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

McMaster University recently implemented a new Group RRSP for eligible Employees of the University. McMaster has partnered with Desjardins Financial to provide a flexible Group RRSP product with a competitive fee structure and matching employer contributions on required employee contributions.

Contributing to the Group RRSP Plan

- Members are required to contribute 3.5% of their base pay up to the Year's Maximum Pensionable Earnings ("YMPE") and 5% of their base pay above the YMPE. The YMPE for 2009 = $46,300.
- The University matches each member's required contributions.
- 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 2009 limit is 18% of earned income up to $21,000).
- Spousal contributions are permitted.
- The University does not match employee voluntary contributions or spousal contributions.

Example #1
Assuming regular annual earnings of $38,000/year.

$38,000 x 3.5% =	$1,330.00 Annual Employee Contributions
	$51.15 Bi-Weekly Employee Contribution
	$51.15 Bi-Weekly University Contribution

Example #2
Assuming regular annual earnings of $57,000/year.

$46,300 x 3.5% =	$1,620.50
$10,700* x 5% =	$ 535.00
	$2,155.50 Annual Employee Contribution
	$82.90 Bi-Weekly Employee Contribution
	$82.90 Bi-Weekly University Contribution

** $57,000 - $46,300 = $10,700*

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.

Investments

Members have the options to invest Employee and University matching contributions, and voluntary additional 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.

Investment Managers	Associated Fees (Annualized)
♦ Funds managed by AllianceBerstein	
Berstein International Equity Value Fund	0.68 %*
♦ Funds managed by Barclays Global Investors	
Barclays Active Canadian Equity Fund	0.40 %*
Barclays Universe Bond Index Fund	0.20 %*
♦ Funds managed by Fiera Capital Inc.	
Money Market Fund (Fiera)	0.12 %*
♦ Funds managed by Jarislowsky Fraser Ltd.	
Jarislowsky Fraser Balanced Fund	0.35 %*
♦ Funds managed by McLean Budden	
McLean Budden American Equity Fund	0.32 %*
Life Cycle ("Trace") Products	
♦ Prudent Path (Security or Conservative)	0.50%*
♦ Moderate Path (Balanced or Dynamic)	0.50%*
♦ Growth Path (Energetic or Aggressive)	0.50%*

** Desjardins charges an administration fee of 0.64% 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.