


PLAN OVERVIEW




National Bank Trust
Voluntary Retirement
Savings Plan (VRSP)

Offered to employees of an employer who has subscribed to the plan

Eligibility and Membership in Your VRSP

Purpose and Type of Plan	The purpose of the VRSP is to help you save money in order to provide you with an income during retirement. The amount available to you upon retirement will be made up of the contributions paid into the plan in your name and the income they generate.
Eligible Employees	You are eligible to participate in the National Bank Trust VRSP if you work full time or part time in Quebec for an eligible employer that has chosen to offer the National Bank Trust VRSP.
Plan Membership and Enrolment	<p>You do not need to do anything to participate in the VRSP. Your employer has automatically enrolled you as a plan member and must start to collect contributions by payroll deduction if you meet the following conditions:</p> <ol style="list-style-type: none"> 1. You are an eligible employee as defined by law, i.e.: <ol style="list-style-type: none"> a. you are at least 18 years of age; b. you are a salaried employee and work full time or part time in Quebec or you work outside Quebec but are domiciled or residing in Quebec; c. you have at least one year of continuous service. 2. Your employer does not offer you the option to contribute to a group RRSP or TFSA by payroll deduction or you are not eligible to participate in a pension plan. <p>If you are not an eligible employee, you may enrol in the VRSP by completing the <i>VRSP Membership Application</i> form and submitting it to your employer. Your employer is required to enrol you in the VRSP within 30 days following your request.</p>
Right to Opt Out of the VRSP	<p>If you are an eligible employee, you have 60 days after you are notified about your automatic enrolment in the VRSP to opt out of the plan. To do so, you must complete the <i>Opt-out Notice</i> form and submit it to your employer.</p> <p>Important: <i>If your employer pays contributions into the VRSP and you opt out of the plan, you can no longer receive your employer's contributions.</i></p>
Termination of Plan Membership	After the deadline for opting out of the VRSP, you cannot terminate your membership in the plan for as long as you work for the same employer and remain an eligible employee. Your retirement income must however be paid out to you starting no later than December 31 of the calendar year in which you reach age 71. No contributions may be made to the VRSP after this date.

 National Bank Trust
 Group Savings and Retirement
 895, Don Mills Road
 One Morneau Shepell Centre,
 Suite 700
 Toronto (Ontario), M3C 1W3

Client Service
 1-877-413-1194
 Monday to Friday from 8:00 a.m. to 8:00 p.m. (Eastern time)
 trustbn@morneaushepell.com

Contributions to Your VRSP

	Your Employer's Contribution	Your Contribution
Contributions Payable into the VRSP	Your employer is not required to contribute to your VRSP.	<p>You do not need to do anything to set your contribution rate. By law, your employer must deduct the following predetermined rate from your pay starting on the 61st day following the date your <i>Notice of Membership</i> is sent by National Bank Trust:</p> <ul style="list-style-type: none"> ▶ 2% of your gross salary¹ until December 31, 2017 ▶ 3% of your gross salary in 2018 ▶ 4% of your gross salary starting January 1, 2019 <p>You may choose to contribute a different rate or amount, pay a lump-sum contribution or transfer assets from certain other plans into the VRSP by contacting our Client Service department.</p> <p>You may make changes to your contribution two times per 12-month period.</p> <p>If you have been contributing to the VRSP for longer than 12 months, or less if your employer contributes to the VRSP on your behalf, or for some other exceptions, you may set your rate of contribution to 0% by contacting our Client Service department.</p>
Vesting	Immediate	Immediate
Locking-in	Your employer's contributions, if any, are locked in. Amounts that are locked-in cannot be refunded in cash.	Your contributions are not locked in. However, if you transfer locked-in amounts to the VRSP from another account or plan, these amounts continue to be locked in.
Total or Partial Withdrawal/ Transfer during Plan Membership	<p>Not permitted, with a few exceptions. A transfer to a locked-in plan is permitted if you are 55 or over or if your employer has set up another plan.</p> <p>A taxable cash refund is permitted if:</p> <ul style="list-style-type: none"> ▶ your life expectancy is reduced; ▶ you are disabled and your income in the 12 months following your request will not exceed 40% of the maximum pensionable earnings (MPE); ▶ you are a non-resident of Canada for at least two years; ▶ you are age 65 or over and your total savings amount in locked-in plans does not exceed 40% of MPE of the year in which you make the request. 	Permitted at any time. In the case of a withdrawal, the amounts paid out to you will be taxable.
Exemption from Seizure	All VRSP contributions and their returns are exempt from seizure, with a few exceptions as provided by law.	
Contribution Limit	<p>Contributions paid into your RRSP and your spouse's RRSP, whether you are married or not, will reduce the amount of the contributions you can pay into your VRSP. You can ensure you stay within your contribution limit by respecting your RRSP deduction limit (also referred to as your "RRSP contribution room"), including any unused contribution room. Your RRSP deduction limit and unused contribution room are indicated on the annual notice of assessment you receive from the Canada Revenue Agency (CRA).</p> <p>If your employer contributes to your VRSP, the employer's annual contributions may not exceed the RRSP contribution limit determined each year by the CRA unless you have requested this in writing. The RRSP contribution limit is set at \$27,830 for 2021.</p>	
Remittance of Contributions	Your employer must remit your contributions to National Bank Trust no later than the last day of the month following their deduction from your pay. If your employer contributes to the VRSP, it must remit its contribution at least once a month, no later than the last day of the month following each of the months for which a contribution is due.	

¹ Gross salary: Regular salary paid by your employer, excluding any bonuses and overtime pay.

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Your Investments in Your VRSP

Default Investment Instructions and Associated Fees

Your contributions will automatically be invested according to the **Simplicity Retirement Solution (conservative path)** based on a retirement age of 65. This life cycle portfolio is designed to maximize the growth potential of your investments while you are working, and gradually and automatically reduce the level of risk as you approach retirement.

The annual management, operating and distribution fees for the **Simplicity Retirement Solution** are at 1.25%. These fees are deducted directly from the investment funds and include applicable taxes.

Changing Your Investment Instructions

You may choose different investment instructions from the default option. If you would like help, please complete the *Your Investor Profile* questionnaire. At any time, to change your investment instructions or the composition of your existing investments, go to nbtmyretirement.com or contact our **Client Service** department.

Investment Options and Associated Fees

NBI Altamira CashPerformer® Account is available under the VRSP. NBI Altamira CashPerformer® Account is not subject to management fees. The following investment funds are available under the VRSP if you choose an option other than the default investment instructions. The following annual management, operating and distribution fees and applicable taxes are deducted from the investment funds:

Fund Name	Category	Manager	Annual Fees
NBI Bond Fund	Income Funds	Fiera Capital	1.50%
NBI Canadian Equity Fund	Canadian Equity Funds	Jarislowsky Fraser	1.50%
NBI U.S. Equity Index Fund	Foreign Equity Funds	National Bank Trust	1.50%
NBI International Equity Index Fund	Foreign Equity Funds	National Bank Trust	1.50%

To find out more about investment options, please see the investment options offered in your plan at nbtmyretirement.com.

Returns

The NBI Altamira CashPerformer® Account is an high interest rate bank account. The interest is calculated daily on your account balance.

Returns generated by investment funds are tied to the performance of the financial markets and are therefore not guaranteed. Also, past performance of an investment fund does not guarantee future results.

Tax Benefits of Your VRSP

The contributions you make to the VRSP:

- are tax deductible and the tax refund is provided directly on your pay;
- during the first 60 days of the year are deductible for the previous year or the current year, as you choose;
- can be used to repay amounts withdrawn from your RRSP under the Home Buyers' Plan (HBP) or a Lifelong Learning Plan (LLP);
- are not taxed on the income they generate until withdrawn.

Your employer's contributions, if applicable, are not considered a taxable benefit.

End of Marriage or Union

Investments accrued in your VRSP during your marriage or union may be split at the end of the relationship. Please contact us to find out which documents need to be attached to your request.

Death Benefit

Upon your death, the value of your account will be paid to your spouse, unless the spouse has waived this right in writing. If you don't have a spouse at the time of your death, the value of your account will be paid in a lump sum to your designated beneficiary, or to your estate if no beneficiary has been named.

You may designate a beneficiary to receive the benefit payable after your death or change your beneficiary designation by completing and returning the *Beneficiary Designation* form to National Bank Trust. If the beneficiary was designated as irrevocable, the designation cannot be changed without the beneficiary's consent and written waiver of beneficiary rights.

Information about Your VRSP

VRSP Registration Nos.

Canada Revenue Agency: PRPP 0011

Retraite Québec: 39708

Administrator: National Bank Trust Inc.

Autorité des marchés financiers Authorization No.: LRVER000010

Your Right to Information

You have a duty to inform yourself about your VRSP. In this regard, you will receive an annual statement by mail or electronically, as per your preference. Once a year, you may send us a request to consult certain documents regarding your VRSP. If applicable, you will receive a notice to inform you of changes made to the VRSP.

Furthermore, the following documents and information are available at all times on our secure website:

- ▶ VRSP agreement, complete plan provisions and VRSP-related fees
- ▶ Descriptions of each investment option available under the VRSP and the *Your Investor Profile* questionnaire
- ▶ Unit values of investment funds and interest rates for guaranteed investments
- ▶ All our administrative forms and publications, as well as your account statement
- ▶ History of transactions on your account, your rate of return, beneficiaries, etc.

Upon termination of plan membership, you will receive an options form. You can let our **Client Service** department know what you wish to do with your VRSP investments by choosing from the following options:

	Locked-in amounts	Non-locked-in amounts
Keep the amounts in the VRSP until maturity	✓	✓
Transfer the amounts to an authorized annuity provider for the purchase of an eligible annuity	✓	✓
Transfer the amounts to a locked-in retirement account (LIRA)	✓	
Transfer the amounts to a life income fund (LIF)	✓	
Transfer the amounts to your current employer's pension plan, if permitted by the plan	✓	✓
Transfer the amounts to another VRSP or a PRPP in another province (to the locked-in or non-locked-in portion of the account, as the case may be), if permitted by the plan	✓	✓
Transfer the amounts to an RRSP		✓
Transfer the amounts to a registered retirement income fund (RRIF)		✓
Have the amounts paid out to you in cash, less withholding tax		✓

If the value of the locked-in portion of your account is less than 20% of MPE at the end of your plan membership, you may have it paid out in cash. For reference, the MPE for 2021 is \$61,600.

For any further information, please contact our Client Service department.

Transaction Fees and Fees for Services You Request

At the time certain transactions or steps are carried out, the fees indicated below and applicable taxes will be deducted directly from your account:

- ▶ Dividing the value of your account at the end of a common-law union or marriage: \$50 deducted from your account and \$50 deducted from your ex-spouse's share (taxes included)
- ▶ Other withdrawals or transfers (except certain internal transfers carried out free of charge): \$50 (taxes included)
- ▶ Search for your contact information: Between \$10 and \$80 depending on the organization used to conduct the search (plus taxes)

Protection of Personal Information

The personal information we collect is kept confidential and used for the purposes of administering the VRSP. Your personal file is kept in our offices or our agent's offices and access is only granted to our employees and representatives in the course of their duties, to persons you have authorized, and to persons legally entitled to do so. You have the right to consult your personal file and have any erroneous information corrected that you are unable to correct yourself, by writing to National Bank Trust's Privacy Officer.

National Bank Trust is a trademark used by National Bank Trust Inc. a wholly-owned subsidiary of National Bank of Canada.

<p>✉ National Bank Trust Group Savings and Retirement 895, Don Mills Road One Morneau Shepell Centre, Suite 700 Toronto (Ontario), M3C 1W3</p>	<p>Client Service</p> <p>☎ 1-877-413-1194</p> <p>🕒 Monday to Friday from 8:00 a.m. to 8:00 p.m. (Eastern time)</p> <p>✉ trustbn@morneaushepell.com</p>
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