



PENSION PLAN

# Investment Options Matrix



	Fund Managers	Fund Objectives/Strategy	Investor / Risk Profile
<b>Equity Fund</b>	QV Investors Scheer Rowlett & Associates State Street Global Advisors Sprucegrove Investment Mgmt Wellington Management	The objective of the Equity Fund is to offer the opportunity to earn higher long-term average returns by accepting greater risk of short-term losses through exposure to a diversified portfolio of Canadian and foreign equities. The Fund is invested approximately 25% in Canadian equities, 31% in American equities, 43% in EAFE and emerging market equities, and 1% short term. The Fund's foreign equity exposure is partially hedged to the Canadian dollar.	The Equity Fund is suitable for members who are willing and able to accept a greater risk of short-term losses in order to have the opportunity to earn higher average returns over the long term. On occasion, equities have been known to produce serious and prolonged negative returns. Over such periods, equities have earned lower returns than fixed income or short-term investments.
<b>Balanced Fund</b>	QV Investors Scheer Rowlett & Associates State Street Global Advisors Sprucegrove Investments Mgmt Wellington Management TD Asset Management Greystone Managed Investments BlackRock, Inc.	The objective of the Balanced Fund is to provide long-term growth with moderate short-term volatility. The Fund is broadly diversified between equity, fixed income and real estate investments. The portfolio is currently in the process of transitioning from 60% equities and 40% fixed income investments to a portfolio of 55% equities, 35% fixed income and 10% real estate. The Fund's foreign currency exposure is partially hedged to the Canadian dollar.	The Balanced Fund is suitable for members who are seeking moderate long-term growth through exposure to equity, fixed income and real estate investments. The Fund's structure is set and maintained under the Plan's investment policy so asset mix decisions by members are not required. The Fund is expected to suffer periodic short-term losses.
<b>Bond Fund</b>	TD Asset Management Wellington Management	The objective of the Bond Fund is to offer the opportunity to earn a more modest long-term average return with a lower risk of short-term losses through exposure to a diversified portfolio of mainly Canadian government and corporate fixed income investments.	The Bond Fund is suitable for members who are willing and able to accept lower average returns to reduce the risk of short-term losses. Given its lower expected return, the Fund may not produce sufficient earnings over the long-term to produce an adequate retirement income. Because bond prices tend to decline when interest rates or inflation expectations increase, the Bond Fund will suffer occasional short-term losses.
<b>Money Market Fund</b>	TD Asset Management	The objective of the Money Market Fund is to preserve capital while providing liquidity. It is expected to produce a return similar to short-term interest rates in Canada. The Fund is invested 100% in Canadian short-term investments.	The Money Market Fund is suitable for members who are willing to accept a low return in order to minimize market risk. The Fund is not recommended as a long-term investment. The Fund is unlikely to suffer significant short-term losses. It can therefore be used to hold funds that are expected to be withdrawn or spent in the near future.

## Investment Instructions

You are permitted to move your accumulated pension funds and any future contribution between the investment options offered by the Plan by completing an Investment Instructions form. Investment instructions are not effective until a properly completed form, accompanied by any required fees, is received at the Plan's office.

The accumulated pension funds and future contributions of members who do not provide investment instructions are automatically invested in the Balanced Fund by default. No form or fee is required.

For more information on each Fund, or submitting Investment Instructions, visit the Plan's website or contact the Plan office.



PENSION PLAN

CSS Pension Plan Office

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<p><b>Equity Fund</b> MER~0.37%</p>	<p><b>Annual Returns to Sept. 30, 2018*</b> (Benchmark prior to 2011)</p>	<p><b>Asset Mix (Actual)</b></p>	<p><b>RETURN HISTORY</b> Annualized Returns to Sept. 30, 2018</p> <table border="1"> <thead> <tr> <th></th> <th>1 Year</th> <th>3 Year</th> <th>5 Year</th> <th>10 year</th> </tr> </thead> <tbody> <tr> <td>Benchmark</td> <td>9.23%</td> <td>10.04%</td> <td>9.56%</td> <td>8.36%</td> </tr> <tr> <td>Equity Fund**</td> <td>7.37%</td> <td>11.49%</td> <td>10.43%</td> <td>n/a</td> </tr> </tbody> </table> <p>* Past performance does not guarantee future results. ** The Equity Fund was created in January 2011. Therefore, not all historical Fund returns are available.</p>		1 Year	3 Year	5 Year	10 year	Benchmark	9.23%	10.04%	9.56%	8.36%	Equity Fund**	7.37%	11.49%	10.43%	n/a
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Current rates of return for each fund are available on the Plan's homepage at [www.csspen.com](http://www.csspen.com)