Régime de retraite à prestations cibles FIM – FNCC (CSN)

Plan member's booklet

RÉGIME DE RETRAITE
À PRESTATIONS CIBLES
FIM-FNCC (CSN)

Effective date: Octobre 1st, 2022
Adopted in June 2023
Version as of June 27, 2023

RÉGIME DE RETRAITE
À PRESTATIONS CIBLES
FIM-FNCC (CSN)

Contents

RÉGIME DE RETRAITE
À PRESTATIONS CIBLES
FIM-FNCC (CSN)

A word from the pension committee

The Pension plan established by the Fédération de l'industrie manufacturière (FIM-CSN) and the Fédération nationale des communications et de la culture (FNCC-CSN) (« *RRPC FIM-FNCC (CSN)*») is a target benefit pension plan. The FIM-CSN and the FNCC-CSN (hereafter the « Sponsors ») established, on October 1st, 2022, a multi-employer target benefit plan, for unions affiliated with the CSN who wish to participate in the plan.

All employees covered by the same collective agreement or by any other agreement between an employer and another category of workers and approved by the Plan's Sponsors constitute a group of workers with the same target benefit and the same unreduced retirement age. The specific provisions for each group are found in an agreement (hereinafter "participation agreement") signed by the pension committee and your group. A summary of your *participation agreement* is attached to this booklet to provide you with the specific provisions for your group.

The *RRPC FIM-FNCC (CSN)* is a target benefit pension plan whose specific provisions are prescribed in Chapter X.3 of the Supplemental Pension Plans Act ("SPP Act"). It is legislated by Retraite Québec and the Canada Revenue Agency.

This booklet provides you with a summary of the main provisions of your plan. Although it has been prepared and reviewed with the greatest care, it's possible that an information differs slightly from the one presented in the official pension plan text, in which case, the latter will prevail.

In addition, in a constant effort to improve, we invite you to share with us any suggestions, comments or issues regarding the *RRPC FIM-FNCC (CSN)* by writing to the pension committee at the following email address: **cible.fim.fncc@saiinc.qc.ca**.

Happy reading!

The Pension committee.

RÉGIME DE RETRAITE
À PRESTATIONS CIBLES
FIM-FNCC (CSN)

Eligibility and membership

Who is eligible to participate in the pension plan?

Employees who can participate in the *RRPC FIM-FNCC (CSN)* are:

- Employees whose collective agreement requires the employer to make contributions to the Plan's pension fund.
- Employees who are member of another category of workers for whom an agreement has been reached with the employer and approved by the Plan's Sponsors.

Eligible employees can enroll in the *RRPC FIM-FNCC (CSN)* on the first working day of the year following the calendar year in which they meet one of the following conditions:

- Received compensation from the employer equal to 35% of the Year's Maximum Pensionable Earnings ("YMPE")[1] as defined by the Québec Pension Plan ($66,600 in 2023);
- having completed at least 700 hours of employment with the employer.

It should be noted that the participation *agreement*[2] may provide for an earlier eligibility date than the one mentioned above.

Is participation mandatory?

Enrollment in the *RRPC FIM-FNCC (CSN)* is mandatory for all eligible employees on the first day the eligibility conditions are met.

---

[1] The YMPE corresponds to the maximum amount on which contribution are payable to the Québec Pension Plan. This amount increases each year.

[2] The participation agreement is an agreement signed by the Pension committee and the group which summarizes the parameters of a collective agreement related to the RRPC FIM-FNCC (CSN) whose provisions in the Plan text's appendix.

RÉGIME DE RETRAITE
À PRESTATIONS CIBLES
FIM-FNCC (CSN)

Contributions

How is the plan funded?

The pension fund assets consist of contributions made by the employer and by the members as well as investment returns generated by applying the investment policy established by the pension committee. The pension fund assets are held in a trust. The plan's financial year ends on December 31.

What is the employee contribution required to the Plan?

Your contribution, which is defined as the employee contribution, corresponds to a percentage of your pensionable earnings, as established by your group's *participation agreement*.

Your pensionable earnings correspond to your base salary, earned during a calendar year, as defined by your group's *participation agreement*.

What is the employer contribution required to the Plan?

Your employer's contribution corresponds to a percentage of your pensionable earnings, as established by your group's *participation agreement*.

Can I make volontary contributions to the Plan and can I make transfers from other pension plans?

No voluntary contributions are permitted in the RRPC *FIM-FNCC (CSN)*.

The only transfers from other pension plans permitted are amounts transferred during a past service buyback process. No other transfers from other pension plans are permitted to the Plan.

What does the plan provide for in the event of prolonged absence?

Periods of leave during which employee and employer contributions are paid to the plan are considered periods of participation in the plan.

The periods of unpaid leave such as **maternity leave**, **parental leave**, periods during which the active member receives benefits payable under the **Act respecting industrial accidents and occupational diseases** periods or unpaid leaves when required by law **are recognized as a period of participation in the plan provided that the member pays the employee contribution provided for in the plan.**

If the member pays the employee contribution provided for in the plan for a period of unpaid leave, **the employer is required to pay the employer contribution relating to the same period. In such a case, the pension credits continue to accumulate.**

Your group's *participation agreement* may provide more generous clauses for these periods of leave as well as for any other period of leave without pay. Periods of participation can be recognized provided that employee and employer contributions are made to the plan. In such a case, the pension credits continue to accumulate.

For more specific information on certain specific periods of leave, please refer to the Plan Text or contact the **Member Service Centre**. Please see ***the Member Service Centre section*** for instructions on how to access it.

RÉGIME DE RETRAITE
À PRESTATIONS CIBLES
FIM-FNCC (CSN)

At retirement

What is the normal retirement date?

The normal retirement date is the first day of the month following or coinciding with your 65th birthday.

How will my pension be calculated?

At retirement, your pension will be equal to the sum of the annual pension credits that you will have accrued during each year of participation in the *RRPC FIM-FNCC (CSN)* and, if applicable, the buyback pension credit accrued during a past service buyback process:

Annual pension credits	+	Buyback pension credits

However, your pension could be subject to a reduction following a recovery plan *(please see the **Important note on the conditions relating to your pension** section for more details).*

What is an annual pension credit?

For each fiscal year until your retirement date, a lifetime pension credit consists of the following:

Target pension rate prescribed by your group's *participating agreement*	x	Pensionable earnings[1]

Annual pension credits are indexed before retirement based on the annual increase in average industrial wages, without exceeding 2.0%.

What is a buyback pension credit?

A buyback pension credit is an annual pension credit accrued through the buyback of past service, calculated based on your pensionable earnings at the time of the buyback and on your group's target pension rate.

Annual buyback pension credits are indexed before retirement based on the annual increase in average industrial wages, without exceeding 2.0%.

[1] Your pensionable earnings correspond to your base salary, earned during a calendar year, as defined by your group's *participation agreement*.

Obtain a Personalised Retirement Income Projection Online!

You can obtain a personalised projection of your retirement income and your income replacement ratio online through a secure website offered for this purpose.

To access it, all you have to do is go to the following website: https://my.saiadnet.qc.ca/

When can I receive an unreduced pension?

Provided you have ceased your participation in the plan, you can begin receiving your pension without reduction from the first day of the month which coincides with or follows the first unreduced retirement age prescribed by your group's *participation agreement*.

What happens if I work beyond the unreduced retirement age?

You can continue to work after your unreduced retirement age. In that case, your annual pension credits as well as your buyback pension credits will continue to be indexed and you will accrue additional annual pension credits for the years worked until the start of payment of your pension.

Can I start receiving my pension before the unreduced retirement age?

Yes. You can retire as of the first day of the month following or coinciding with your 55th birthday. However, your pension will be actuarially reduced for each month between the effective retirement date and the unreduced retirement date.

Must I start receiving my pension as soon as I become eligible to retire?

No. Even if you cease your active participation in the plan, you can postpone your retirement until the normal retirement age. In this case, your annual pension credits as well as your buyback pension credits will continue to be indexed until your retirement.

Can I start receiving my pension after the normal retirement age (age 65)?

Yes. Provided you continue to be employed, you can postpone your retirement until December 1st of the year during which you attain age 71.

For the participation period between the normal retirement date and the postponed retirement date

Annual pension credits can be accrued after the normal retirement date. The pension payable as of the postponed retirement date is the sum of the following:

- The sum of the annual pension credits and buyback pension credits on the normal retirement date, increased to reflect the fact that the pension will be paid for a shorter period. This increase is calculated such that its value is actuarially equivalent to the unpaid pension between age 65 and the postponed retirement date.
- The sum of the annual pension credits and buyback pension credits accrued after the normal retirement date. The actuarial value of this pension must at least be equal to the sum of employee contributions made during the period, accrued with interest.

Will my pension be indexed during retirement?

No, your pension will not be indexed after your retirement date.

How will my pension be paid?

Your pension will be paid monthly, on the first business day of the month, by electronic transfer to your bank account.

Will my pension be taxed?

Yes. Your pension, funded by tax-deductible contributions which accumulated tax-sheltered will be included in your taxable income for the year in which they are paid.

Important note on the conditions relating to your services

Can my pension be reduced?

Your pension plan is a target benefit plan governed by the Supplemental Pension Plans Act. **In this type of plan, the benefits provided for in the Plan Text must be considered as a target rather than a guarantee.** Employer contributions are fixed and cannot increase except following an amendment to the collective agreement. Thus, benefits could be reduced, even during retirement, if it is established during an actuarial valuation that the negotiated contributions are insufficient. Such a reduction in benefits would be regulated according to the legal terms and the provisions of the Plan Text.

A recovery plan is a set of measures described in the Plan Text to be carried out by the pension committee when an insufficiency of the negotiated contributions is reported. The plan's funding policy establishes guidelines to limit the risk of a recovery occurring. These guidelines must be respected by the pension committee and the plan actuary. In addition, the applicable legislation governs the funding of the plan by requiring the payment of a stabilization provision of approximately 20% (according to the actuarial valuation as of October 1, 2022) in addition to the value of the benefits. This provision is included in the required contributions and cannot be reduced in order to avoid an adjustment of future service. However it significantly reduces the risk of recording a funding deficit which would imply an adjustment of past service.

Two types of recovery can occur:

1) <u>A recovery for past service</u>

The adjustment for past service, that is to say the service credited up to the date of the actuarial valuation, occurs when the financial situation of the plan is in deficit.

In this situation, a reduction in pensions credited for service credited up to the date of the actuarial valuation and buyback pension credits for the group of active members, as well as a reduction in pensions currently in pay for the group of retired members is applied.

The pensions of all members (active and inactive) are reduced in the same proportion in order to eliminate the plan deficit.

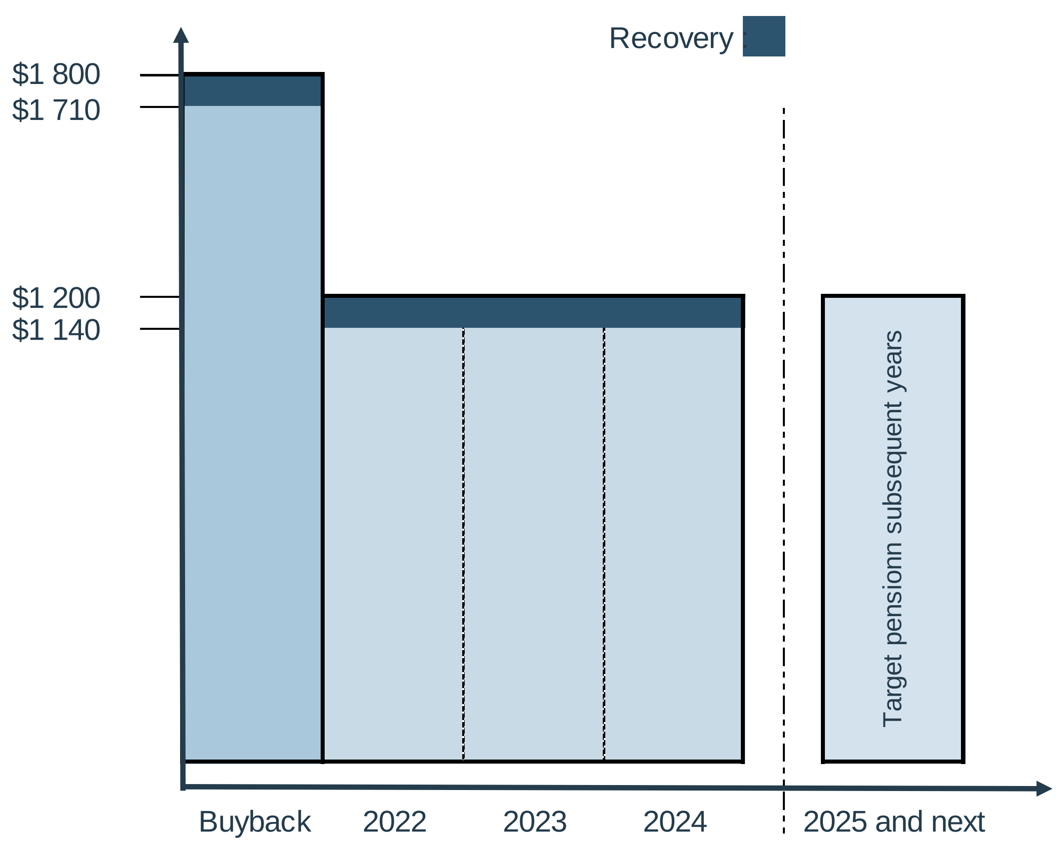
In the case of an adjustment for past service, the target pension rate for the years following the date of the actuarial valuation is not modified.

An example of an adjustment for past service is presented on the next page.

Example	
Salary	$80 000
Target rate	1.5%
Annual target pension	$1 200
Years of participation	3.00
Accumulated annual pension credit	$3 600
Buyback pension credit	$1 800

Estimated illustration[1] : going concern ratio at 95% as of December 31, 2024, requiring a reduction of 5% of the total accumulated pensions.

	Before Recovery	**After Recovery**
Pension accumulated on the actuarial valuation date		
Sum of annual pension credits	$3 600	$3 420
Buyback pension credit	$1 800	$1 710
Total pension credits	$5 400	$5 130
Annual target pension for the next year	$1 200	$1 200



[1] For the sake of simplicity, the indexation of pensions before retirement has been ignored in this example.

2) A recovery targeted at future service

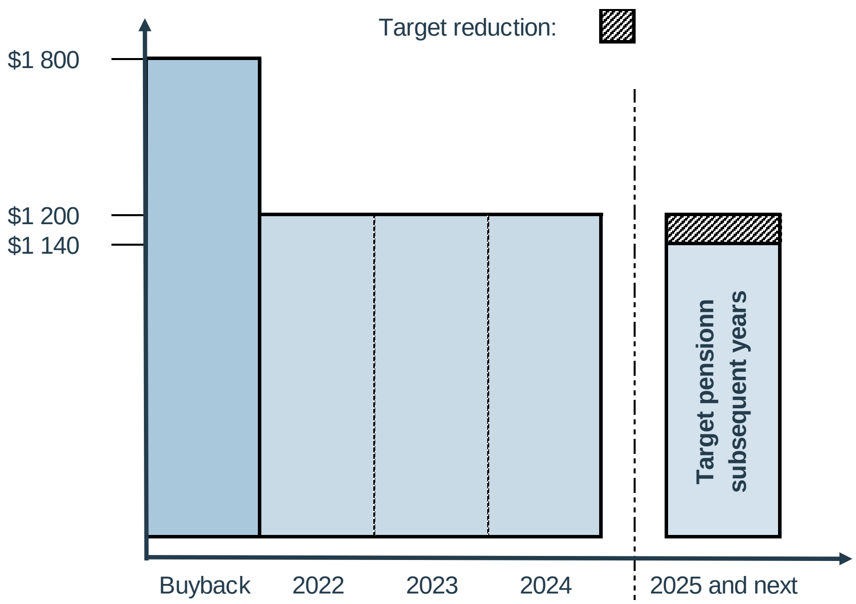
The adjustment for future service occurs when the employee and employer contributions expected for the three years following an actuarial valuation are lower than the contributions required to adequately fund the target benefits for those same years.

In this situation, a reduction in the benefit target for years of service from the date of the actuarial valuation is anticipated. The target rate of the lifetime pension (example 1.5%) would be reduced proportionally to the required level to eliminate the insufficiency of the negotiated contributions. Benefits credited for service completed up to the date of the actuarial valuation are not affected by an adjustment for future service. Thus, retirees' pensions are not reduced.

The target pension rates, provided for in the participation agreements of all groups, will be reduced in the same proportion to eliminate the insufficient contributions. Furthermore, a group could decide to increase the contribution it pays to avoid a reduction in its target rate.

Estimated illustration [1] : Insufficiency of negotiated contributions as of December 31, 2024, requiring a 5% reduction in target pension rates.

	Before Recovery	After Recovery
Pension accumulated on the actuarial valuation date		
Sum of annual pension credits	$3 600	$3 600
Buyback pension credit	$1 800	$1 800
Total pension credits	$5 400	$5 400
Target pension rate	1.5%	1.425%
Annual target pension for the next year	$1 200	$1 140



[1] For the sake of simplicity, the indexation of pensions before retirement has been ignored in this example.

Can my pension be increased?

If it is established during an actuarial valuation that the assets of the plan exceed the liabilities of the plan plus 50% of the value of the target level of the stabilization provision, without being less than 105% of the liabilities, the benefits attributed to past service which would have been reduced following an adjustment will be restored to their target according to the legal terms and the provisions of the plan.

Furthermore, if no reinstatement is required, and it is established during an actuarial valuation that the plan's assets exceed the plan's liabilities plus 100% of the value of the target level of the stabilization provision, without being less than 120% of the liabilities, your benefits relating to past service may also be increased according to the legal terms and the provisions of the plan. Surplus assets cannot be used for purposes other than those provided for in the Plan Text.

RÉGIME DE RETRAITE
À PRESTATIONS CIBLES
FIM-FNCC (CSN)

In the event of membership termination other than death

What does the Plan provide in the event of termination of active participation for reasons other than death?

If you cease your active participation, you are entitled to a deferred pension equal to the sum of your annual pension credits and your buyback pension credits payable from your unreduced retirement date, subject to any reduction following an adjustment that may be required *(please see the **Important note on the conditions relating to your pension** section for more details)*. This pension will also be indexed before retirement according to the annual increase in average industrial salaries without exceeding 2.0%.

You can also choose an early retirement from the first day of the month following your 55th birthday. The amount of the pension payable from the early retirement date will be reduced by actuarial equivalence for each month between the start date of payments and the date of retirement without reduction, subject to minimum tax reductions.

If you cease your participation in the plan before age 55, you can, at any time up to 90 days prior to attaining age 55, elect to receive the commuted value of your benefit. This value is multiplied by the plan's solvency ratio and cannot be less than the total of your employee contributions to the plan with interest. This option is final, and the plan will have no further obligations to you.

A portion of the commuted value is transferable into a Locked-In Retirement Account (LIRA), up to a maximum permissible amount legislated by the Income Tax Act regulations. This maximum is calculated using a prescribed factor multiplied by the lifetime pension accumulated based on the normal form credited at the time of your termination of participation [1]. The excess, if applicable, will be payable to you as a taxable cash payment.

[1] The prescribed factor, which varies according to age, corresponds to 9 until the age of 50, then gradually increases to reach 12.4 at the age of 65 and gradually decreases thereafter.

Example #1: Calculation of the Commuted Value with a Solvency Ratio of 95%

Assumptions:

Value of the pension following the termination of participation:	$100,000
Total pension credits:	$10,000
Plan's Assumed solvency ratio:	95%
Value of employee contributions with interest:	$50,000

Commuted value: $100,000 x 95% = $95,000
Maximum tax-sheltered amount transferable: $10,000 x 9 = $90,000

Therefore, the commuted value is equal to $95,000 since this value exceeds the value of your employee contributions with interest ($50,000). Of this amount, $90,000 would be transferred directly to a LIRA. You would also receive a taxable amount of $5,000.

Example #2: Calculation of the Commuted Value with a Solvency Ratio of 105%

Assumptions:

Value of the pension following the termination of participation:	$100,000
Total pension credits:	$10,000
Plan's Assumed solvency ratio:	105 %
Value of employee contributions with interest:	$50,000

Commuted value: $100,000 x 105% = $105,000
Maximum tax-sheltered amount transferable: $10,000 x 9 = $90,000

Therefore, the commuted value is equal to $105,000 since this value exceeds the value of your employee contributions with interest ($50,000). Of this amount, $90,000 would be transferred directly to a LIRA. You would also receive a taxable amount of $15,000.

Can I transfer the commuted value to my new employer's pension plan?

Yes, if your new employer's pension plan allows it.

When does the plan provide reimbursement of benefits?

Notwithstanding any other provision, and regardless of age, the member whose commuted value is less than 20% of the YMPE, in the year active participation ceases, is entitled to an RRSP transfer in the amount of the settlement, or a taxable cash payment. In addition, if the member who ceases active participation meets this criteria, the pension committee could automatically proceed with the reimbursement of the commuted value if no election was made within 30 days of receipt of the benefit statement.

A member can also receive payment of the commuted value if they cease to reside in Canada for at least 2 years.

From what point do I stop my active participation?

You cease your active participation on the first of the following dates:

a) the date on which your period of continuous work ends;

b) 24 months after the start of a period of layoff with right of recall;

c) Your date of death;

d) December 1 of the year in which you attain age 71;

e) the date on which you cease to be an employee covered by the plan, without ending your period of continuous work, following a change in employment status with your employer or a decision by your group to no longer participate in the plan;

f) the effective date of your employer's withdrawal from the plan;

g) the date on which the plan terminates or on the date the plan is split if you are a member of the component being split.

The withdrawal of an employer can occur under different circumstances, including the closure or bankruptcy of the employer. In these situations, the benefits to which members are entitled are the same as a termination of employment, for example. Following your termination of participation, the pension committee will send you your benefit statement and your options.

In case of death

What does the plan provide in the event of death?

The benefits payable by the plan in the event of death vary depending on whether the death occurs before or after the member's retirement.

What benefits are payable in the event of death after retirement?

The normal form of pension provides for the payment of monthly benefits for a minimum of 5 years.

However, if you have a spouse at the time of your retirement, the automatic form consists of a “60% joint and survivor” pension unless your spouse has waived their rights in writing. This means that if you die before your spouse, they will receive until their death a monthly pension equal to 60% of that which was paid to you. When you retire, your pension calculated according to the normal form will be reduced by actuarial equivalence in order to provide for the payment of 60% of this pension to your spouse until their death.[1]

Example #1 : How a Guarantee Works

Assumptions:

Age at retirement:	65
Marital status:	Single
Pension under the normal form:	$60,000 / year
Pension under the elected form:	$60,000 / year
Guarantee under the elected form:	5 years
Joint and survivor under the elected form:	0%

If you pass away at age 69:

The pension of $60,000 / year will continue to be payable to your beneficiary[1] for 1 year.

[1] Your beneficiary is the one you listed on the beneficiary designation form. If you have not completed this form, the death benefit will be payable to your estate.

Example #2: How a Joint and Survivor Works

Assumptions :

Age at retirement:	65
Marital status:	Eligible spouse
Pension under the normal form:	$60,000 / year
Pension under the elected form:	$57,000 / year
Guarantee under the elected form:	0 year
Joint and survivor under the elected form:	60%

If you pass away at age 70:

A pension of $57,000 / year x 60% = $34,200 / year will continue to be paid to your spouse for the remainder of their lifetime.

Example #3: How a Joint and Survivor with a Guarantee Works

Assumptions :

Age at retirement:	65
Marital status:	Eligible spouse
Pension under the normal form:	$60,000 / year
Pension under the elected form:	$56,500 / year[1]
Guarantee under the elected form:	5 years
Joint and survivor under the elected form:	60%

If you pass away at age 69:

A pension of $56,500 / year will continue to be paid to your spouse for 1 year. After the end of the remaining guarantee (1 year in this example) a pension of $56,500 / year x 60% = $33,900 / year will continue to be paid to your spouse for the remainder of their lifetime

[1] Amount for illustrative purposes only. The reduction will depend on your personal data, that of your spouse and the actuarial assumptions applicable at the time of your retirement.

Can I opt for another form of pension?

Yes. At retirement, you can elect, instead of the normal form (illustrated in example #1) described previously, one of the following optional forms:

Option 1	a pension with a 10-year guarantee *
Option 2	a 60 % joint and survivor pension to the spouse; (illustrated in example #2)
Option 3	a 100 % joint and survivor pension to the spouse;
Option 4	a 60 % joint and survivor pension to the spouse with a 5-year guarantee; (illustrated in example #3)
Option 5	a 60 % joint and survivor pension to the spouse with a 10-year guarantee;
Option 6	a 100 % joint and survivor pension to the spouse with a 5-year guarantee;
Option 7	a 100 % joint and survivor pension to the spouse with a 10-year guarantee;

* Option available if you do not have a spouse or if your spouse has waived their rights to a joint and survivor pension.

When an optional form is chosen, the new pension payable is calculated based on an actuarial equivalence of the pension payable according to the normal form.

Can I elect a higher pension before age 65?

Yes. You can request to convert part of your lifetime pension into a temporary pension payable until age 65 at the latest, provided that the amount of this annual pension is less than 40% of the YMPE in the year of your retirement.

The amount of the temporary pension has the same actuarial value as that of the lifetime pension that it replaced. The form of pension chosen for the lifetime pension also applies to the temporary pension payable up to age 65.

What is the definition of "spouse" under the plan?

The spouse is the person who, on the day when the member's retirement pension begins to be paid, or, if death occurs before the pension begins to be paid, on the day before the member's death:

a) Your spouse is the person to whom you are married, in a civil union or in a de facto (common law) union.
b) Your de facto (common law) spouse is the person to whom you are not married or in a civil union but with whom you have been living in a conjugal relationship for:
    I. At least 3 years or
    II. One year if a child has been or is to be born of your union or if you have adopted a child

The birth or adoption of a child before the current period of cohabitation at the time when the status of spouse is established allows a person to be qualified as a spouse.

What benefits are payable in the event of death before retirement?

If you die before retirement, your spouse will receive a lump sum equal to the commuted value established as if you had ceased your participation on the date of death.

Your spouse can also request the transfer of this amount to a registered retirement savings plan, or any other plan permitted by *the SPP Act* and *the Income Tax Act*.

In the absence of a spouse or if your spouse has waived this right, this reimbursement will be paid to your beneficiary or, if you have not designated a beneficiary to your estate.

Buyback years of past service

Can I buyback years of service?

Yes. You can benefit from the complete or partial buyback of your past years of service subject to being covered by a buyback agreement. The terms of the buyback are described in this agreement. You can consult your participation agreement summary to find out if you are covered by such a buyback agreement.

Can I transfer my years of participation accumulated in another pension plan into the plan?

No. The *SPP Act* prohibits a target benefit pension plan from entering into a reciprocal agreement with another pension plan.

On the other hand, sums from another retirement plan can be used during a buyback process.

What are the fees for obtaining a buyback proposal?

If your group permits buybacks, a buyback proposal is sent free of charge to all members in the groups who join the plan in the months following the start of their participation. You do not have to make a request to obtain this buyback statement. If you wish to receive another buyback proposal subsequently, you will have to pay a fee of $500, plus taxes, related to the production of this proposal.

Other provisions and considerations

Can I borrow against the value of my benefits accrued in the plan?

No. Your plan prohibits this, just as it prohibits the assignment or seizure of your benefits by a creditor, the purpose of a pension plan being to accumulate sums to enable funding of benefits payable upon your retirement.

What impact would a divorce or separation have on my accrued benefits ?

Your benefits accumulated in the plan during your marriage or union may be part of the family patrimony; they may be subject to sharing between ex-spouses. In this case, you will need to obtain a statement of your accrued benefits by sending a written request to this effect to the pension committee.

Once the union dissolution process is completed, if it is decided that your benefits under the plan must be shared, a written request to this effect must be sent to the pension committee. The division is then carried out by transferring the value of part of your benefits to your ex-spouse. Your pension accumulated under the plan is then reduced to reflect this sharing.

If you have already started receiving your pension and there is no division of pension assets, you can request that your pension be restored to the amount that would have been payable if you had not had a spouse on the date of your retirement.

The pension committee automatically reinstates the pension when there is a division of benefits, unless you send the pension committee a notice informing it to continue paying the pension to your ex-spouse in the event of death.

The fact of reinstating the pension cannot have the effect of reducing the amount of the pension payable.

What will happen to my benefits if the plan is completely terminated?

In the event that the plan winds up, the pension fund must be allocated to pay the benefits provided for in the plan in accordance with applicable legislation, up to the amount of available assets. No employer contribution will be made in the event that the plan winds up in a deficit position.

Any surplus assets, if applicable, will be distributed among the members and beneficiaries in proportion to the value of their benefits. In addition, plan termination fees will be the responsibility of active and inactive members.

Does my participation in the pension plan change my RRSP contribution room?

Canadian income tax rules impose an overall maximum on the amount an individual can deduct from their taxable income as a contribution to a registered retirement savings plan. This annual maximum is equal to the lesser of 18% of the income earned in the previous year and a fixed amount (equal to $30,780 in 2023).

However, the maximum contribution that you can make to an RRSP is reduced by the value of the pension adjustment (PA)[1] of the previous year, which is calculated as follows:

9 x lifetime pension credited during this year – $600.

We remind you that if you do not contribute the maximum amount to your RRSP in a given year, the unused RRSP contribution room can be carried forward for later use.

Example of a PA calculation

Assumptions:

2023 pensionable earnings:	$80,000
Pension credit:	1.5%

2023 PA: 9 x $80,000 x 1.5% - 600 = $10,200

Therefore, your 2024 RRSP contribution room will be reduced by $10,200.

[1] The PA represents an estimate of the value of the retirement benefit accrued during the year.

Plan administration

Who administers the plan?

A pension committee is responsible for administering the plan.

How are the members of the pension committee appointed?

The committee is composed of a maximum of 9 voting members designated as follows:

a) five (5) members designated by the *Fédération de l'industrie manufacturière* and the *Fédération nationale des communications et de la culture*;

b) two (2) independent members designated by the *plan sponsor*;

c) one (1) member elected by the active members of the *RRPC FIM-FNCC (CSN)* at the annual meeting of members or, failing that, 1 member designated by the *plan promoter*;

d) one (1) member elected by the inactive members of the *RRPC FIM-FNCC (CSN)* at the annual general meeting or, failing that, 1 member designated by the *plan sponsor*.

In addition, the group formed of active members and that formed of inactive members may, during the annual general meeting, each designate an additional member who would join the group above. Such an additional member has the same rights as other committee members with the exception of the right to vote.

Does the pension committee have the power to modify the Plan Text?

The Plan Text is established, modified or repealed by the plan sponsor. The plan sponsor has the power to add or remove an employer or participating group from the *RRPC FIM-FNCC (CSN)* plan. Any amendment made relating to the provisions of the plan must be sent to the pension committee for amendments of the text within the deadlines prescribed for in the *SPP Act*.

Amendments to the plan with regard to the recovery measures applicable in the event of insufficient contributions, the terms of reinstatement of benefits or the provisions relating to the allocation of surplus assets during its existence or in the event of plan wind-up, must be subject to consultation and cannot be imposed if 30% or more of the members oppose it.

The *participation agreement* bringing together certain specific provisions for your group cannot be modified without the committee and group's consent. The amendment to this agreement will subsequently be reflected in the Plan Text.

RÉGIME DE RETRAITE
À PRESTATIONS CIBLES
FIM-FNCC (CSN)

What are the main responsibilities of the pension committee?

The main responsibilities of the pension committee are to:

- receive employee contributions, employer contributions and ensure that deposited into the pension fund as soon as they are received;
- manage the pension fund, that is to say see to its invested in accordance with the investment policy, pay benefits and pay fees;
- maintain the books and records of the plan and take steps to have these books and records verified by an authorized accountant;
- calculate the benefits payable to any member or beneficiary, in accordance with the provisions of the Plan;
- have the plan's liabilities evaluated by an actuary in compliance with the SPP Act and the *Income Tax Act;*
- establish or have established by an actuary the solvency ratio of the *RRPC FIM-FNCC (CSN)* according to the frequency required for by the provisions of the Plan;
- have an actuary establish the measures of a recovery plan or reinstatement of reduced benefits;
- transmit to the appropriate government authorities, within the required deadlines, the documents prescribed by applicable legislation;
- adopt internal guidelines that govern its operation and governance.

How will I be informed of my benfits under the plan?

You will receive an annual statement informing you of the amount of your employee contributions accumulated and your pension credits accumulated at the end of the year.

You will also find in this document a pension projection that will be paid to you upon retirement, as well as various other information on the benefits payable in the event of termination of participation or death.

In addition, each year, you will be invited to a general meeting during which the pension committee will provide an update on the administration of the plan.

Who should I contact to make a change to my personal file (change of address, beneficiary, etc.)?

You must contact the pension committee. Please see the **Member Service Centre** section*.*

RÉGIME DE RETRAITE
À PRESTATIONS CIBLES
FIM-FNCC (CSN)

Member Service Centre

The **Member Service Centre** has been established by the pension committee to inform you of many aspects of your Plan. Whether you would like to better understand how your benefits are determined in general or if you would like to obtain the details of a personalized calculation, the expertise and the technological means are at your disposal to help you. A specialized agent assigned to your Plan will always be able to answer your questions.

By phone (toll free)

1-866-311-3164
From Monday to Friday from 9am to 5pm

By Email

cible.fim.fncc@saiinc.qc.ca

By Mail

SAI Actuarial Services
RRPC FIM-FNCC (CSN)
430-201 av. Laurier Est
Montréal QC H2T 3E6

By the Member Portal

Access the Plan website at the following address:
https://my.saiadnet.qc.ca

SAI ADNET

Retirement Income Projection
Obtain a personalised projection of your pension and your income replacement ratio at retirement

Other Services

- ✓ Consult your annual statements of participation.
- ✓ Consult your personal and financial data.
- ✓ Complete your address change.
- ✓ Designate your beneficiaries online or modify an existing designation.
- ✓ Access the member booklet which includes a summary of the Plan provisions.
- ✓ Elect if you would like to take advantage of the electronic mode of transmission of your documents.