

USW Local 7940 & 8794 - Ivaco (Heico)

Ivaco (Heico) began contributing to the Plan effective December 19, 2005.

Your pension benefits are subject to the pension law of Ontario.

Amount of Pension

The amount of your monthly pension will be:

- 1.5% of the contributions received on your behalf on or after January 1, 2016; plus
- 2.0% of the contributions received on your behalf between January 1, 2010 and December 31, 2015; plus
- 2.3% of the contributions received on your behalf before January 1, 2010.

The Trustees may change this benefit formula from time to time in accordance with applicable legislation.

Example:

The box below shows how a monthly pension is calculated for a member who joined the Plan on January 1, 2011 and works for 26 years before retiring at age 65. This example calculation does not take into account increases in earnings and increases in pension contributions (which are based on earnings) in future years. This example calculation is not an accurate reflection of the actual retirement pension that will be payable in the future.

Retirement Age:	65
Years of participation in Plan from January 1, 2011:	26
Employer's contribution on member's behalf:	2% of basic earnings
Estimated annual basic earnings:	35,000
Total contributions made are calculated as follows:	
January 1, 2011 to December 31, 2015 = 5 years x \$35,000 x 2%	= \$3,500.00
From January 1, 2016 = 21 x \$35,000 x 2%	= \$14,700.00
Monthly pension at age 65 is:	
$\$3,500.00 \times 2.0\% + \$14,700.00 \times 1.5\%$	= \$290.50 per month

This example assumes that the benefit formula and the contribution rate do not change. If the benefit formula or contribution rate increases or decreases, the monthly pension will be higher or lower than indicated above.

Steelworkers Pension Plan - Appendix K

(continued)

USW Local 7940 & 8794 - Ivaco (Heico)

Notes:

1. *Your Collective Agreement sets the pension contribution rate and says what types of pay contributions must be made on.*
2. Definition of "Spouse":
For the purposes of the Plan, your "Spouse" is either:
 - (a) *the person to whom you are married, or*
 - (b) *a person to whom you are not married but with whom you are living in a conjugal relationship continuously*
 - (i) *for at least three years, or*
 - (ii) *with whom you are in a relationship of some permanence if you and this person are parents of a child as set out in Section 4 of the Children's Law Reform Act.*

If you die before your pension starts, while married but living separate and apart from a Spouse described in (a), that person will not receive the Plan's pre-retirement death benefit unless he or she is your designated beneficiary and you have no Spouse described in (b) or that Spouse has waived this benefit.

If you die before your pension starts, while you have a Spouse described in (b) and a Spouse described in (a) from whom you are living separate and apart, the Spouse described in (b) will receive the Plan's pre-retirement death benefit, unless he or she has waived this benefit. If the Spouse described in (b) has done so, the pre-retirement death benefit will be paid to your designated beneficiary or estate.

If you do not have a Spouse and die before your pension starts, your designated beneficiary or estate will receive the Plan's pre-retirement death benefit.

3. Termination Payment Options:
If you are under age 55 when you terminate employment, you may:
 - *leave your pension benefits in the Plan until you start your pension;*
 - *transfer your termination benefit to a "locked in" retirement savings vehicle; or*
 - *transfer your termination benefit to your new employer's pension plan if that plan permits.*

If you elect to terminate your membership AND transfer your termination benefit out of the Plan, your termination benefit will be the present-day value of the pension payable to you at your normal retirement date, reduced to the solvency-funded level of the Plan at the time of that election. .

If no election is made OR you elect to leave your pension benefits in the Plan, they will remain in the Plan until you start your pension or you subsequently elect to terminate your membership and transfer your termination benefit out of the Plan. You can make such an election until you turn 55.

If you are 55 or over when you terminate employment, you must leave your benefits in the Plan until you start your pension.

4. *As contribution rates may change in collective bargaining, the contribution rates for prior periods may be different than those shown in the example on the previous page.*