

The Group Retirement Program Summary for the members of the Canadian Energy and Related Industries Pension Plan – RS105099

How it Works

Your program is made up of a **Registered Pension Plan (RPP)**. The value of the contributions made to the **RPP** will fluctuate over time, depending on the returns of the investment funds you select. Contributions that are invested in a guaranteed fund do not fluctuate with the market, unless withdrawals from guaranteed funds (i.e., the Compound Interest Accumulator Funds) are made before maturity, in which case market value adjustments may apply.

Main Provisions of Your Program¹

	RPP
Eligibility	<ul style="list-style-type: none"> ➤ on the effective date; and ➤ the date of hire
Participation	Compulsory
Employee Contributions	In accordance with the collective agreement
Employer Contributions	In accordance with the collective agreement
Voluntary Contributions	Not Permitted
Vesting of employer contributions	100% immediate (available as cash)
Locking-in of employee and employer contributions	100% locked-in after completion of 2 years of continuous membership in the Plan.
Withdrawals of voluntary contributions during employment	Not Permitted
Basic administration fees	Paid by the member/SPEA
Investment Management Fees²	Paid by the member
Fees for optional services	Paid by the member/SPEA
Investment Instructions	All contributions will be invested in Balanced Index Portfolio (Standard Life)

¹ Please refer to the official Plan Text or contact your Payroll/Human Resources Department for complete plan details. **These provisions are subject to change. In the event of a discrepancy between this document and the official plan text, the plan text will prevail.**

² Please consult the enclosed Annualized Rates of Return and Investment Management Fee (IMF) document for more details. Note that IMFs are deducted from the gross unit value of the funds you invest in. **Other fees may apply, please call 1-800-242-1704 for more information.**