

CCCC EMPLOYEES

# Pension Plan

## GUARANTEED INCOME FOR LIFE - IT IS POSSIBLE

All of us ask the same question from time to time: "How much pension will I receive at retirement?" The short answer is: "It depends." The monthly pension you will receive from the Canada/Quebec Pension Plan is set by a legislated formula. Old Age Security (OAS) benefits are a fixed amount payable from age 65. We cannot, as individuals, change the amount or form of these benefits, since they

are set by government policies (which are currently under review, as recent news reports tell us).

The rest of your pension income comes from personal savings and your investment in the CCCC Employees Pension Plan. Your contribution and investment decisions will determine the size of this portion. So, another answer to the above question is: "Save more - get more pension."

### *Payout Options*

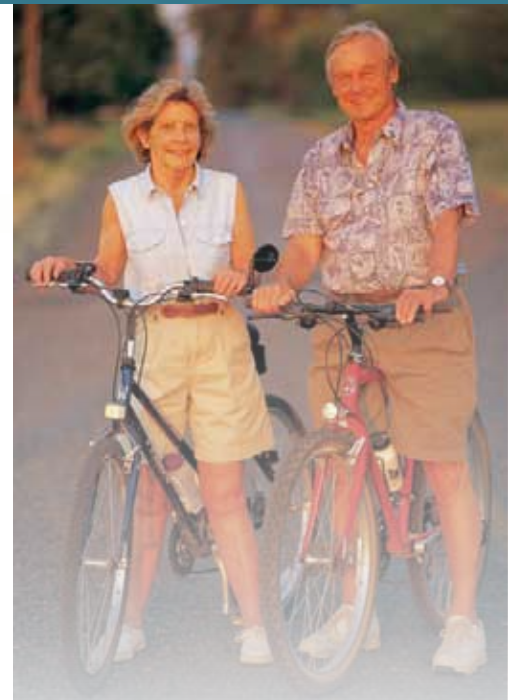
Eventually, the retirement income assets that you have accumulated from participation in the CCCC Employees Pension Plan will need to be converted to some form of retirement income. You will need to make an active decision on how to receive the payout. There are several options for payout, including a Life Annuity or Managed Income. A Life Annuity is a one-time decision that offers fixed payments and allows you not to worry about investment decisions. Managed Income is more "hands on," allowing you to make investment choices and withdrawal decisions (within legislated limits). You can use either or a combination of the two.

A full discussion of these options goes beyond our Newsletter, but you can find a wealth of guidance in the "Where to Find Information" section on the next page. It is also helpful to seek professional advice.

How much pension you have at retirement depends on

- public benefits, like CPP/QPP and OAS;
- your contributions and investments in the CCCC Employees Pension Plan;
- your other retirement savings.

Remember, it is your choice how your retirement savings are managed and what income guarantees you select when it is time to retire.



## Moving?



### **UPDATE YOUR CONTACT INFORMATION**

You can update your personal contact information by going to [www.grsaccess.com](http://www.grsaccess.com). Logon, click on "View your portfolio". Click on "Member Information".





## Plan Performance

Under the plan, you may select one or more of the following fund options. If you do not make a selection your funds are automatically invested in the Jarislowsky Fraser Balanced Fund. The chart to the side shows the performance of the various funds compared to the benchmark index and has been provided for your information.

### PERIOD ENDING – DECEMBER 31, 2011

	1 year	3 year	4 year	10 year
<b>BOND FUNDS</b>				
McLean Budden Fixed Income	8.8%	7.3%	7.2%	6.3%
DEX Bond Universe	9.7%	7.3%	7.1%	6.5%
<i>Income bearing investments. Lower risk, lower-medium growth potential.</i>				
<b>BALANCED FUNDS</b>				
Jarislowsky Fraser Balanced Fund	2.0%	7.8%	2.4%	5.1%
JF Balanced Benchmark	0.5%	8.2%	2.0%	5.1%
Meritas Socially Responsible Balanced Fund	1.7%	8.0%	1.8%	n/a
Meritas Balanced Index	0.9%	8.9%	2.8%	5.7%
<i>Diversified mix of investment vehicles. Medium risk, medium growth potential.</i>				
<b>CANADIAN EQUITY FUNDS</b>				
Jarislowsky Fraser Canadian Equity	-5.9%	9.6%	0.0%	8.8%
Great West Life Ethics Fund	-4.9%	14.0%	-1.5%	8.1%
S&P/TSX	-8.7%	13.2%	-0.7%	7.0%
<i>Predominately stocks of Canadian companies. Medium-higher risk, medium-higher growth potential.</i>				
<b>U.S. EQUITY FUNDS</b>				
McLean Budden American Equity	-1.7%	4.5%	-2.9%	-1.0%
S&P 500	4.4%	7.3%	-0.9%	-1.6%
<i>Predominately stocks of non-Canadian companies. Higher risk, higher growth potential.</i>				
<b>INTERNATIONAL EQUITY FUNDS</b>				
Sprucegrove International Equity	-8.5%	6.4%	-3.5%	3.5%
MSCI EAFE	-9.5%	1.4%	-7.1%	0.5%
<i>Predominately stocks of non-Canadian companies. Higher risk, higher growth potential.</i>				

## HOW CAN I CHANGE MY INVESTMENT CHOICES?

We encourage all plan members to complete an investor profile questionnaire to help you decide which mix of investments is right for you. Go to [www.grsaccess.com](http://www.grsaccess.com) to change your investment choice. Click on "Your Retirement Portfolio". Click on "Fund Transfer" to reallocate past contributions. Select "Future Deposits" to change instructions for future contributions.



## Where to Find Information



### CCCC Pension Website – [www.cccc.org/pension](http://www.cccc.org/pension)

Our CCCC pension website is the place to go to connect you with a wide variety of information and links to other resources, such as Great-West Life, including:

- > Detailed information about the Plan
- > Investor Profile Questionnaire
- > Glossary of Common Investment Terms
- > Frequently Asked Questions (FAQ's)
- > Information on CCCC Pension Plan Performance
- > Information on Fund Choices
- > Retirement Income Calculator
- > News Updates

### Great-West Life – Group Retirement Services (GRS) Website – [www.grsaccess.com](http://www.grsaccess.com)

CCCC retains the services of Great-West Life to provide member statements and support, and also pay benefits under the plan. You can access your personal account information by using your login ID and password previously sent to you by GRS. Forgot your ID or password? You can click on their "Need Help?" section on the website or call the GRS Access Line at 1-800-724-3402. If you call, you will need your Social Insurance Number and the Plan number which is 37631.