

YOUR PENSION PLAN AT A GLANCE

PLAN FEATURES	FOR SERVICE UP TO DECEMBER 31, 2008	FOR SERVICE STARTING ON JANUARY 1, 2009
RETIREMENT AGES		
- Normal retirement age	Age 65	Age 65
- Early retirement period	Between 55 and 65	Between 55 and 65
- Deferred retirement period	After age 65 (pension payments must start, at the latest, at the end of the calendar year in which the member turns 71)	After age 65 (pension payments must start, at the latest, at the end of the calendar year in which the member turns 71)
PENSION FORMULA		
- Pension formula (per year of credited service)	1.3% of average salary up to average MPE + 2.0% of the excess	1.5% of average salary up to average MPE + 2.0% of the excess
- Average salary	Average salary of the 5 best-paid years	Average salary of the 5 best-paid years
- Salary	Basic salary	Basic salary
- Average Maximum Pensionable Earnings (MPE)	Average MPE under the QPP or CPP for the year and the 4 previous years	Average MPE under the QPP or CPP for the year and the 4 previous years
EARLY RETIREMENT		
- Retirement with unreduced pension	Age 57 + sum of age and years of service = 85 points	Age 62
- Applicable reduction	3% per year of early retirement before age 65 or 3% per year of early retirement before age 57 + 3% per point needed to make up 85 points	4% per year of early retirement before age 62
- Transition rule	N/A	Applies to employees who will be entitled to an unreduced retirement pension before the end of 2013, regardless of whether they opt for retirement at that time or after 2013 (pension at least equal to that which would have been established according to the terms applicable before December 31, 2008, i.e. under the current Plan)
PENSION INDEXATION		
- Before retirement (deferred pension only)	Annually, based on increase in CPI, subject to a maximum of 4% per year	Annually up to age 55, based on 50% of the CPI increase, subject to a maximum of 2% per year
- At retirement	Annually, based on increase in CPI, subject to a maximum of 3% per year	Annually, based on increase in CPI, subject to a maximum of 3% per year
- Flexibility option at time of retirement	Possibility of using a portion of the indexation to partly or entirely (as applicable) eliminate the reduction for early retirement	Possibility of using a portion of the indexation to partly or entirely (as applicable) eliminate the reduction for early retirement
BENEFIT IN CASE OF DEATH AFTER RETIREMENT		
- Member with a spouse at time of retirement	60% joint and survivor pension with a payment guarantee for 10 years following retirement	60% joint and survivor pension with a payment guarantee for 10 years following retirement
- Member who does not have a spouse at time of retirement	Pension includes guaranteed payments for 15 years following retirement	Pension includes guaranteed payments for 15 years following retirement
- Optional pension payment methods	Several options exist to provide greater flexibility at time of retirement	Several options exist to provide greater flexibility at time of retirement
TERMINATION OF MEMBERSHIP		
- Benefit	Deferred indexed pension (possibility of early retirement as of age 55 with a subsidized reduction)	Deferred indexed pension (possibility of early retirement as of age 55 with an actuarial reduction)
- Payment options	Deferred pension paid by the Plan or transfer (before age 55) of deferred pension value	Deferred pension paid by the Plan or transfer (before age 55) of deferred pension value
- Minimum benefit in case of transfer of accumulated entitlements	None	175% of employee contributions with accrued interest
EMPLOYEE CONTRIBUTION		
- Formula	3.70% of contributory earnings up to 50% of MPE + 7.40% of the excess	4.25% of contributory earnings up to 65% of MPE + 7.65% of the excess
- Contributory earnings	Salary earned	Salary earned
- Cost sharing	65% paid by employers and 35% paid by active members	65% paid by employers and 35% paid by active members

N.B.: The benefits payable under the Plan and the contributory earnings are subject to the limits imposed by the *Income Tax Act*.

FOR COMPLETE, DETAILED INFORMATION

- Visit the Desjardins Group Plans Web site at www.rcd-dgp.com
- **Employees of the caisses, business centres and administrative centres**
Contact an employee benefits advisor at the Human Resources Reference Centre at 514 281-3237, option 5 or 1 866 322-3237, option 5
- **Employees of the Fédération**
Contact an employee benefits advisor at the Human Resources Reference Centre at 1188 2278, option 1, if you have access to abbreviated dialing, or 1 866 451-2278, option 1
- **Employees of the subsidiaries**
Please contact an employee benefits advisor at your employer

Employee contributions as at January 3, 2010	
➤ Formula	6.45% of salary up to 65% of maximum pensionable earnings (MPE) (65% of the MPE of \$47,200 = \$30,680 in 2010) + 9.85% of salary in excess of 65% of MPE

As for the contributions required of employers, they will be equal to 1.85 times the employee contributions arising from the contribution formula shown above.

For more information: www.rcd-dgp.com