

Your workplace retirement savings plan at a glance

Eligibility

Full-time employees – First of the month following one month of continuous employment.

Participation

Mandatory

Employee contributions

You're required to make basic contributions to your pension plan. You can choose to contribute between 3% - 5%. If you do not choose a percentage, you will be assigned the default percentage of 3%.

You also have the option to increase your savings by making additional voluntary payroll deductions above the basic required contribution.

In accordance with the Income Tax Act (Canada), the total of all contributions, including company contributions, made to the Defined Contribution Pension Plan (DCPP) in any year cannot exceed the lesser of 18% of your compensation from the company and the money purchase limit, as defined under the Income Tax Act (Canada) for that calendar year.

You and your company are responsible to ensure that your contributions don't exceed the contribution limit.

Company contributions

Your company will match 100% of your basic contributions.

Transfers

You can transfer in money from other registered plans. Any locked-in money transferred into the plan from another workplace plan, will be administered according to the rules of the applicable legislation.

Withdrawal rules

Only additional, voluntary unmatched contributions are permitted to be withdrawn or transferred. You can make one free withdrawal/transfer per year. Each subsequent withdrawal/transfer will cost you \$25.

Vesting and locking-in

Vesting refers to the amount of time you must be in the plan before the company's contributions are yours.

Immediate

Default fund

If you don't make an active investment choice, your contributions will be invested in the **The BlackRock Life Path target date fund that matures closest to, without going past, your 65th birthday.**

This is only a highlight of the plan details and isn't intended to replace the plan text. For full plan details, refer to your Member Booklet or the official plan text. Where there is a discrepancy between the plan highlights contained herein and the plan text, the provisions of the plan text shall prevail.