



Highlights of the McMaster University Group Registered Retirement Savings Plan (RRSP)

Academic Librarians represented by MUALA

Participation in the University’s Group RRSP is mandatory for eligible employees newly hired to McMaster into the Academic Librarians Bargaining Unit on or after March 16, 2010.

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”), 7% of base salary above the YMPE and up to two times the YMPE, and 10.5% of base salary above two times the YMPE. The YMPE for 2018 is \$55,900. 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 2018 limit is 18% of earned income up to \$26,230).
- 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 2018 limit is 18% of earned income up to \$26,230). 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. Voluntary contributions may be stopped at any time. Lump sum voluntary contributions 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 \$135,000/year.

| Calculation | Employee Required Contribution | Employer Contribution |
|--|--------------------------------|-----------------------|
| $\$55,900 \times 3.5\%$ | \$1,956.50 | \$1,956.50 |
| $((2 \times \$55,900) - \$55,900) \times 7.0\%$ | \$3,913.00 | \$3,913.00 |
| $(\$135,000 - (2 \times \$55,900)) \times 10.5\%$ | <u>\$2,436.00</u> | <u>\$2,436.00</u> |
| | \$8,305.50* | \$8,305.50 * |
| Combined Employee and Employer Contribution | \$16,611.00 | |

* Bi-Weekly Employee Contribution: \$319.44
Bi-Weekly Employer Contribution: \$319.44

Withdrawal of Contributions

Members are not permitted to withdraw contributions while they are employees of McMaster University.

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

Funds available under your plan

| | <i>FUND</i> | <i>INVESTMENT FEE</i> |
|--|---|---|
| <i>ASSET ALLOCATION PORTFOLIOS</i> | <ul style="list-style-type: none">• DFS BLACKROCK LIFEPATH• (INDEX TARGET DATE FUNDS) | <ul style="list-style-type: none">• 0.35% |
| <i>FIXED INCOME FUNDS</i> | <ul style="list-style-type: none">• DGIA MONEY MARKET• DFS BLACKROCK UNIVERSE BOND INDEX | <ul style="list-style-type: none">• 0.12%• 0.20% |
| <i>BALANCED FUNDS</i> | <ul style="list-style-type: none">• JARISLOWSKY FRASER BALANCED | <ul style="list-style-type: none">• 0.35% |
| <i>CANADIAN EQUITY</i> | <ul style="list-style-type: none">• CC&L CANADIAN EQUITY | <ul style="list-style-type: none">• 0.40% |
| <i>FOREIGN EQUITY – AMERICAN EQUITY</i> | <ul style="list-style-type: none">• DFS BLACKROCK U.S. EQUITY INDEX | <ul style="list-style-type: none">• 0.20% |
| <i>FOREIGN EQUITY – GLOBAL EQUITY</i> | <ul style="list-style-type: none">• FIERRA GLOBAL EQUITY | <ul style="list-style-type: none">• 0.50% |
| <i>FOREIGN EQUITY – INTERNATIONAL EQUITY</i> | <ul style="list-style-type: none">• BAILLIE GIFFORD INTERNATIONAL EQUITY | <ul style="list-style-type: none">• 0.80% |

*** Desjardins charges an administration fee of 0.64% on total fund assets equal to or below \$1,000,000 and 0.50% on total fund assets above \$1,000,000 in addition to the individual manager fees quoted above.**

The amount of the contributions and the performance of the investments will determine the balance in the Group RRSP account at retirement or termination.