

Desjardins Group Plans

Pension Plan

Group Insurance Plan

PEACE OF MIND
that lets you thrive!



Your Pension Plan

Eligibility

Permanent employees	Others
<ul style="list-style-type: none"> • Employees age 25 to 65: mandatory • Employees under 25 or over 65: optional • In addition to the age requirement, you must also satisfy the following criteria: <ul style="list-style-type: none"> – Full time (35 hours) and part time (14 hours or more): immediate participation – Part-time employees who work less than 14 hours: participation on the following January 1, if the employee has been working for one or more Desjardins Group employers for at least 700 hours or has earned at least 35% of the MPE amount in the previous year <p>(MPE: Maximum pensionable earnings under QPP¹ or CPP²)</p>	<ul style="list-style-type: none"> • Immediate participation if the employee has worked 700 hours or has earned at least 35% of the MPE amount in the previous calendar year • If not, the employer will recheck the situation on January 1st of the following year

Summary of your plan

The Desjardins Group Pension Plan (DGPP) is a defined benefit pension plan. When you retire, your pension will be based on your age at retirement, the number of years you participated in the plan and your average salary. In the event you terminate employment before age 55, a benefit corresponding to 175% at least of your contributions accrued with interest, reduced by the solvency ratio (where applicable) is guaranteed in the case of transfer.

Plan features	
Pension formula <ul style="list-style-type: none"> • Pension formula (per year of credited service) • Average salary • Salary • Average MPE 	<ul style="list-style-type: none"> • 1.5% of average salary, up to the average MPE, plus 2% of the excess • Average salary of the eight best-paid years • Base salary • Average of the maximum pensionable earnings under the QPP or CPP for the year and the previous four years before retirement
Retirement age <ul style="list-style-type: none"> • Normal retirement age • Early retirement • Deferred retirement 	<ul style="list-style-type: none"> • Age 65 • Between age 55 and 65 • After age 65 (pension benefits must commence at the end of the calendar year in which you turn 71, at the latest)
Early retirement <ul style="list-style-type: none"> • Retirement with a non-reduced pension • Reduction applicable 	<ul style="list-style-type: none"> • Age 62 • Reduction of 4% per year remaining until age 62
Pension indexation <ul style="list-style-type: none"> • Before retirement (deferred annuity only) • At retirement • Flexible options at retirement 	<ul style="list-style-type: none"> • Annually up to age 55, equal to 50% of the CPI⁽³⁾ increase, up to a maximum of 2% per year • On January 1st following the date you turn 65, equal to the CPI³ with an annual limit of 1%, for 10 years (the first and last years of indexation will be prorated) • Several optional forms of annuities are available at retirement

1. QPP: Quebec Pension Plan
 2. CPP: Canada Pension Plan
 3. Consumer price index

Plan features

<p>Benefit in case of death at retirement</p> <ul style="list-style-type: none"> • Plan member with or without spouse at retirement • Optional methods of annuity payment 	<ul style="list-style-type: none"> • Life annuity, guaranteed 10 years • Several options are available to provide greater flexibility at retirement
<p>Employee contributions</p> <ul style="list-style-type: none"> • Formula • Recognised salary • DGPP cost sharing 	<ul style="list-style-type: none"> • 4.40% of insurable earnings up to 65% of the MPE plus 7.80% of the excess • Salary corresponding to hours worked at straight time • 65% by employers and 35% by active plan members; the employer thereby pays 1.85 times the employee contribution
<p>Termination of service</p> <ul style="list-style-type: none"> • Payment options <p>Deferred annuity:</p> <ul style="list-style-type: none"> – Option offered only if the value of the annuity is more than 20% of the MPE <p>or</p> <p>Payment of the value of the annuity:</p> <ul style="list-style-type: none"> – For employees working in Quebec, if the value is more than 20% of the MPE, the payment is subject to the plan solvency ratio, without exceeding 100% 	<ul style="list-style-type: none"> • Deferred annuity (with early retirement possible starting at age 55 with actuarial adjustment) • Payment of the value of the annuity
<ul style="list-style-type: none"> • Minimal benefits in case of payment of the value of the annuity 	<ul style="list-style-type: none"> • For service after 2009: 175% of the employee contributions with accumulated interest, reduced where applicable in accordance with the solvency ratio
<p>Return to Desjardins Group</p> <ul style="list-style-type: none"> • Return within 6 months following the end of employment: Your previous participation will continue. 	<ul style="list-style-type: none"> • Return more than 6 months after the date of end of employment: You'll be considered to be a new plan member. Your years in service and the salaries in your new participation will not be considered in your previous participation.

Questions ?

DGPP Member Services

- By phone **1-866-434-3166** or **514-285-3166**
- By secure messaging through the DGPP website at rcd-dgp.com

Free and confidential service
Monday to Friday, from 8:30 a.m. to 4:30 p.m.



Your Group Insurance Plan

At Desjardins, we care about your health and financial security. Your group insurance plan was designed to give you the peace of mind you need to thrive at home and at work.

Eligibility

You are eligible for the plan if:

- You are a **permanent employee** working at least 10 hours per week; or
- You are a **temporary employee** with a fixed 1-year contract (35 hours/week) or have worked for 1 year (35 hours/week) without interruption for one or more Desjardins employers.

Your **spouse** is eligible if:

- You are legally married or in a civil union; or
- You have been living together for at least 12 months; or
- You live together, and have a child together (biological or adopted).

Your **children** (biological or adopted), those of your spouse or any children for whom you or your spouse has guardianship are eligible if:

- They are under 21; or
- They are 21 or over, but under age 26, and enrolled as a full-time student at an educational institution; or
- They are functionally disabled and unable to meet their financial needs, regardless of their age, provided that their disability began before they reached the maximum allowable age limit as described above.

Enrolment, coverage updates and claims

You'll need to enrol in the group insurance plan and select your coverage options online. **The Desjardins Insurance secure website** lets you:

- Confirm your enrolment
- Update your coverage
- Submit claims

You'll need your policy and certificate numbers to register on the participant services **secure website**.

- Policy number: **EMP1234E**
- Certificate number: sent by Desjardins Insurance within 30 days of your first work day

You must designate your life insurance beneficiaries when you enrol



To enrol, go to desjardinslifeinsurance.com and click Log on > Group insurance.



Plan membership rules

The plan is flexible, so you can customize your coverage to better meet your needs and manage your group insurance costs.

Extended healthcare and dental care

- There are 3 coverage options: Essential, Balanced and Enhanced.
 - You may choose a different option for each benefit.
- There are 4 coverage statuses that will allow you to customize your benefits based on your family situation: **individual, single-parent, couple or family.**
- You can opt out of extended healthcare and dental care insurance if you're covered by another group insurance plan (such as your spouse's) and can provide proof of this coverage.
 - Employees who opt out won't have a health spending account (HSA).
 - Please note that if you live in Quebec and your spouse and/or eligible children are not covered by another group insurance plan, you are required by law to enrol them in the Desjardins plan.
- You can increase your extended healthcare and dental care benefits at any time, but you'll only be able to reduce them or opt out at a later date after 36 months (exception for an eligible life event).

Long-term disability

- Long-term disability benefits are available either indexed or not indexed to the cost of living.
 - When you enrol for the first time, you won't be required to provide proof of good health to have your benefits indexed to the cost of living.
 - However, if you want to have your benefits indexed to the cost of living at a later date, you'll need to provide proof of good health (exception for an eligible life event).

Optional life, accidental death and dismemberment (AD&D) and critical illness

- Optional life, AD&D and critical illness benefits are available for you and your dependants.
 - You and your spouse will need to provide proof of good health for all optional coverage.

Eligible life events

- You'll be able to update your extended health and dental care insurance within 31 days of an eligible life event, such as:
 - Marriage or common-law relationship of at least 12 months;
 - Divorce, separation or end of a common-law relationship;
 - Birth or adoption of a child;
 - Death of a spouse or child;
 - Loss of eligibility or change of dependent child status (reaching the age limit, going back to school, etc.);
 - Loss or gain of eligibility for spousal group insurance coverage.
- These life events will also give you a chance to opt for long-term disability benefits indexed to the cost of living without having to provide proof of good health, if you haven't already selected this option.

Overview and cost sharing

Your plan includes **basic coverage**, as well as **optional coverage** that you may add, depending on your personal and family needs.

Coverage	Permanent employee	Temporary employee	Premium paid by	
			Employer	Employee

HEALTH AND WELLNESS

Extended healthcare and dental	Essential	Yes	Yes	100%	
Extended healthcare and dental	Balanced or Enhanced	Yes	No	100% of the cost of the Essential option	Difference between the Essential option and your chosen option
Health spending account (HSA) (included in your extended healthcare coverage)		Yes	Yes	100%	
Employee Assistance Program (EAP)		Yes	Yes	100%	
Sleep Health Program		Yes	Yes	100%	
Virtual healthcare (telemedicine)		Yes	Yes	100%	

DISABILITY

Short-term	Yes	Yes	100%	
Long-term, with or without indexing	Yes	No		100%

LIFE, ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) AND CRITICAL ILLNESS

Basic life and AD&D for you	Yes	Yes	100%	
Basic life for your spouse and children	Yes	Yes	100%	
Basic critical illness for you	Yes	Yes	100%	
Optional life, AD&D and critical illness	Yes	Yes		100%



Coverage summary

Various coverage options are available. Take the time to review them so that you can make an informed decision. Unless otherwise indicated, **the maximum is per person, per year.**

EXTENDED HEALTHCARE

OPTION	ESSENTIAL	BALANCED	ENHANCED
Deductible	None		
Drug coverage	70%	80%	90%
Maximum annual contribution	Corresponds to the amount set by the Régie de l'assurance maladie du Québec (RAMQ) each year; 100% reimbursement once maximum is reached		
Prescription drugs	List of eligible drugs		
Generic substitutions	Mandatory		
Health professionals (reasonable and customary charges per visit)	70%	80%	90%
Psychologists, psychotherapists, social workers, guidance counsellors, psychoeducators, neuropsychologist and sexologist	Combined maximum of \$3,000 per person or \$10,000 per family		
Speech therapists Audiologists Vision therapists	Combined maximum of \$400 per person or \$800 per family		
Physiotherapists Occupational therapists Podiatrists Chiropractors Osteopaths Dieticians Nutritionists	Not covered	Combined maximum of \$400 per person or \$800 per family	Combined maximum of \$600 per person/\$1,200 per family
Naturopaths Acupuncturists Homeopaths Massage therapists Orthotherapists Kinesitherapists		Not covered	
Eye exams	100%, up to \$60 every 24 month		
Hospitalization	100%, semi-private room		100%, private room
Long-term hospital care	\$40 per day for up to 180 days		
Travel insurance			
Medical emergency outside your home province	100%, \$5 million per person per trip		
Trip cancellation	100%		
Medical services, equipment and supplies	70%	80%	90%
Medical equipment and supplies	Polysomnography and CPAP only	Covered	
Home nursing care	Not Covered	Up to \$3,000	
Ambulance	70%	80%	90%

HEALTH SPENDING ACCOUNT (HSA)

You can use the money in your health spending account (HSA) to pay for eligible expenses that aren't covered by your extended healthcare and dental care coverage. For example, you can:

- Get more money back for expenses that aren't fully reimbursed by the plan;
- Get therapeutic care and equipment not included in the plan.

You decide what to do with the money. Spend it on what matters most to you!

Annual amount for all eligible individuals	Individual	\$500
	Single-parent	\$800
	Couple	\$800
	Family	\$1,100
Eligible expenses	<p>Any expense set out in the Income Tax Act.</p> <ul style="list-style-type: none"> • These include lab tests, preventive vaccines, glasses, orthodontics, MRIs, etc. • The complete list is available at canada.ca/en/revenue-agency (search for medical expenses) • These do not include any premiums paid under any health-related insurance plan 	
Balance carryover	<p>You can budget large expenses over 2 years:</p> <ul style="list-style-type: none"> • This year's balance can be carried over to next year • The balance will be lost if not used next year 	

DENTAL CARE

OPTION	ESSENTIAL	BALANCED	ENHANCED
Deductible	None		
Eligible amounts	Based on the current dental fee guide for general practitioners applicable in your home province		
Preventive care	100%		
Preventive or recall examination	1 visit per person per year	1 visit per person per year	2 visits per person per year
Polishing			
Topical fluoride application			
Scaling		12 units per person per year (1 units = 15 minutes)	12 units per person per year (1 units = 15 minutes)
Basic care and restorations	70%	80%	90%
Restorations and surgery (e.g., fillings in amalgam or composite, extractions)	Covered	Covered	Covered
Endodontics (e.g., dental pulp treatments, root canal treatments)	Not covered		
Periodontics (e.g., gum disease treatments)			
Major restorations (e.g., prostheses, bridges, crowns)			
Annual maximum reimbursement	\$1,000 per person	\$1,500 per person	\$2,000 per person
Orthodontics	Not covered	50%	50%
Lifetime maximum		\$1,500 per person	\$2,500 per person

PREVENTION AND HEALTH SUPPORT

We offer employees a wide range of innovative, prevention-based services to help you stay healthy and feeling your best. You have access to these services even if you've opted out of the extended healthcare and dental care benefits.

Employee Assistance Program	Sleep Health Program	Virtual healthcare
<ul style="list-style-type: none"> Psychological support Legal and financial advice Support for caregivers and vulnerable persons No charge: 10 hours per calendar year per Covered Person One number: 1 877 627-2683 	<ul style="list-style-type: none"> Sleep hygiene advice Screening for sleep disorders (insomnia, obstructive sleep apnea, etc.) Therapy and personalized support 	<ul style="list-style-type: none"> Telemedicine service Access to health professionals Mobile app and website 24/7
Employees and dependants	Employees	Employees and dependants

To find out more about the health services and programs your employer offers, check out *Health is Cool 360°*. You can access the platform on [My Portal](#) (HR Zone) or on our secure site.

DISABILITY

If you become totally disabled, as described in the group insurance policy, you are covered by competitive disability coverage to help you meet your financial obligations.

	Short-term disability	Long-term disability
Waiting period	First 2 weeks (employer pays the full salary)	26 weeks of absence following the start of the disability
Benefits paid	80% of gross base weekly earnings	70% of net monthly earnings* *Net earnings = gross earnings, minus basic personal income tax and CPP/QPP, EI and QPIP
Maximum benefit period	24 weeks	Up to age 62
Taxable benefits	Taxable	Not taxable
Indexed to the cost of living	n/a	Optional, CPI*, not exceeding 3% *Consumer Price Index
Waiver of premiums and contributions	n/a	You will continue to be covered by your group insurance plan, but you won't have to pay premiums or make contributions to the pension plan.

LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D)

Your group insurance plan gives you basic life and AD&D coverage. Your spouse and dependent children also automatically get basic life insurance when you choose single-parent, couple or family coverage.

If you opted not to add your spouse or children to the Desjardins plan, you can still take out life insurance for them, but you will have to request it.

All life insurance coverage is term insurance that ends when you stop working for Desjardins. However, the basic and optional life coverages may be converted into individual policies.

LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D)

	Employee	Spouse	Per child
Basic coverage			
Life	1 x basic annual earnings (rounded to the next \$1,000)	\$15,000	\$15,000
AD&D	1 x basic annual earnings (rounded to the next \$1,000)	Not covered	Not covered
Optional coverage			
Life	Increments of \$10,000 Maximum: \$5 million, combined with basic life	Increments of \$10,000 Maximum: \$5 million	Not covered
AD&D	Amount equal to the optional life insurance Maximum: \$3.2 million, combined with basic AD&D	Amount equal to the optional life insurance Maximum: \$3.2 million	Not covered

CRITICAL ILLNESS

Your group insurance plan is designed to provide you with financial support if you are diagnosed with a critical illness. It comes with exceptional basic coverage that covers a wide range of illnesses and conditions.

The critical illness benefit is a tax-free, lump-sum amount that is paid to you in the event that you, your spouse or your dependant are diagnosed with a critical illness. Payment of the benefit is subject to certain conditions that may vary depending on the illness.

All life insurance coverage is term insurance that ends when you stop working for Desjardins. However, the basic and optional critical illness coverages may be converted into individual policies. (except child coverage).

	Employee	Spouse	Per child
Basic coverage			
Indemnity	\$10,000	Not covered	Not covered
Protections facultatives			
Indemnity	Increments of \$10,000 Minimum: \$20,000 Maximum: \$500,000	Increments of \$10,000 Minimum: \$20,000 Maximum: \$500,000	\$20,000
Covered illnesses	31 illnesses are covered, including stroke, cancer, heart attack and kidney failure, etc.		

Questions ?

Please call Desjardins Insurance at **1 877 465-7935**

To get information about a claim or your existing coverage: **Options 9, 1**

To update your coverages: **Options 9, 4**



This document provides an overview of the coverage included in your Group Insurance Policy. The Coverage summary document, and the account overview document which is available in your account, is an integral part of the insurance certificate. The Coverage summary lists the main points of your Group Insurance Policy. Only the Group Insurance Policy may be used to settle legal matters.