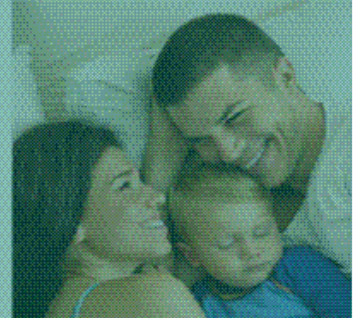


Capital Pension Plan Voluntary Funds



Voluntary Contributions by Payroll Deduction

Active (i.e. contributing) members can make voluntary contributions to the Capital Pension Plan through payroll deduction if the employer agrees to deduct and remit these to the Plan on your behalf. Certain employers also permit their employees to allocate flex plan credits as voluntary contributions to the Plan.

It is important to remember that your employer does not match voluntary contributions made by payroll deduction.

Maximum Contribution Limits

The Canada Revenue Agency (CRA) limits the amount that can be contributed for retirement purposes on an annual basis. This includes all member and employer required contributions and any voluntary contributions made by payroll deduction. The maximum contribution limits are the lesser of:

- 18% of the member's earned income in the current calendar year; or
- a maximum dollar value set by CRA (e.g. \$22,000 for 2009 and \$22,450 for 2010).

Voluntary Transfer from RRSP

All active (i.e. contributing) and deferred (i.e. non-contributing) members can make voluntary contributions by transferring funds from existing RRSPs (NOT spousal RRSPs) into their account with the Capital Pension Plan. Voluntary contributions made by transfer from existing RRSPs are NOT subject to maximum contribution limits.

Withdrawing Voluntary Funds

Voluntary Funds can be withdrawn from the Capital Pension Plan at any time. You can make withdrawals from voluntary funds free of charge as follows:

- one free withdrawal of voluntary funds from January 1st to June 30th; and
- one free withdrawal of voluntary funds from July 1st to December 31st.

Each additional withdrawal requested within the same fiscal period is subject to a transaction fee of \$75.00, which will be deducted from the withdrawal at the time it is processed.

It is important to remember that voluntary fund withdrawals are considered to be taxable income for the current year. The Capital Pension Plan is required to withhold tax and remit tax from voluntary fund withdrawals at the following rates:

- 10% on amounts up to \$5,000;
- 20% on amounts over \$5,000 and up to \$15,000; and
- 30% on amounts over \$15,000.



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