You are unique...  
...so are your retirement needs!

There are many different factors to consider when planning your retirement - flexibility, convenience and security to name just a few. Knowing your options is important in helping you decide what's best for you.

A Choice That’s Right for You and Your Family!

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Note:  LIF/LRIF products are governed by provincial legislation and vary by province. Contact your plan administrator for further details.

Learn More!

To learn more about which plan fits your retirement needs, attend a CSS Pension Plan retirement seminar – they’re a great way to explore all your choices – or contact the experts at Co-operative Trust.

Toll Free:  1-800-788-6311  
Web site:  www.co-operativetrust.ca

What do all the letters mean?

- GIC - Guaranteed Investments
- LIF - Life Income Fund
- LIRA - Locked-In Retirement Account
- LRIF - Locked-In Retirement Income Fund
- RPP - Registered Pension Plan
- RRIF - Registered Retirement Income Fund
- RRSP - Registered Retirement Savings Plan

¹ Mutually funds are offered through Credential Asset Management Inc., a wholly-owned subsidiary of Credit Union Central of Canada. Unless otherwise stated, mutual fund securities and cash balances are not covered by the Canada Deposit Insurance Corporation or by any other government deposit insurer which insures deposits in credit unions. Mutual funds are not guaranteed, their values change frequently and past performance may not be repeated.
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**Board of Directors**
- President – Peter Zakreski
- Vice-President – Don Pavelick
- Directors – Wayne King, Jeanette Kirchner, Don Russell, Gerry St. Pierre

**Staff**
- General Manager – Bill Turnbull
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- Information Officer – Muriel Baribeau
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- Office Administrator – Fiona May
- Office Administrator – Bonnie Ralston
- Office Administrator (Part-time) – Joanne Anderson

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Opinion and comment expressed in *TimeWise* do not necessarily reflect the official policy of the CSS Pension Plan.

This issue of *TimeWise* is printed on RESOLVE COATED GLOSS which contains 50% recycled fibre of which a minimum of 15% is post-consumer waste.
YEAREND PROCEDURES FOR 2001 PENSION CONTRIBUTIONS

Attention Managers and Payroll Departments

Contribution Deadline for 2001

Please be advised that the deadline for 2001 contributions to the CSS Pension Plan is Friday, January 11, 2002. The CSS Pension Plan must receive the final pension contributions for 2001 by this deadline in order to be included in the Pension Plan's 2001 records and thus appear on the employees' 2001 Annual Statements.

Any pension contributions for 2001 received after January 11, 2002 will be included in the Plan's 2002 records and therefore will not be reflected on the employees' 2001 Annual Statements. When this occurs, there is a difference between the contribution amount shown on an employee's 2001 Annual Statement and the pension contribution amount shown on his/her T4 slip for 2001. Such differences can cause confusion for employees, as they may not be sure whether all of their pension contributions have been credited to their pension account.

Remitting Contributions

The CSS Pension Plan calculates the income allocation paid to members' accounts starting the date the pension contributions are received by the Plan. Therefore, it is extremely important that all pension contributions be remitted immediately following each pay period.

Managers and payroll departments should also keep in mind that government pension legislation generally states that all contributions must be remitted to the Pension Plan within 30 days of being deducted from an employee's pay. Thus, any delays in remitting pension contributions to the Plan, may not only be contrary to pension legislation, but also reduces the income allocation (i.e., “interest”) on those contributions.

CSS Pension Plan Registration Number and T4 Information

The CSS Pension Plan's RPP registration number is 0343868. This number must be indicated in “Box 50 - RPP or DPSP Registration Number” on all employee members' T4 slips.

The amount reported in “Box 20 - RPP Contributions” on an employee's 2001 T4 slip must include the combined total of the employee's 2001 regular required pension contributions, plus any employee additional voluntary contributions made to the Pension Plan for 2001. (Amounts contributed by the employer are not included in Box 20).

Employers must report the 2001 Pension Adjustment (PA) amount in “Box 52 - Pension Adjustment” on all employee members' T4 slips for 2001. The 2001 PA amount is the combined total of all required (matched) employee and employer contributions, plus any voluntary employer contributions for 2001. In other words, the amount reported in Box 52 of an employee's 2001 T4 slip includes ALL 2001 contributions to the Pension Plan made by and on behalf of the employee in 2001. Canada Customs and Revenue Agency (CCRA) uses the 2001 PA amount when calculating the employee's 2002 RRSP contribution limit, which is reported on the employee's 2001 Notice of Assessment from CCRA (the 2001 PA amount reduces the amount that an employee could otherwise contribute to an RRSP for 2002).

Pension Adjustment Reversal (PAR)

If an employee member terminates his/her employment before obtaining vesting (i.e., ownership) of the employer contributions, and subsequently withdraws his/her own employee contributions from the Plan, the employer contributions made on his/her behalf are forfeited. (Vesting is obtained after completing two years of continuous working service).

Such forfeited employer contributions are reported as a PAR in order to re-establish the employee member's RRSP room that would otherwise be lost. The CSS Pension Plan is required to submit PARs for the appropriate employee members to CCRA, thus no action is required by the employer members.

CSS Pension Plan Contribution limit for 2002

For 2002, the CCRA maximum pension plan contribution limit for employee members of defined contribution pension plans, such as the CSS Pension Plan, is the LESSER of:

- 18% of the employee's compensation for the year, or
- $13,500 (the maximum dollar limit for the year).

Please note that this limit is the same as the 2001 limit. The maximum dollar limit is expected to increase to $14,500 for 2003.

Continued on page 6.
“I Know That!”
Contest Update

Congratulations to the 10 lucky winners of the Spring 2001 “I Know That!” contest. Each winner has either received a copy of Diane McCurdy’s book “How Much is Enough?” or Sandra E. Foster’s book “You Can’t Take it With You”. The 10 lucky winners whose names where drawn at random on May 7, 2001 are: Bev Campbell, Saskatoon, SK; Andre Desrochers, Winnipeg, MB; Shirley Gow, Vauxhall, AB; Jean Hartman, Maidstone, SK; Peter Neufeld, Boissevain, MB; Verna Orlesky, Westlock, AB; Brenda Peterson, White Fox, SK; Joan Schaubel, Welland, ON; Brent Smith, Prince Albert, SK; Bev Straza, Williams Lake, BC. The crossword puzzle solution for the Spring 2001 contest is as follows:

Across:
2. Twelve candidates were nominated for the seven delegate positions in the Saskatchewan region.
4. The Plan’s income allocation rate in the year 2000 demonstrated the strength of the Plan’s diversified asset mix and “balanced” approach in times of weaker equity returns.
6. Effective January 1, 2001 Canada’s income tax system changed such that the federal income tax and your provincial income tax are now calculated separately.
8. At the end of 2000, 48.4% of the Non-Retired Lives Portfolio was in fixed income investments.
9. No member information is collected or used by the CSS Pension Plan (or disclosed to third parties) for other than plan administration purposes.
10. The value style of investing returned to favour in 2000 as growth stocks and the high-tech sector in particular came under pressure.

Down:
1. Prudence suggests that a portfolio should be invested in a wide variety of securities and not have an overly high proportion in any one security.
3. You cannot use your RRSP contribution room to contribute to the CSS Pension Plan.
5. Economic forecasters are predicting an economic slowdown in the U.S. and perhaps Canada as well, at least for the first half of 2001.
7. At the end of 2000 there were approximately 5,000 retired members receiving a monthly pension directly from the Plan.

Details of the latest contest appear on page 14.

Thanks MemberCARE!

The CSS Pension Plan launched the RIO workshop in the fall of 1995. The 3½-hour RIO workshop is designed for members and their spouses who are approaching retirement. The workshop provides a wealth of information with respect to the retirement income options for their funds in the CSS Pension Plan. It also includes information on the nature of the financial planning process and how to choose a financial planner.

Since 1998 MemberCARE has assisted the CSS Pension Plan by presenting the Financial Planning section of the RIO workshop. Beginning this fall, however, the CSS Pension Plan has decided to assume responsibility for the presentation of a newly revised Financial Planning section of the workshop.

The former and current MemberCARE personnel who have participated in the RIO workshop, namely Peter Loran, Mike Tourond, Len Mueller and Serese Selanders, have each done a commendable job. The CSS Pension Plan would like to extend its appreciation to MemberCARE for its involvement in the Pension Plan’s Retirement Income Options (RIO) workshop over the past three years.

Board of Directors Update

Don Pavelick (employee delegate) from Hy-Line Credit Union in Winnipeg was re-elected to the board by acclamation for a three-year term at this year’s Annual Meeting on March 16, 2001 in Saskatoon. The other two employee delegates on the board are Gerry St. Pierre of Barrhead Co-op in Barrhead, AB and Jeanette Kirchner of Calgary Co-op.

Peter Zakreski (employer delegate) from Federated Co-operatives Limited in Saskatoon was also re-elected to the board by acclamation for a three-year term at this year’s Annual Meeting. The other two employer delegates on the board are Don Russell, a director for Federated Co-op, and Wayne King of Co-operative Trust Company in Saskatoon.

Staff Changes

The CSS Pension Plan regrets to announce that Michelle Shabaga, resigned her position as Information Officer as of July 26, 2001. She is accompanying her husband to Iowa, where he will be taking a Ph.D.

The Plan is pleased to welcome back Muriel Baribeau as Michelle’s permanent replacement as Information Officer. Muriel is no stranger to the Pension Plan as she filled in during Michelle’s maternity leave last year. Prior to that she was employed with Federated Co-op home office. Since filling in for Michelle last year, Muriel was employed with Co-operative Trust in Saskatoon.

Muriel is a graduate of the University of Saskatchewan, holding an economics degree and she also has training and an interest in writing.

Muriel and her husband Mike have four children. Stephanie and Kevin are both attending the University of Saskatchewan, while Laurier and Cameron are in high school.

We extend our best wishes to Michelle, and a warm welcome back to Muriel.
Selected financial information relating to the CSS Pension Plan’s operations for the first 8 months of 2001 (01/01/01 to 31/08/01) appears above. The regular CSS Quarterly Update for the third quarter of 2001 will be distributed to all employer members of the Plan in mid to late October. As always, employers are asked to share the Quarterly Update with their employees. Members who have Internet access can find the Plan’s Quarterly Update in the “What’s New” section of the Plan’s web site at http://www.csspen.com.

Investment Performance

Canadian Investment markets have produced mixed results for the first 8 months of 2001. To August 31, the TSE 300 Index fell 16.39%, while the TSE/CPMS 300 Cap 10 Index declined by 14.32%. The Scotia Markets Universe Bond Index, however, rose by 5.16%, partially offsetting the Plan’s losses on equities. Equity returns outside of Canada have also been negative, with world equity markets and the American market in particular, falling in response to a deepening economic slowdown. To August 31, the S&P 500 Index (U.S. Large Cap Equities) lost 10.41% while the S&P 400 Index (U.S. Mid Cap Equities) fell by 0.60%. The EAFE Index (Non-North American Equities) was off by 15.8% and the MSCI World Index (Global Equities) was down by 13.56%.

Through this period of steep declines in equity values, the structure of the Non-Retired Lives Portfolio, and our active equity managers, have helped to preserve capital and smooth volatility. The diversified asset mix held in the Non-Retired Lives Portfolio and its continued relatively heavy weighting in bonds have each contributed to Portfolio performance in excess of the Plan’s benchmark in very difficult markets. On a pure market basis the Non-Retired Lives Portfolio’s total return for the first 8 months of the year was -1.56%. During this same time period, the return for the Portfolio’s benchmark was -4.10%.

Over the first 8 months of 2001, the Plan’s policy of smoothing market gains and losses over 4 years and retaining an Income Stabilization Reserve of up to 4% of the value of the Non-Retired Lives Portfolio have moderated the impact of weak markets on the income allocation to our members. Deferred gains in the maximum permitted amount (4% or $71,478,000) were held in the Plan’s Income Stabilization Reserve at the beginning of the year. The market loss experienced by the Non-Retired Lives Portfolio on stocks in the current year has been added to the reserve and ¼ of this loss or -$18,810,000 has been blended with the gains and losses from 1998, 1999 and 2000 held in the reserve. The result is an estimated smoothed income allocation rate of +2.60% for the first 8 months of 2001.

Plan Expenses

The Plan’s expenses have increased over last year. This increase relates to our cost of investment management. There are two reasons for the increase.

Firstly, the Plan added an active U.S. Mid-Cap Equity Manager, Forstmann-Leff Associates, LLC, in July of 2000. This mandate was added in order to improve the diversification of the Non-Retired Lives Portfolio’s active U.S. Equity component. Including U.S. Mid-Cap stocks in the Non-Retired Lives Portfolio provides diversification by company size. The addition of Forstmann-Leff, a “growth” manager, also diversifies the Portfolio’s U.S. Equities by manager style since the Portfolio’s other active U.S. Equities manager, Brandes Investment Partners L.P., is a “value” manager.
As we stated in this report last year, as the diversification of the Non-Retired Lives Portfolio increases to reduce volatility and to offer the possibility of improved returns, there is an associated cost. Investment managers’ fees are calculated as a percentage of the funds under management using a sliding scale that decreases as the amount under management increases. As more managers are added and the size of each manager’s mandate reduces, higher costs per dollar managed result. While there are no guarantees, the justification for the increase is the expectation of lower volatility and improved returns through increased diversification.

There is also a second reason why investment costs, as recorded in our financial statement, are higher than last year. At the beginning of this year, the Plan’s long-time active Non-North American Equity manager, Sprucegrove Investment Management Ltd., changed the method used to calculate its management fees. The Non-Retired Lives Portfolio investments managed by Sprucegrove are made up of units in an institutional pooled fund of Non-North American stocks. Previously, a portion of the investment management fee charged by Sprucegrove was recovered from the pool, while the balance of the fee was charged out directly to investors like CSS. This had the effect of reducing the performance of the pooled fund while reducing the fees charged directly to investors. With the change made at the beginning of this year, Sprucegrove now charges each investor in the pool the entire fee for management of their units without taking any reimbursement from the pool. There has been no net impact on CSS, however, since the pooled fund’s performance has increased by the same amount.

As in past years, the actual cost of Plan administration, net of investment management fees, continues to be very modest. The plan’s total annual costs, including investment management fees, are generally in line with those of other large Canadian pension plans. At 0.25% of the funds under management, the management expense ratio (MER) of the Non-Retired Lives Portfolio is approximately one-tenth of the MER for a typical Canadian balanced mutual fund. Each 1% in MER costs, when compounded over 35 years, consumes 20% of an investor’s final accumulated balance.

The CSS Board of Directors and management remain focused on keeping Plan costs low.

Return Expectations

The Non-Retired Lives Portfolio, since 1995, has operated like a very large, well-diversified, balanced mutual fund (except at a much lower cost). Like an investment in a mutual fund, the value of our members’ equity will generally trend up and down with the markets, but with some dampening as a result of the Portfolio’s broad asset diversification and income smoothing policy.

As has been stated above, the Non-Retired Lives Portfolio, after smoothing, has produced a small positive income allocation for the first eight months of the year. This is encouraging, given the dramatic drop that has occurred in world equity markets as the tech bubble burst and the U.S. economy has slowed sharply.

While market commentators and investment analysts were originally expecting a rally near the end of 2001 as the U.S. economy recovered in response to eased monetary policy and lowered interest rates, they are now expecting a recession in light of the recent tragedy in the U.S. They are also discussing whether a prolonged U.S. downturn could cause the world economy to sink into a global recession. There is speculation that such an event could lead to several years of weaker, single-digit equity returns.

There is an additional reason why some analysts expect that equities may generate weaker returns for some time. Given the surge in equity valuations that occurred through the late 1990s, a period of single-digit returns over the medium term is considered a likely outcome as stock valuations decline to levels more in line with long-term historical averages. Bonds are also expected to provide single-digit returns for some time, given their current position near the bottom of the long-term interest rate cycle.

Although it is not possible to forecast market performance to December 31st, at this point it appears that the economic recovery that was forecast for the U.S. earlier in the year will probably not occur in 2001. Further, equity markets around the world have continued to decline from

Continued on page 6.

1 All returns are stated in Canadian dollars. The MSCI World Index and S&P 400 Index represent changes in “price only” and exclude dividends. All other indices quoted are “total returns” including price changes and interest or dividends.

2 The difference between the TSE 300 Index and the TSE/CFMS 300 Cap 10 Index is explained by the “capped” nature of the TSE 300 Cap 10 Index. In this index, the weight of any stock is limited to 10% of the total market capitalization included in the index. Earlier this year, Nortel Networks’ market cap exceeded 10% of the TSE 300 Index. As the price of Nortel shares declined, the TSE 300 Cap 10 Index declined by less than the TSE 300 Index because it included less Nortel stock.

3 A “growth” manager looks for expanding companies whose profits are expected to grow rapidly. The manager’s profit expectation is based upon predicted future developments. Success depends upon the accuracy of the manager’s predictions. A “value” manager aims to identify companies whose shares are temporarily selling at a price that is less than the manager’s estimate of the company’s intrinsic value. The manager’s estimate of intrinsic value is based upon the company’s assets, liabilities, earnings, dividends, and capital structure. Success depends upon whether the manager’s assessment of intrinsic value eventually comes to be accepted by the general market.

4 This change in the method used to calculate Sprucegrove’s management fee accounts for approximately $245,000 of the increase in investment management expense as indicated in the accompanying Table.
August 31st to the date of writing. It is likely, therefore, that CSS members will receive a lower than average income allocation at the end of 2001.

The CSS Pension Plan has been through periods of prolonged economic weakness before. Through periods of economic growth and recession, the Plan’s previous experience suggests that the Non-Retired Lives Portfolio will generate sufficient returns to provide reasonable retirement incomes to its employee members over the long-term. Members are therefore encouraged not to become unduly focused on weaker short-term results. The Portfolio’s broad diversification will help to reduce volatility and preserve capital, while capturing available returns around the world through all parts of the economic cycle. And its low MER will ensure CSS members receive the maximum net return.

The Portfolio is expected to continue to produce long-term average returns comparable to those of other large Canadian money purchase pension plans.

For example, if an employee has an annual salary of $26,000 in 2002, his/her pension plan contribution limit for the year will be $4,680 (i.e., 18% of $26,000). However, if the employee terminates his/her employment on June 30, 2002 and earns $13,000 year-to-date, then his/her year-to-date pension plan contribution limit at June 30, 2002 will be $2,340 (i.e., 18% of $13,000). If an employee will earn $75,000 or more in 2002, his/her pension contribution limit will be $13,500 for 2002.

The CSS Pension Plan does not know an individual employee’s compensation for the year. Therefore, it is the responsibility of the employer (i.e., payroll department) to ensure that the combined employee and employer contributions, plus any additional voluntary contributions to the Plan are within each employee’s individual pension plan contribution limit for the year. An employee’s 2002 CCRA maximum contribution limit to the CSS Pension Plan is separate from the maximum amount that he/she can contribute to a personal RRSP for 2002.
In Remembrance

IN THIS REGULAR COLUMN WE ACKNOWLEDGE THOSE RETIRED MEMBERS WHO ARE NO LONGER WITH US. TO THEIR FAMILY AND FRIENDS, WE EXPRESS OUR SINCERE CONDOLENCES.

Natalie Bettin
Leroy-Watson Co-op, Leroy, SK

Alec Borys
Hartney Co-op, Hartney, MB

Albert Bryant
Calgary Co-op, Calgary, AB

Abe Bueckert
Federated Co-op, Saskatoon, SK

James Burns
Pincher Creek Co-op, Pincher Creek, AB

Stanley Childs
Red River Co-op, Winnipeg, MB

Dinie Debruin
Edmonton Co-op, Edmonton, AB

Mervin Derksen
Federated Co-op, Saskatoon, SK

Edwin Dressler
Credit Union Central, Regina, SK

Ralph Duelien
Moose Jaw Co-op, Moose Jaw, SK

Karl Glass
Earl Grey Co-op, Earl Grey, SK

Milton Hanson
Rocky Mountain House Co-op, Rocky Mountain House, AB

Elizabeth Hartenberger
Weyburn Credit Union, Weyburn, SK

Olga Hayman
Swan Valley Co-op, Swan River, MB

Norman Johnson
Estevan Co-op, Estevan, SK

Eddie Kangas
Calgary Co-op, Calgary, AB

Melvin Langer
Saskatoon Community Clinic, Saskatoon, SK

Mary Larson
Pioneer Co-op, Swift Current, SK

Alfred Lilburn
Matador Farm Co-op, Matador, SK

Martin Marchuk
Neepawa-Gladstone Co-op, Neepawa, MB

William McFaren
Federated Co-op, Winnipeg, MB

Eileen McInnis
Erickson Co-op, Erickson, MB

Robert McNair
Saskatoon Credit Union, Saskatoon, SK

Marjorie Meldrum
Sperling Co-op, Sperling, MB

Alex Munro
Portage la Prairie Co-op, Portage la Prairie, MB

Glenn Nelson
Mervin Co-op, Mervin, SK

Clara Ollenberger
Lafleche Co-op, Lafleche, SK

Victor Owen
Grande Prairie Co-op, Grande Prairie, AB

Paul Perepiolkin
Veregin Farmers Co-op, Veregin, SK

Henry Pohle
Radville Co-op, Radville, SK

Karl Reich
Swan Valley Co-op, Swan River, MB

Ben Rempel
Winkler Co-op, Winkler, MB

Samuel Rideout
North of 53 Co-op, Flin Flon, MB

William Schindel
Lipton Co-op, Lipton, SK

Harry Sellick
Calgary Co-op, Calgary, AB

Roy Selvig
Pioneer Co-op, Swift Current, SK

Fred Smith
Brandon Co-op, Brandon, MB

J. Donald Smith
Davidson Co-op, Davidson, SK

Howard Steel
White Fox Credit Union, White Fox, SK

John Stotyn
Calgary Co-op, Calgary, AB

Norman Swerhone
Gateway Co-op, Canora, SK

Beatrice Taylor
Sherwood Co-op, Regina, SK

Florence Tisdale
Pioneer Co-op, Swift Current, SK

Ernest Treacy
Saskatoon Co-op, Saskatoon, SK

Evelyne Valois
Grande Prairie Co-op, Grande Prairie, AB

Gary Vansdal
Margo Co-op, Margo, SK

Henry Wagenhoffer
Federated Co-op, Saskatoon, SK

K.J. Wallace
Southwest Co-op, Maple Creek, SK

Gordon Whitford
Kindersley Co-op, Kindersley, SK
CANADA PENSION PLAN

The following is the first in a series of two articles relating to the retirement pension under the Canada Pension Plan. The second article of the series will appear in the spring 2002 issue of TimeWise.

This information is reproduced with permission from Human Resources Development Canada (HRDC).

Canada Pension Plan Retirement Pension

1. What is a Canada Pension Plan retirement pension?

The Canada Pension Plan retirement pension is a monthly payment to people who have contributed to the Canada Pension Plan or both Canada Pension Plan and Quebec Pension Plan and live outside the province of Quebec and who are at least 60 years of age. The pension is designed to replace about 25% of the earnings on which you paid into the Plan. Information is available by contacting Human Resources Development Canada (HRDC) on how much you pay into the Plan (see 7 below).

2. How do I qualify for a retirement pension?

You are eligible for a Canada Pension Plan retirement pension if you have made at least one valid contribution (payment) to the Plan and:

• you are at least 65 years of age; or
• you are between the ages of 60 and 64 and either stop working or have earnings below the specified level of income.

Your retirement pension is not started automatically. You must apply for it (unless you are already receiving a Canada Pension Plan disability pension and are 65 years of age).

3. If I am between the ages of 60 and 64, how do I prove that I have either stopped working or have earnings below the specified level of income?

To qualify for a retirement pension between the ages of 60 and 64, you need to do one of the following:

Your retirement pension is not started automatically.
You must apply for it.

A. Stop Working

Stopping work means that you are not working by the end of the month before the CPP retirement pension begins and during the month in which it begins. For example, if you request that your pension begins in November, you have to stop working by the end of October and you cannot work during the month of November.

OR

B. Have Low Earnings

Having low earnings means you are earning less than the current monthly maximum CPP retirement pension ($775 in 2001) in the month prior to the month your pension begins and in the month it begins. For example, if you request that your pension begins in November 2001, you need to earn less than $775 in both October and November.

Once you receive your CPP pension, you can work as much as you want without affecting your pension payment. However, you cannot contribute to CPP on any future earnings.

4. How does the Canada Pension Plan calculate my retirement pension?

Your retirement pension is based on how much, and for how long, you contributed to the Plan or to both Canada Pension Plan and Quebec Pension Plan if you are a “dual” contributor. It also depends on the age at which you choose to retire.

The Canada Pension Plan protects your pension by making certain adjustments before calculating 25% of the earnings on which you contributed, over your career. For example, the growth in wages in Canada, up to the time your pension starts, is taken into account. And some low-earning periods during your career are “dropped out”, which increases the amount of your pension.

For disability beneficiaries, the conversion to a retirement pension is based on the Year’s Maximum Pensionable Earnings at the time the disability began, with adjustments to price increases to retire-
ment. The pension is indexed to the Consumer Price Index.

In 2000, the average Canada Pension Plan retirement pension was $417.64 per month. The maximum for 2001 is $775.00 per month.

**Canada Pension Plan Payment Rates**

5. **How does my age affect the amount of my pension?**

Your retirement pension would normally be payable the month after your 65th birthday. The amount of the pension is smaller if you take it before that point, and larger if you take it after. This “flexible” retirement pension can be adjusted to age 60 at the earliest or age 70 at the latest.

The amount of the pension is adjusted by 0.5% for each month that you start your pension before or after your 65th birthday. The adjustment is permanent. This means that if you choose to take your pension before age 65, it will not be recalculated when you reach age 65.

Here are two examples. If you start your pension at age 60, your monthly payment will be 30% lower than if you wait to age 65, but by starting it sooner, you are likely to get the pension for a longer period of time. If you start your pension at age 70, your monthly payment will be 30% higher than if you took it at age 65. If you apply after age 70, retroactive benefits are only payable for a maximum of 12 months.

6. **How do I decide when to take my retirement pension?**

It depends on your circumstances. When you choose to begin receiving your pension could depend on:

- whether or not you are still earning and contributing to the Plan;
- how long you have contributed;
- how much your earnings were;
- your other retirement income;
- your health; and
- your retirement plans.

The decision is yours.

7. **Can I get an estimate of my retirement pension before I decide to apply?**

Yes. For an estimate of your Canada Pension Plan retirement pension, check your Statement of Contributions, or call HRDC free of charge at 1-800-277-9914. If you have a hearing or speech impairment and you use a TDD/TTY device please call 1-800-255-4786. Or you can print off an “Estimate Request for Canada Pension Plan (CPP) Retirement Pension” form from HRDCs web site at www.hrdc-drhc.gc.ca and mail the completed form to the applicable address indicated on the form.

The closer you are to the date on which you want to begin your pension, the more accurate the estimate will be.

If you have any questions or require information about CPP, Old Age Security (OAS) or Guaranteed Income Supplement (GIS) please call HRDC free of charge 1-800-277-9914. If you have a hearing or speech impairment and you use a TDD/TTY device please call 1-800-255-4786. Or visit their web site at www.hrdc-drhc.gc.ca.

**Attention Terminating & Retiring Employees!**

Are you planning to terminate your employment with an employer member of the CSS Pension Plan at the end of this year? And, are you planning to withdraw or transfer your funds from the Plan after receiving the year-end allocation? If so please note that because of yearend procedures, the CSS Pension Plan does not process any withdrawal or transfer requests from the middle of December until January 31. This is because the Plan’s final results for the year will not be known and the annual allocation rate will not be set until then.

If you do not wish to experience this year-end delay, you should consider whether you might wish to move your termination date up slightly. To withdraw or transfer your funds by the middle of December, in addition to your employment terminating at some point before mid-December, the CSS Pension Plan must receive your final pension contributions and the necessary withdrawal/transfer documents by December 14. If you miss this mid-December deadline, please note that the processing of withdrawal and transfer requests does not resume until early February 2002.

Members withdrawing or transferring their funds by mid-December will receive an income allocation based upon the Plan’s estimated market performance to the date of their withdrawal or transfer. However, members whose funds will be transferred in early February 2002 will receive the actual income allocation for all of 2001, plus the income allocation (positive or negative) for January 2002 based on the Plan’s estimated January market performance.

Please do not hesitate to contact the CSS Pension Plan if you have any questions and think you may be affected by the above.

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**TimeWise • Fall 2001**
**LEGISLATION UPDATE**

**Saskatchewan**

Effective July 6, 2001, same-sex common-law relationships are included in the definition of spouse under Saskatchewan pension legislation. The new definition of “spouse” under The Pension Benefits Act, 1992 (the Act) now reads: “(i) a person who is married to a member or former member, or (ii) if a member or former member is not married, a person with whom the member or former member is cohabiting as spouses at the relevant time and who has been cohabiting continuously with the member or former member as his or her spouse for at least one year prior to the relevant time.”

It should be noted that a married spouse still takes priority over a common-law spouse. Accordingly, someone who is married to a member, but separated from him/her, may take priority over a common-law spouse.

Under Saskatchewan pension legislation, upon a member’s death his/her qualified surviving spouse is entitled to the pre-retirement or post-retirement death benefits prior to any designated beneficiaries or the member’s estate. The new definition of spouse could therefore impact to whom a member’s pension funds are payable on his/her death.

Prior to July, a Saskatchewan member’s pension funds could only be divided on the breakdown of a marriage. The Act now permits a member’s pension funds to be divided upon a spousal relationship breakdown, which not only includes a marriage breakdown, but a same-sex or opposite-sex common-law relationship breakdown as well.

**Manitoba**

On May 30, 2001 the Manitoba government introduced legislation that will extend spousal rights and entitlements to same-sex common-law couples similar to the rights and entitlements of opposite-sex common-law couples. The legislation will affect 10 different Manitoba Acts, including The Pension Benefits Act (the Act). As this issue of TimeWise went to press this new legislation was not yet in effect.

Under the proposed changes to the Act, the definition of common-law spouse will be replaced with common-law partner, which will cover both opposite-sex and same-sex couples. A common-law relationship will be established after one year of cohabiting, provided neither party is married to someone else. If either the member or the spouse is married to someone else, then a common-law relationship is established after three years of cohabitation.

Also, under the proposed changes, upon a Manitoba member’s death, if he/she has a qualified surviving common-law partner, such common-law partner will be entitled to the pre-retirement and post-retirement death benefits prior to any designated beneficiaries or the member’s estate. This is currently the case if the member has a qualified common-law spouse.

As a result of the proposed changes, a common-law partner may be entitled to a division of the member’s pension funds on the breakdown of the common-law partnership. The common-law partner’s pension division rights are subject to the provision that the member had submitted a declaration to the Plan indicating that such common-law partner was to have pension division rights.

**New Brunswick**

Effective February 1, 2001 the Regulation that governs Life Income Funds (LIFs) for New Brunswick pension plan members has been amended.

**New Brunswick**

LIFs can extend beyond age 80.

Under the new Regulation, a LIF owner can apply to the New Brunswick Superintendent of Pensions for a lump sum withdrawal from a LIF provided that the LIF owner has not applied for such a withdrawal before, and the amount of the withdrawal does not exceed the lesser of: (i) 25% of the value of the fund at the beginning of the year, and (ii) 3 times the regular maximum LIF withdrawal for that year.

Another change is the elimination of the requirement to purchase a life annuity with the LIF funds before the end of the year the LIF owner turns age 80. As a result, a New Brunswick LIF can extend beyond age 80. According to the maximum payment calculation for a LIF, however, if the funds in the LIF are not transferred to a life annuity, they will be exhausted by age 90.
ATTENTION PENSIONERS!

The CSS Pension Plan is pleased to announce that, it is continuing its tradition of providing the December pension payments to pensioners prior to the holiday season. Accordingly:

- Pensioners whose pension payment is deposited directly into a credit union or bank account: your pension payment will be deposited into your account on Wednesday, December 19 instead of December 26.
- Pensioners receiving monthly cheques by mail: your cheque will be mailed from the Pension Plan’s office on Friday, December 14.

2002 Income Tax Changes

Income tax changes effective January 1, 2002 may mean that the after-tax amount of monthly pension you receive in 2002 will be different than the amount you received in 2001.

Persons who are 65 years of age or older in 2002 may be eligible for the entire or some of the federal and provincial Age Exemption amount. A person aged 65 or older whose total net income in 2002 will be less than the federal and provincial minimum threshold amount can claim the appropriate full Age Exemption when calculating his/her federal and provincial income tax payable for 2002. However, a person aged 65 or older whose total net income exceeds the minimum threshold in 2002, will have their Age Exemption reduced by 15% of their net income in excess of the minimum threshold. If a person aged 65 or older has total net income in excess of the maximum threshold amount in 2002, he/she will not be eligible for any of the Age Exemption amount.

As a result, a pensioner aged 65 or older should keep the above in mind if his/her total net income is expected to exceed the minimum threshold amount. If a pensioner falls into this category, he/she can contact the CSS Pension Plan to have extra income tax withheld from his/her monthly pension in light of his/her eligibility to the above Age Exemption amount.

Pensioners wishing to find out how much of the federal and provincial Age Exemption they are eligible for, should get the federal and appropriate provincial Tax Personal Credits Return forms (TD1) and applicable worksheets. In addition to the CSS Pension Plan’s office, the TD1 forms are available on the Canada Customs and Revenue Agency (CCRA) Web site at www.ccra-adrc.gc.ca, or by calling 1-800-959-2221. Pensioners who need help to complete a federal or provincial TD1 form can call the CCRA general enquiries line, toll free, at: 1-800-959-8281.

T4A Slips

The T4A slips for 2001 will be mailed directly to pensioners by early February 2002. Watch your mail, as you will require the T4A slip when filing your 2001 Income Tax Return.

CCRA regulations state that a T4A slip must only be issued when total payments for the year are more than $500.

If your total pension payments from the CSS Pension Plan for 2001 are less than $500, you will not receive a T4A for 2001. However, you still must declare the total of your pension payments that you received in 2001 on your 2001 Income Tax Return.

Pension payments from the CSS Pension Plan qualify for the Pension Income Exemption (i.e., when calculating the tax credits) on your Income Tax Return. The maximum exemption that may be claimed is $1,000.

Nova Scotia

Effective June 4, 2001 the Nova Scotia Pension Benefits Act (the Act) extends spousal rights to same-sex couples.

To accomplish the above, the definition of common-law spouse is replaced by common-law partner, which includes same-sex and opposite-sex couples who have cohabited for at least two years, provided that neither of them is already married to another.

Upon a Nova Scotia member’s death, if he/she has a qualified surviving common-law partner, such common-law partner is entitled to the pre-retirement and post-retirement death benefits prior to any designated beneficiaries or the member’s estate.

The Act will now permit the division of a member’s pension funds upon the breakdown of a common-law relationship, in addition to the breakdown of a marriage.

Also, effective January 1, 2002 it is proposed that the requirement to purchase a life annuity with the LIF funds before the end of the year the LIF owner reaches age 80 will be lifted. More details on this are expected after amendments to the Nova Scotia Pension Regulation are released this fall.
## New Pensions

A total of 189 pensions commenced during the first nine months of 2001. This is down slightly from the 191 new pensions commenced during the first nine months of 2000. The following 141 names represent the new pensions commenced from March 2001 to September 2001 inclusive.

An asterisk * denotes that these pensioners are surviving spouses of deceased members of the CSS Pension Plan.

### BRITISH COLUMBIA

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joseph Barabas</td>
<td>Federated Co-op, Canoe</td>
<td></td>
</tr>
<tr>
<td>Ernie L. Crossle</td>
<td>Vanderhoof Co-op</td>
<td></td>
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<tr>
<td>Allan Holden</td>
<td>Federated Co-op, Canoe</td>
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<tr>
<td>Dorothy Lewis</td>
<td>Delmas Co-op, Massett</td>
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<td>Douglas Lindgren</td>
<td>Federated Co-op, Canoe</td>
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<tr>
<td>Allan G. Mellor</td>
<td>Federated Co-op, Canoe</td>
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</tr>
<tr>
<td>Helen Strebsky</td>
<td>Federated Co-op, Canoe</td>
<td></td>
</tr>
<tr>
<td>Karin E. Wallace</td>
<td>Alberni Co-op, Port Alberni</td>
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</table>

### ALBERTA

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
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</thead>
<tbody>
<tr>
<td>Karen A. Auer</td>
<td>The Grocery People, Edmonton</td>
<td></td>
</tr>
<tr>
<td>Rainer R. Auer</td>
<td>The Grocery People, Edmonton</td>
<td></td>
</tr>
<tr>
<td>Eugene Balon</td>
<td>Credit Union Central, Calgary</td>
<td></td>
</tr>
<tr>
<td>Isabel Beauchamp</td>
<td>Innisfail Co-op</td>
<td></td>
</tr>
<tr>
<td>Julien Boivin</td>
<td>Rycroft Co-op</td>
<td></td>
</tr>
<tr>
<td>Caron Calon</td>
<td>Calgary Co-op</td>
<td></td>
</tr>
<tr>
<td>Noreen A. Cameron</td>
<td>Wétaskiwin Co-op</td>
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</table>

### SASKATCHEWAN

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>Gayl F. Aikens</td>
<td>Moose Jaw Credit Union</td>
<td></td>
</tr>
<tr>
<td>Julie E. Bailey</td>
<td>Delisle Credit Union</td>
<td></td>
</tr>
<tr>
<td>Marjorie Bildfell</td>
<td>Shaunavon Credit Union</td>
<td></td>
</tr>
</tbody>
</table>

Robert M. Johnson  
Co-op Press, Edmonton

Sophie C. Kendall  
Federated Co-op, Calgary

Arlene King  
Calgary Co-op

Marryen Leong  
Calgary Co-op

Ivan Loveridge  
Edmonton Co-op

Carol E. Lumb  
Barhead Co-op

Daniel T. Martian  
Manning Credit Union

Rita Maure  
Father Co-op

Stan A. Pongar  
Leduc Co-op

Margaret Robinson  
Calgary Co-op

Stanley Saxton  
Innisfail Co-op

Elaine Schwindt  
Macleod Credit Union, Claresholm

Beverly Smith  
Co-operative Trust, Calgary

Clarence A. Stilling  
Credit Union Central, Calgary

Marshall Triska  
Vegeville Co-op

Darlene Warner  
Grande Prairie Co-op

P. Arleen Bird  
Weyburn Co-op

Gail J. Braun  
Eastend Credit Union

Mel W. Butt  
Federated Co-op, Saskatoon

Edythe G. Carnduff  
Carnduff Co-op

Gina Conroy  
Sherwood Credit Union, Regina

Barbara J. Davis  
Moosomin Credit Union

Irene Desjarlais  
Lloydminster Co-op

Fred Dowholis  
Yorkton Co-op

Lorna Drewlo  
Battlefords Co-op, North Battleford

Larry W. Edeen  
Prince Albert Co-op

Louise J. Fehr  
Turtleford Co-op

Lilly Fontaine  
Wynyard Co-op

Graham W. Forester  
Consumers Co-operative Refineries, Regina

Justina Frank  
Wadena Co-op

Homer J. Gagnon  
Borderland Co-op, Moosomin

Jessie Gall  
Colonsay Co-op

Allan George  
Redvers Credit Union

Diane J. Gervais  
Credit Union Central, Regina

Betty A. Gonzalez  
Saskatoon Co-op

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TimeWise • Fall 2001
Marjorie E. Guidry  
Grenfell Co-op

Trudy A. Gunoff  
Community Health Services, Saskatoon

Joanell Habert  
Saskatoon Co-op

Elsie M. Haldorson  
Co-operative Health Centre, Prince Albert

Bernard Hopfauf  
Lancer Credit Union

Isobel Hudy  
Last Mountain Co-op, Raymore

Alice L. Huggins  
Lloydminster Co-op

Elizabeth Kajati  
Last Mountain Co-op, Raymore

Glen Kidd  
Estevan Co-op

Orest J. Korol  
Canora Credit Union

Rose-Helene Lafond  
St. Jean Baptiste Credit Union, Prince Albert

Rhoda Larson  
Credit Union Central, Regina

Joyce E. Le Breton  
Credit Union Central, Regina

Gloria Leftwich  
North Valley Credit Union, Esteban

Wayne A. Lowes  
Southland Co-op, Assiniboia

Herb MacDonald  
Radville Co-op

Donald G. Maranda  
Fides Co-op, Saskatoon

Neil E. McDonald  
Watrous Credit Union

Paulette McDonald  
Sherwood Credit Union, Regina

Joan B. McGorman  
Saskatoon Credit Union

Kathleen Morris  
Weyburn Co-op

Alphonse Musey  
St. Mary’s Credit Union, Saskatoon

Mary Neil  
Co-operative Trust, Saskatoon

Joan Neiszner  
Weyburn Co-op

John J. Neustaeter  
Pioneer Co-op, Swift Current

Abe D. Nickel  
Southwest Co-op, Maple Creek

Janet M. Nyeste  
Estevan Co-op

Janet M. Peppard  
Saskatoon Co-op

Marilyn Peterson  
East Central Co-op, Kelvington

Andre Poilievre  
Conseil de la Co-operation, Regina

Elswood Radcliffe  
Co-operative Trust, Saskatoon

Frank J. Ripplinger  
Credit Union Central, Regina

Joyce S. Ritco  
Kayev Co-op

Dennis L. Ross  
Lloydminster Co-op

Rosemarie Schmidt  
Page Credit Union, Regina

Lyle G. Schutz  
Yorkton Co-op

Darlene Sylvestre  
Estevan Co-op

Donna C. Thompson  
Lancer Credit Union

Betty Trupish  
Lloydminster Co-op

Eleanor J. Vesey  
Southwest Credit Union, Swift Current

Joan Waller  
Co-operative Trust, Saskatoon

Mona Woodcock  
Saskatoon Co-op

MANITOBA

J. Art Bourgeault  
Swan Valley Credit Union, Swan River

Venessa Chaisson  
North of 53 Co-op, Flin Flon

Margaret Cline  
Assiniboine Credit Union, Winnipeg

E. Betty Cole  
Assiniboine Credit Union, Winnipeg

Joyce M. Devisser  
Credit Union Central, Winnipeg

Sandra J. Doerksen  
Niverville Credit Union

Robert Dunning  
Federated Co-op, Winnipeg

Margaret Dyck  
Sun Valley Co-op, Altona

Vern Garnham  
Portage la Prairie Co-op

Wendell E. Gibson  
Carman Co-op

John M. Hiebert  
Portage la Prairie Co-op

Louise Jeanson  
Credit Union Central, Winnipeg

ONTARIO

Robert O. Bildfell  
Canadian Co-operative Association, Ottawa

Jacques Labrie  
Canfarm Co-op, Guelph

R. Ted Mitchell  
Vermilion Bay Co-op

L. Anne Nifo  
Interprovincial Co-op, Mississauga

* Janette Knox  
Arctic Co-op, Winnipeg

Diana D. Mansell  
Heritage Co-op, Minnedosa

Brenda Myska  
Transcona Credit Union, Winnipeg

* Marcel J. Painchaud  
Belgian Credit Union, Winnipeg

Ken L. Poleschuk  
Arborg Credit Union

Marilyn A. Regnier  
Assiniboine Credit Union, Winnipeg

H. Joyce Saunders  
Portage la Prairie Co-op

Ken Schaak  
Winkler Co-op

John Schmidt  
Winkler Co-op

William M. Simpson  
Arctic Co-op, Winnipeg

Leo Thevenot  
Interprovincial Co-op, Winnipeg

Linda D. Yerama  
Gilbert Plains Co-op
“I Know That!” Contest

Enter Our “I Know That!” Contest and You Could Win a Copy of “Who’s Minding Your Money?” or “Everything You Need to Know about Estate Planning”

Complete the crossword puzzle below and mail your entry to the address below. Entry forms must be received no later than Friday, November 30, 2001. The first ten correct entries drawn at random on December 3 will each win a copy of Sandra E. Foster’s book “Who’s Minding Your Money?” or Kevin Wark’s book “Everything You Need to Know about Estate Planning.” “Who’s Minding Your Money?” not only tells you how to manage your money, but also how much it might cost whether you do it yourself or use a professional. “Everything You Need to Know about Estate Planning” helps to explain why an estate plan is not about death - but about living with peace of mind. Answers to all of the crossword puzzle clues below can be found in this issue of TimeWise. See page 3 for a list of winners and the correct crossword puzzle solution to the Spring 2001 “I Know That!” Contest.

ENTRY FORM
Mail to: “I Know That!” Contest, CSS Pension Plan
P.O. Box 1850, Saskatoon, Sask. S7K 3S2

ACROSS
1. The management expense ratio (MER) of the Non-Retired Lives Portfolio is approximately one-tenth of the MER for a typical Canadian _______ mutual fund.
6. Your Canada Pension Plan _______ pension is based on how much, and for how long, you contributed to the Plan.
8. Don Pavelick from Hy-Line Credit Union in _______ was re-elected to the board by acclamation for a three-year term.
9. The CSS Pension Plan does not process any withdrawal or transfer requests from the middle of December until _______ 31.

Down
1. A New Brunswick LIF can extend _______ age 80.
2. The _______ for 2001 contributions to the CSS Pension Plan is Friday, January 11, 2002.
3. Same-sex common-law relationships are included in the definition of spouse under _______ pension legislation.
4. Muriel Baribeau and her husband Mike have _______ children.
5. Canadian Investment markets have produced _______ results for the first 8 months of 2001.
7. The T4A slips for 2001 will be mailed directly to pensioners by _______ February 2002.

Name (Please print): ____________________________________________________________
Employer: ________________________________________________________________
Address (home): ___________________________________________________________
City: ___________________ Province: ___________________ Postal Code: ____________

If my entry is one of the first 10 correct entries drawn on December 3, 2001, I wish to receive a copy of:
☐ “Who’s Minding Your Money” or ☐ “Everything You Need to Know about Estate Planning” (Please check one)
Election of Employee Delegates
(Alberta/B.C./Northern Canada Region; Manitoba/Eastern Canada Region; Pensioners)

Employee delegate elections are held on a rotating two year basis by region or group. In January 2001 seven delegates representing the Saskatchewan region were elected for a 2 year term.

For 2002, the election of employee delegates will be held for the Alberta/B.C./Northern Canada region, Manitoba/Eastern Canada region and the Pensioner group.

This is the official notice of the calling of an election for January 15, 2002 for employee delegates to attend the Annual Meeting of the Co-operative Superannuation Society, scheduled for March 14 and 15, 2002 in Saskatoon. The number of delegates to be elected is as follows:

One (1) delegate will be elected for a two year term from and by the Pensioners receiving monthly pensions from the CSS Pension Plan.

Four (4) delegates will be elected for a two year term from and by active contributing employees employed in Alberta/British Columbia/Northern Canada.

Three (3) delegates will be elected for a two year term from and by the active contributing employees employed in Manitoba/Eastern Canada.

A nomination form for employee members in the ALBERTA/BRITISH COLUMBIA/NORTHERN CANADA region; the MANITOBA/EASTERN CANADA region and the PENSIONER group only is printed below. In addition to completing the nomination form and general questionnaire on the reverse of the nomination form, candidates are requested to forward a recent black and white photo which will accompany the ballot.

Nominations are to be forwarded to, and received by the Returning Officer no later than 4:30 p.m., Thursday, November 29, 2001.

Upon close of nominations the Returning Officer will prepare the necessary ballots containing the names of those nominated and will forward these to employee members in Alberta/British Columbia/Northern Canada and Manitoba/Eastern Canada for whom contributions and a completed application for membership has been received prior to November 1, 2001 as well as to pensioners who are receiving a monthly pension from the CSS Pension Plan.

Bill Turnbull, Returning Officer

---

**NOMINATION FOR DELEGATES**
Must be received by November 29, 2001

Date: _____________________________

We, the undersigned, nominate ____________________________

(Candidate’s Name)

of ____________________________ in ____________________________

(Address)

for delegate.

Name of Employee Member (Please Print)

1

2

3

4

5

Signature of Employee Member

Signature of Candidate

Occupation of Candidate

N.B. - To be valid nominations must be signed by five employee members.

I hereby consent to allow my name to stand for election as an employee delegate to the Co-operative Superannuation Society.
Everything You Wanted To Know About Being a Delegate - But Were Afraid To Ask!

- Delegates are required to attend the annual meeting of CSS (1 day), and any special delegate meeting necessary during their term. The need for such special meetings has been all but non-existent in recent years.

- Delegates, as representatives of the members, are the only ones able to effect a change in the bylaws or rules of the Plan as such bylaws and rules affect benefit provisions.

- Delegates elect the Board of Directors. While each delegate has the right to be nominated for such elections, each delegate also has the right to refuse such nomination.

- Delegates receive a per diem of $100 for attending meetings plus out-of-pocket expenses.

- Being a delegate is a responsible position – however it does not require a significant time commitment.

CONSIDER BEING A CANDIDATE FOR ELECTION AS A DELEGATE THIS YEAR!

QUESTIONNAIRE TO BE COMPLETED BY EACH CANDIDATE

NOTE: The purpose of this questionnaire is to provide information for the voters and to give them some knowledge of employee members who have been nominated.

Name of Candidate __________________________ Social Insurance Number __________________________

Present employer __________________________

Position now held __________________________

Co-op or Credit Union experience: __________________________

Educational Achievements: __________________________

Please provide any brief comments you may have about the future direction of CSS in areas such as investments, member education, plan provisions, etc.

A) Plan Provisions:

B) Investment Strategy:

C) Member Education & Services:

My photo is enclosed □ (black and white preferred)

________________________________________  __________________________
Date Signature
Changing Priorities

Goals and life events can change your financial plan over the years. When you have a good relationship with a trusted financial advisor, it’s easier to adjust to the many changes that life throws your way.

A Coach you can Trust

Once your priorities are identified, and a plan laid out to get you there, your financial advisor is there to coach you along the way. They’ll understand your situation and be there when you need them.

When you are looking for the person with the knowledge and wisdom to guide you in your financial decisions, one who will be there to see the “plan” through call a MemberCARE Financial Services advisor — they can help.

MemberCARE® Financial Services

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