



MEMORANDUM
TO ALL MEMBERS OF THE DESJARDINS GROUP PENSION PLAN (DGPP)
(QPP registration number: 25717)

Lévis, December 17, 2012

Under the *Supplemental Pension Plans Act*, the Pension Committee must inform all plan members (employees, retirees, beneficiaries and members with deferred pensions) of all amendments made to the DGPP Regulation. Certain amendments to the DGPP Regulation stem from decisions made by the Fédération des caisses Desjardins du Québec Board of Directors on June 22, 2012 (for amendments 1 to 4 below) and on September 20, 2012 (for Amendment 5). Amendments 6 and 7 are annual statutory amendments.

The text that follows provides a summary of the amendments to the Plan's Regulation.

1. Change to salaries taken into consideration in calculating the pension

For service starting December 30, 2012, the pension will now be calculated on the basis of the 8 best salary years.

For service prior to December 30, 2012, the pension will continue to be calculated on the basis of the 5 best salary years.

2. Change to pension protection, in the event of death after retirement

For service starting December 30, 2012, pension protection will now be the same for everyone regardless of marital status. The Plan will provide both married and unmarried plan members with a 10-year guaranteed life annuity in the event of death.

3. Change to pension indexing after retirement

For service starting December 30, 2012, the pension will be indexed starting at age 65 at the earliest, for a 10-year period, in accordance with the Consumer Price Index, up to a maximum of 1% per year. A pro-rated amount will apply the first and last year of indexation. The indexed amount will be payable starting on January 1 after the 65th birthday or after retirement, if retirement began after age 65.

4. Change to pension indexing for members with deferred pensions

For service starting December 30, 2012, fixed annuities credited to members holding a deferred pension will continue to be indexed according to the lesser of 50% of the Consumer Price Index increase and 2%, up to age 55. However, a pro-rated amount will apply to the first and last year of indexation.

The changes described in points 1 to 4 above apply only to future service and not to service already accrued under the Plan. This means that, for all service accrued before December 30, 2012, the pension is calculated based on the old Plan provisions. The new provisions apply only to service accrued starting December 30, 2012.

5. Additional funding for the Plan

As of January 1, 2012, the FCDQ Board of Directors may decide, on an exceptional basis, to advance additional funding to address Plan deficits. This advance of funds will be evaluated annually by the FCDQ Board of Directors based on the Plan's changing financial position. When the Plan is in a surplus position, Desjardins Group may recover its advance, in accordance with applicable legislation and before any other use of the surplus.

6. DGPP participating employers

The list of DGPP participating employers has been updated. Desjardins Investment Operations Inc. and Desjardins Investments Inc. joined the DGPP on December 25, 2011.

7. Purchase of supplemental pensions in 2011

Under Section 7-4 of the DGPP Regulation, "Purchase of supplemental pensions," supplemental pensions may be purchased for very specific situations occurring in the course of the employment relationship, in particular in the case of maternity or unpaid leave for which no contribution has been made.

Régie des rentes du Québec considers supplemental pension purchases funded by participating DGPP employers to be amendments to the DGPP Regulation, which must consequently be registered with the government authorities. Therefore, the list of supplemental pension purchases made in 2011 on behalf of certain employees has been incorporated into the DGPP Regulation.

Please note that an animated video is available for viewing on the Desjardins group plans website: www.rcd-dgp.com. In the "News" section, click on the "Changes to the Desjardins Group Pension Plan 12-30-12" link.

For more information or to consult the detailed changes, please contact the DGPP Member Services Team, Monday to Friday from 8:30 a.m. to 4:30 p.m.:

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Note: This news release is provided for information purposes to help you understand the changes. In the event of any discrepancy between this news release and the DGPP Regulation, the Regulation will prevail.