

## USW Local 7499 – Tantalum Mining Corp. (TANCO)

Tantalum Mining Corp. began contributing to the Plan effective January 1, 2022.

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

### Amount of Pension

The amount of your monthly pension will be:

0.875% of the contributions received on your behalf on or after January 1, 2022.

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, 2022 and works for 25 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, 2022:	25.00
Estimated annual applicable earnings:	\$40,000
Contribution rates from January 1, 2022 Employer's contribution (10%) plus Employee's contribution (4%):	14% of applicable earnings per year
Total contributions made are calculated as follows: From January 1, 2022 = 25.00 x \$40,000 x 14%	= \$140,000.00
<b>Monthly pension</b> at age 65 is: \$140,000.00 x 0.875%	= \$1,225.00 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.*

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### 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”:

“Spouse” shall mean:

- (a) a person who is married to you and not living separate and apart from you;
- (b) a person who, with you, registered your common-law relationship under section 13.1 of The Vital Statistics Act (Manitoba); or
- (c) a person who is not married to you and has been living in a conjugal relationship with you,
  - (1) continuously for a period of at least three years, if either of you is married; or
  - (2) continuously for a period of at least one year if neither of you is married.

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 (c) or that Spouse has waived this benefit.

If you die before your pension starts, while you have a Spouse described in (c) and a Spouse described in (a) from whom you are living separate and apart or a Spouse described in (b), the Spouse described in (c) will receive the Plan’s pre-retirement death benefit, unless he or she has waived this benefit. If the Spouse described in (c) 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 account of life income fund; or
- transfer your termination benefit to the pension fund of another registered plan provided that the eventual payment from that other plan will be in a form permitted by *The Pension Benefits Act* (Manitoba);
- transfer your termination benefit to an insurance company to purchase a deferred life annuity under which payments will not commence more than 10 years prior to your normal retirement date.

As a multi-employer pension plan the Steelworkers Pension Plan is not covered by the Pension Benefit Guarantee Fund, and your pension is not guaranteed. If the Plan were wound up when the assets of the Plan were not enough to pay all Plan benefits, benefits would be reduced. 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 going-concern 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.