions will be paid. From 1 April 2011 current members of the Sun Main Scheme were eligible to join the Oracle Group Flexible Retirement Plan (GFRP) with Standard Life.

As a result you now need to decide what you would like to do with your Scheme fund, the current value of which is <fund_value>. (Please note that this fund value is not guaranteed).

We are pleased to enclose the following information from the Scheme Trustees:

- **Options Booklet for Active members** – containing the options available and the actions you need to take.
- **Fidelity Information Summary** – which provides an outline of the Group Section 32 Buyout Plan.
- **Employee Options Form** – to enable you to inform us of your choice.
- **A pre-paid envelope** – for returning your form.

We have also enclosed the following document in respect of the Oracle GFRP with Standard Life:

- **Description of Funds** – Oracle Lifestyle Profiles – produced by Standard Life.

Your Options

Option 1 – Transfer your existing funds to the Group Section 32 Buyout Plan with Fidelity. *If you do not take action, this option will automatically apply sometime after 29 September 2011 once all legal requirements have been met.*

Option 2 – Transfer your existing funds to another suitable pension arrangement of your choice.

Option 3 – Take pension benefits if you are over 55.

Option 4 – Take a refund (less tax) of the current fund from the personal contributions you have paid.

(This option only applies if you had completed less than two years membership as at 31 March 2011).

Option 5 – Transfer your existing funds to the Oracle GFRP with Standard Life.

Your Actions

- a) Read the “Options Booklet for Active members” in full.
- b) Choose one of the above options.
- c) Complete the enclosed **Employee Options Form**.

In order that the Trustees can provide you with a quotation or transfer pack before 29 September 2011 (the final date by which you must make your decision) can you please complete the Employee Options Form and return it to Aon Hewitt by 10 August 2011.

Once you have made your decision and notified us of it, we may write to you enclosing additional forms, if required, depending upon what option you have chosen.

Helping you decide

The Options Booklet for Active members should contain all the information you require to make the decision that you believe meets your individual needs. The Trustees of the Sun Microsystems Limited Retirement & Death Benefits Scheme are arranging a series of Group Presentations, designed to provide you with easy to understand information on the Group Section 32 Buyout Plan during July 2011 as noted below:

Date	Location	Times		
Tues 5 July 2011	Linlithgow office – Lord Kelvin Room	9.30 am	11.00 am	1.30 pm
Thur 7 July 2011	Thames Valley Park, Reading – Wraysbury Room	9.30 am	11.00 am	
Wed 20 July 2011	Blythe Valley Park, Birmingham – Hockley Room	9.30 am	11.00 am	
Fri 22 July 2011	London office – Knightsbridge Room	9.30 am	11.00 am	
Mon 25 July 2011	London office – Knightsbridge Room	1.30 pm	3.00 pm	
Wed 27 July 2011	Cheadle office – Demo_Rm_3	11.00 am	1.30 pm	
Thur 28 July 2011	Thames Valley Park, Reading – Wraysbury Room	1.30pm	3.00 pm	

If you have any questions or require any further information then please contact Aon Hewitt at the following email address sun.windup@aonhewitt.com or telephone 01252 768552. There is no charge to you for this service.

Please remember that you can access your personal account details via the Sun pension website at www.sunppc.co.uk. If you have not visited the site before, you will need your enrolment number which is your old Sun ID number. If you do not have this or have any problem logging onto the Sun PPC site, please call the administration helpline on 0141 222 7286.

Please note that the Scheme Trustees, Aon Consulting Limited (part of Aon Hewitt) and Oracle are unable to provide you with financial advice. If you are uncertain of which option to select, we strongly recommend you take independent financial advice. Details of independent financial advisers in your area can be found at www.unbiased.co.uk

On behalf of the Trustees of the Sun Microsystems Limited Retirement & Death Benefits Scheme and Oracle Corporation UK Limited.