Participation in the University’s Group RRSP is mandatory for eligible employees newly hired to McMaster into the Parking and Transit Services Bargaining Unit on or after March 15, 2010. Employees must complete probationary period of 3 months before mandatory enrolment.

Enrolment Information

- Employees will receive enrolment information at the time they become eligible to participate in the Group RRSP. Members of the Group RRSP must complete the online enrolment process to register their account. If the enrolment process isn’t completed, contributions will be directed to a non-registered temporary account which does not accrue interest and, as it’s non-registered, a tax receipt will not be issued.

Contributing to the Group RRSP Plan

- **Active (regular) employment** - Members are required to contribute 3.5% of base salary up to the Year’s Maximum Pensionable Earnings (“YMPE”) and 5% of base salary above the YMPE. The YMPE for 2020 is $58,700. The University matches each Member’s required contributions. The total combined employee required contributions and matching University contributions shall not exceed the Income Tax Act maximum contribution limit (the 2020 limit is 18% of earned income up to $27,230).

- Members have the opportunity to make additional voluntary contributions provided that their total contributions to the plan in a calendar year do not exceed the Income Tax Act maximum contribution limit (the 2020 limit is 18% of earned income up to $27,230). A Member may elect to commence voluntary contributions via regular payroll deductions at the date on which they are first enrolled in the Group RRSP, or in May of each year. Interested employees need to complete an enrolment form which is available on our website: https://hr.mcmaster.ca/retirees/grrsp/. Voluntary contributions may be stopped at any time. Lump sum voluntary contributions outside of McMaster payroll deductions may be made at any time by contacting Desjardins Financial.

- Members have the option to contribute while on pregnancy leave, parental leave, family medical leave, WSIB and LTD, at the same rate as active employee required contribution rates with employer matching contributions based on active employment rules.

- Members do not have the option to contribute while on unpaid leave of absence or unpaid sick leave.

- Spousal contributions are permitted.

- The University does not match employee voluntary contributions or voluntary spousal contributions.

**Example:**
Assuming regular base salary of $40,000/year.

<table>
<thead>
<tr>
<th>Calculation</th>
<th>Employee Required Contribution</th>
<th>Employer Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>$40,000 * 3.5%</td>
<td>$1,400.00</td>
<td>$1,400.00</td>
</tr>
</tbody>
</table>

**Combined Employee and Employer Contribution**

$2,800.00

* Bi-Weekly Employee Contribution: $53.85
  Bi-Weekly Employer Contribution: $53.85
Withdrawal of Contributions

Members are not permitted to withdraw contributions while they are employees of McMaster University. Only voluntary contributions may be withdrawn and used for the Home Buyer’s Plan and/or Lifelong Learning Plan.

Transfers from Other Plans

Members are eligible to transfer in funds directly from a former employer’s registered pension plan or an RRSP.

Portability

When employment at McMaster ceases, the Group RRSP balance may be transferred to another registered plan.

Payment of Fees

Paid from the Plan.

Investments

Members have the option to invest Employee Required Contributions and University matching contributions, and Voluntary Contributions, in a variety of investment options.

Members may:
1. Select a lifecycle product, or
2. Select their own investment option from a list of managers.

The amount of the contributions and the performance of the investments will determine the balance in the Group RRSP account when you leave McMaster University.

Funds Available Under the Plan:

<table>
<thead>
<tr>
<th>Asset Allocation Portfolios</th>
<th>Fund</th>
<th>Investment Fee*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>DFS BlackRock® LifePath (Index target Date Funds)</td>
<td>0.35%</td>
</tr>
<tr>
<td>Fixed Income Funds</td>
<td>DGIA Money Market</td>
<td>0.12%</td>
</tr>
<tr>
<td></td>
<td>DFS BlackRock® Universe Bond Index</td>
<td>0.20%</td>
</tr>
<tr>
<td>Balanced Funds</td>
<td>Jarislowsky Fraser Balanced</td>
<td>0.35%</td>
</tr>
<tr>
<td>Canadian Equity</td>
<td>CC&amp;L Canadian Equity</td>
<td>0.40%</td>
</tr>
<tr>
<td>Foreign Equity – American Equity</td>
<td>DFS BlackRock® U.S. Equity Index</td>
<td>0.20%</td>
</tr>
<tr>
<td>Foreign Equity – Global Equity</td>
<td>Fiera Global Equity</td>
<td>0.50%</td>
</tr>
<tr>
<td>Foreign Equity – International Equity</td>
<td>Baillie Gifford Global Equity</td>
<td>0.80%</td>
</tr>
<tr>
<td></td>
<td>DFS BlackRock® MSCI EAFE Equity Index</td>
<td>0.25%</td>
</tr>
</tbody>
</table>

* In addition to the individual investment fees quoted above, Desjardins charges a management fee:

- Effective August 1, 2019, the management fee is 0.35%.
- Prior to August 1, 2019, the management fee was 0.64% on total fund assets equal to or below $1,000,000 and 0.50% on total fund assets above $1,000,000.

Group RRSP participants are responsible to pay both the investment fees for all the fund(s) they select as well as the management fee charged by Desjardins.