

COMMUNIQUÉ

TO ALL
DESJARDINS GROUP PENSION PLAN PARTICIPANTS
(QPP registration number: 25717)

Lévis, December 22, 2008

Under the *Supplemental Pension Plans Act*, the Retirement Committee must inform all participants (employees, retirees, beneficiaries and participants with a deferred pension) of any amendments to the Plan's Regulation.

AMENDMENTS TO THE PLAN'S REGULATION

The purpose of this communiqué is to tell you about some changes to the Desjardins Group Pension Plan, for which the Regulation was amended on October 7, 2008. The Fédération's Board of Directors approved the amendments on November 13, 2008.

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

1. Employers participating in the Plan

The list of employers that are participating in the Plan has been updated.

2. Purchase of supplemental pensions in 2007

Section 7.4 of the Desjardins Group Pension Plan Regulation, Purchase of supplemental pensions, stipulates that it is possible to purchase supplemental pensions. Purchases can be made for very specific situations that occur during the course of employment with Desjardins Group, such as maternity leave or unpaid leave for which no contributions were made.

Note that the Régie des rentes du Québec considers purchases of supplemental pensions funded by employers that participate in the Plan as amendments to the Plan's Regulation. They must therefore be registered with government authorities. The list of supplemental pensions purchased for some employees in 2007 is part of the Desjardins Group Pension Plan Regulation.

Moreover, subsequent to amendments to the Plan made by the Fédération's Board of Directors, the Regulation will be amended as follows as at December 28 for Section 3 and January 4, 2009 for Sections 4, 5, 6 and 7. The Fédération's Board of Directors approved the amendments on November 13, 2008.

3. Regular contributions by employees

As of December 28, 2008, the employee contribution rate for the Desjardins Group Pension Plan will be:

4.25% of wages up to 65% of the MPE* and 7.65% of the remainder.

** In 2008, the MPE is equivalent to \$44,900; it will be \$46,300 in 2009.*

4. Minimum benefit paid in the event of transfer of accrued entitlements following termination of employment prior to retirement

For service credited as of January 4, 2009, a minimum benefit will be paid for the transfer of accrued entitlements. It will equal 175% of regular contributions made by a plan participant for that period, with accrued interest.

5. Amendment of the pension benefit formula for service as of January 4, 2009

For service as of January 4, 2009, the pension benefit formula will be:

1.5% of wages 5 up to MPE 5 X years credited
+ 2% of wages 5 above MPE 5 X years credited
Pension benefit payable at age 65
-- Actuarial adjustment
Pension benefit payable upon retirement

Wages 5 = Average salary for the five (5) best-paid years

MPE 5 = Average of the QPP or CPP Maximum Pensionable Earnings in the year of retirement + the four (4) previous years

6. Reduction that applies to early retirement after January 3, 2009

For service as of January 4, 2009, the reduction is 4% per year of early retirement prior to age 62.

However, there is an interim measure for employees who will be entitled to pension benefits without reduction prior to the end of 2013 for service credited prior to January 4, 2009. Participants will receive benefits that are at least equivalent to the current plan's benefits, if the benefits for the amended plan are lower, regardless of whether participants opt to take retirement at that time, or after 2013.

7. Indexation of pension benefits prior to retirement (for deferred pensions only)

Set pensions credited to members for years of service as of January 4, 2009 are increased on an annual basis until age 55, at a rate of 50% of the increase in the CPI up to 2% a year.

For details:

➤ See the Desjardins Group Pension Plan Web site at www.rcd-dgp.com, under the Pension Plan tab, "New" section.

OR

➤ Call one of the following numbers:

- For employees of affiliates, contact Desjardins Financial Security at 418-838-8941 or 1-877-938-8941
- For employees at caisses/branches, business centres and administrative centres, contact the Fédération's benefits advisors at 1-866-322-3237, option 9-5, or 514-281-3237, option 9-5
- For Fédération employees, contact the Fédération benefits advisors at:
 - Your place of work: 1-188-2278, option 1
 - From outside: 1-866-451-2278, option 1

To consult the detailed text on the amendments, contact the Retirement Committee office.