

Your Kinetic Retirement Program - Hourly employees hired prior to Sept.1, 2024

This summary helps you better understand the benefits available under your retirement program. If you have questions or need more information, please contact your plan administrator, or for full details about your plan, refer to your member booklet.

| Policy number | Plans |
|---------------|---|
| 77086 | Registered Retirement Savings Plan (RRSP) |

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| When you can join | Hourly employees hired prior to Sept. 1, 2024 have the option to enrol following 6 months of employment. |
| Setting up a spouse/common-law plan | Spousal plans, personal plans for spouses & personal plans for eligible family members are allowed. |
| Your contributions | <p>Once enrolled, you are required to make regular contributions (by payroll deduction) as per the following:</p> <ul style="list-style-type: none"> - under 11 years of employment - 3% of earnings - 11 years of employment and more - 5% of earnings (base salary plus Bereav, DT, Stat, OFA, OT, Reg, Retro, Shift, Sick, Stat Worked and Vacation). <p>Additional voluntary contributions are allowed but not matched by Kinetic.</p> |
| Kinetics' contributions | Kinetic will match your regular contributions of earnings (base salary plus Bereav, DT, Stat, OFA, OT, Reg, Retro, Shift, Sick, Stat Worked and Vacation). |
| Investing your contributions | You're responsible for selecting the investment option(s) to invest your money. If you don't make an investment selection when you enrol in the plan, your contributions will be invested in the plan's default option, which is the BlackRock LifePath fund closest to your 65 th birthday. See video for an overview. |
| What you need to know about withdrawals | <p>The objective of this plan is for our employees to build for retirement. Additional voluntary contributions are allowed for withdrawal at any time. Employer consent is required for all withdrawals from member regular contributions (that attract an employer matched contribution) and Kinetics' contributions. If a withdrawal is made, the employer contributions will be suspended for a period of 24 months.</p> <p><u>Exception:</u> Withdrawals for Home Buyers Plan and Lifelong Learning Plan are allowed from the RRSP regular contributions.</p> |

Need help?

Call Canada Life at 1-800-724-3402, Monday to Friday from 5 a.m. to 5 p.m. PT.

For investment-related inquiries, contact our advisor, Richard Hughes at richard@cbpp.ca (778) 838-4305.