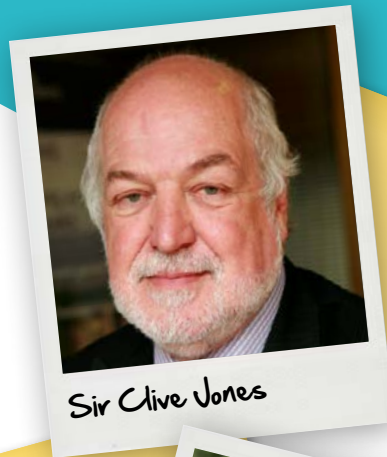


Trustee Update

December 2021

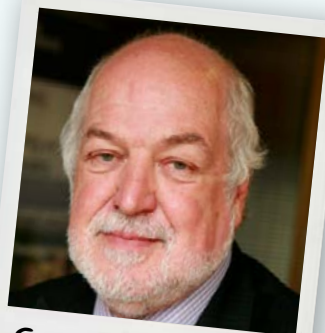
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A message from our Chairman:

Welcome to this update from the Trustee of the ITV Pension Scheme



Sir Clive Jones

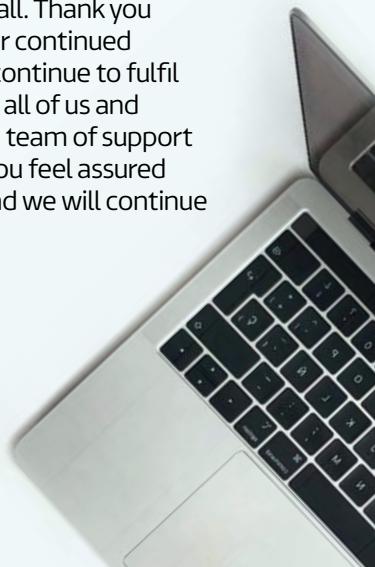
The role of a Trustee is both challenging and incredibly rewarding. As Trustees, we each bring different skills and talents to the Board, creating a unique mix of diverse thinkers, ready to make decisions in the best interests of our members. It's a role that brings with it a lot of responsibility and I am grateful to all our Trustees for their commitment to the Board and our members.

We had a positive response to our vacancy of a member-nominated Trustee earlier this year – thank you to everyone who took the time and effort to apply – and I'm pleased to welcome Kieran Roberts as our newest member of the Board. You can read about Kieran's astounding 34 years with ITV and why he chose to apply in this newsletter.

As we welcome a new Board member, it's a fitting time to reflect on what has been a challenging 18 months for us all. Thank you to our Trustees, advisers, and ITV Pensions for their continued support during the pandemic, ensuring we could continue to fulfil our obligations. It's been a learning experience for all of us and highlights to me the importance of having a good team of support around you. As a member of the Scheme, I hope you feel assured that it's been business as usual for the Trustees and we will continue to work on your behalf.


A handwritten signature in blue ink that reads "Clive Jones".

**Sir Clive Jones,
Chairman of the Board**





Our Trustee Board



We've completed the 2021 Trustee selection process and are pleased to welcome Kieran Roberts to the ITV Pension Scheme Board. As the Company has decided to retain six Trustee Directors, here is your Board as at 1 November 2021:

Company appointed:

- Sir Clive Jones – Chairman
- Helen Stevens
- Stephen Yandle (independent Trustee)
- Andrew Bradshaw (independent Trustee)

Member nominated:

- Amanda Perrin
- Kieran Roberts



Meet Kieran

Kieran Roberts has spent 34 years of his career at ITV; it's been so much a part of his life that he thinks ITV might be in his blood. So, deciding to apply to be a Trustee of the Scheme that he's been a member of for so long wasn't a difficult decision:



"I was definitely interested in the role but I didn't presume I would be right for it. So, I decided to ask a couple of ex-colleagues not just whether they'd nominate me but whether they thought I'd do a good job as a Trustee. It was their positive responses that convinced me to apply."

Beginning his career at Granada Television in 1984, Kieran was drawn into programme making:

"I began producing in Entertainment and then Children's Drama, before moving to Emmerdale for three years. After moving back to Manchester, I produced Coronation Street for a few years - the Richard Hillman storyline was during my tenure - I then became Creative Director of ITV Studios' Manchester drama department. I returned to Coronation Street as Executive Producer and was at the helm for the 50th Anniversary, the move to Media City, the expansion from 5 to 6 episodes, and the expansion of the lot. By 2017, I felt it was time for someone else to take over and, fortunately, I could take early retirement through the Scheme."

“I’m a member of the Scheme myself, so it’s in my interest, and my family’s interest, to know the Scheme is well run”

Not quite ready for retirement, Kieran has remained involved with television over the last few years, but it was maintaining his connection to ITV that attracted him to the Trustee vacancy:

“I know a lot of people who are members of the Scheme, and ITV and its people have been very good to me over the years. This felt like an opportunity for me to give something back; to be part of a team looking after the interests of lots of people I know and many I don’t.”


But there were other reasons for Kieran to get involved:

“I’m a member of the Scheme myself, so it’s in my interest, and my family’s interest, to know the Scheme is well run, in a healthy state, well managed with good governance, and the Trustee role is at the heart of that. The other thing that appealed to me was that it’s so different to what I was used to and there’s a lot of learning which is quite an exciting prospect! And yet I feel my skillset can add value too. For 25 years I was responsible for programme and department budgets – with experts to support me – and I’m not afraid of numbers, getting things to balance, or making judgement calls about how and where money is spent or saved. Although, this is another level with the scale of the Scheme and the level of responsibility to so many people – many of whom I know.”

When it comes to the monumental task of learning about the Scheme, Kieran has been taking the advice of his fellow Trustees:

“Stephen Yandle talked to me about the notion of a jigsaw puzzle - to start with you’ll see individual pieces but you won’t see the bigger picture for some time and not to worry. I feel in that stage at the moment, but I’m really looking forward to understanding enough to make informed contributions to discussions and help steer the decision-making process.”






“I think I can bring an ability to absorb and assimilate complex specialist information and challenge it”

Having now met most of the Board and some of its advisers, Kieran can see how they each bring something unique to the table and he's excited to bring his own perspectives and skills to the team:

“Professionally speaking, “I think I can bring an ability to absorb and assimilate complex specialist information and challenge it. The job of a producer is a lot like that: you don't have any single particular skill – you couldn't light the set, or operate the camera, or the sound or do the make up or the design – but you need to be able to understand what everybody brings to the production and challenge it to improve the overall result. I'll never have the extraordinary knowledge and skills of, for example, the Scheme actuary, but if I can understand enough about what they do to ask the right questions, maybe challenge an assumption, then I think I'll be doing my job.

Looking to the future, Kieran is clear that he'll be keeping Scheme members at the heart of his decisions as a Trustee:

“I always try and think about what other people may be going through and see things from different perspectives. However deep I go into the detail of the Scheme, I'll remember the real people who are the beneficiaries of what we are doing. When we talk about the health of the Scheme, or the rate of increases or Company contributions, these are not abstract numbers for a Scheme member; they are the ability to pay someone's mortgage or put food on the table. it's very real, it's very personal it's very human.”



Help us reduce our environmental impact

The environmental challenges that our planet faces are sadly worsening and it's up to all of us to make small and simple changes where we can to make a difference for our future generations. Environmental sustainability is important to the Trustees and we're considering ways to reduce the Scheme's impact on the environment. One simple way we can do this is to take most of our communications online.

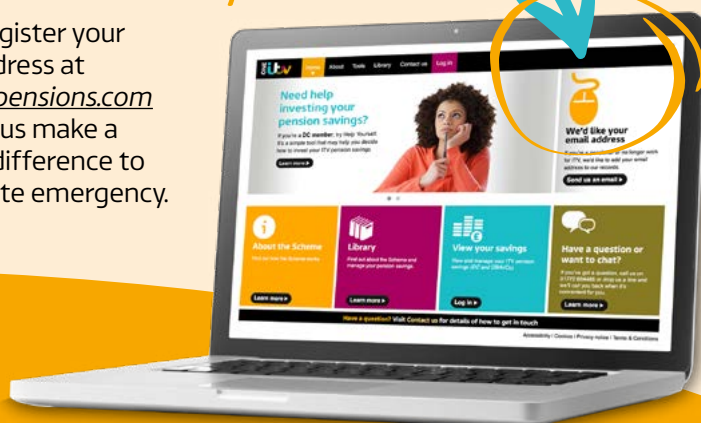
Did you know...

...just one ream of paper - that's 500 sheets - uses 6% of a tree?

It's one of the reasons why we ask you to let us communicate with you electronically, so we can play our part and make a difference - and why so many of our members have already provided us with an email address. Have you?

Let's stay in touch... electronically!

Please register your email address at www.itv-pensions.com and help us make a positive difference to our climate emergency.



Any questions?

If you have any questions about your pension, please contact the ITV Pensions Team, which has implemented business continuity plans and is working remotely. Things may take a bit longer than if everyone was in the office, but it is very much business as usual.



01772 884488



enquiries@itv-pensions.com



**ITV Pensions, 5 Fulwood Park
Caxton Road, Fulwood
Preston PR2 9NZ**

