

# Desjardins Group Pension Plan

Plan Features

**PEACE OF MIND**  
*that lets you thrive!*



# Summary

## Eligibility

Permanent employees	Others
<ul style="list-style-type: none"><li>Employees age 25 to 65: mandatory</li><li>Employees under 25 or over 65: optional</li><li>In addition to the age requirement, you must also satisfy the following criteria:<ul style="list-style-type: none"><li>Full time (35 hours) and part time (14 hours or more): immediate participation</li><li>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</li></ul></li></ul> <p>(MPE: Maximum pensionable earnings under QPP<sup>1</sup> or CPP<sup>2</sup>)</p>	<ul style="list-style-type: none"><li>Immediate participation if the employee has worked 700 hours or has earned at least 35% of the MPE amount in the previous calendar year</li><li>If not, the employer will recheck the situation on January 1st of the following year</li></ul>

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

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

## Plan features

### Benefit in case of death at retirement

- Plan member with or without spouse at retirement
- Optional methods of annuity payment

- Life annuity, guaranteed 10 years
- Several options are available to provide greater flexibility at retirement

### Employee contributions

- Formula
- Recognised salary
- DGPP cost sharing

- 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

### Termination of service

- Payment options

Deferred annuity:

- Option offered only if the value of the annuity is more than 20% of the MPE

or

Payment of the value of the annuity:

- 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%

- Deferred annuity (with early retirement possible starting at age 55 with actuarial adjustment)
- Payment of the value of the annuity

- Minimal benefits in case of payment of the value of the annuity

- For service after 2009: 175% of the employee contributions with accumulated interest, reduced where applicable in accordance with the solvency ratio

### Return to Desjardins Group

- Return within 6 months following the end of employment: Your previous participation will continue.

- 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](https://rcd-dgp.com)

Free and confidential service

Monday to Friday, from 8:30 a.m. to 4:30 p.m.

