

Answers to the most common pension questions:

- 1) Is the plan mandatory?      *No*
- 2) Who is eligible?      *Fulltime Salaried Staff (min 20 hrs/wk)*
- 3) When can I join the plan?  
*January 1<sup>st</sup>, 2008, or anytime thereafter with at least 3 months of service*
- 4) Am I required to contribute to the plan?  
*Yes. You have a choice of 1, 2, or 3% of basic salary.*
- 5) Does my employer contribute to the plan?  
*Yes. Capri matches your contribution up to 3%.*
- 6) What is "Vesting"?      *Vesting defines when the employee owns the employer's contributions. You are fully vested once you've served 2 years of service with Capri (retroactive to your original date of full time hire).*
- 7) What is "Locking-In"?      *Locking-In restricts this money to provide retirement income only. Under Pension Law and Capri's plan you are locked-in once vested.*
- 8) What happens if I terminate employment?      *Your contributions and vested employer contributions are transferable to a registered plan of your choice.*
- 9) What happens upon death prior to retirement?      *All funds (including employer match) are transferred to your spouse or paid to your beneficiary.*
- 10) Who controls the investment?      *Each member is set up with their own account and decides the investment for both the employer's and their own contributions.*
- 11) Can I choose more than one investment?      *Yes, from the approved menu.*
- 12) When can I retire?      *You can decide to retire anytime between ages 55 and 69.*
- 13) How does this pension impact my RRSP?      *The combined contribution (Employee + Employer) will be reduced from your eligible RRSP room starting in 2009. CRA will confirm this with your tax return.*
- 14) How can I monitor my pension plan?  
*You will receive a statement every 6 months (January & July) mailed to your home address. You will also have web access & phone access 24/7.*

*Any further questions? Please speak with one of Capri's Financial Planners. Trevor Wells, Doreen Smith, Blaine Dickson, Andrew Glen, Jim Cross*