



PENSION PLAN

# Welcome to your CSS Pension Plan

Empowering you to achieve financial  
security in retirement



# Your plan. Your way.

## You're in good hands

The Co-operative Superannuation Society (CSS) Pension Plan is designed to help you prepare for and fund your retirement. The CSS Pension Plan is one of the oldest and largest defined contribution (DC) pension plans in Canada, with a long successful track record (established in 1939).

### Your plan is unique

#### Outcome is important

Together with your employer, we're shaping a future where retirement planning is not just a benefit—it's a shared commitment in helping you achieve financial security in retirement.

#### Double the earning power

A contribution is deducted regularly from your pay. Your contribution amount is matched by your employer, giving you double the earning power. Your personal contributions, plus any additional voluntary contributions are tax-deductible.

#### Flexibility

You can choose from our four professionally managed investment funds. You have the flexibility to set an investment mix according to your own goals and investment comfort. You also have the option to make additional voluntary contributions to maximize your pension's growth.

#### Affordability

The CSS Pension Plan's investment fund management expense ratios (MERs) are a fraction of those charged for retail mutual funds. This means you pay less in investment and administration fees so you have more pension funds at retirement.

### Lifetime and flexible retirement income options

When you retire, you can use your pension account (your contributions plus investment earnings) as retirement income. We offer retirement income options directly through the Plan, including lifetime monthly pensions and flexible Variable Benefit payments.

#### Member ownership

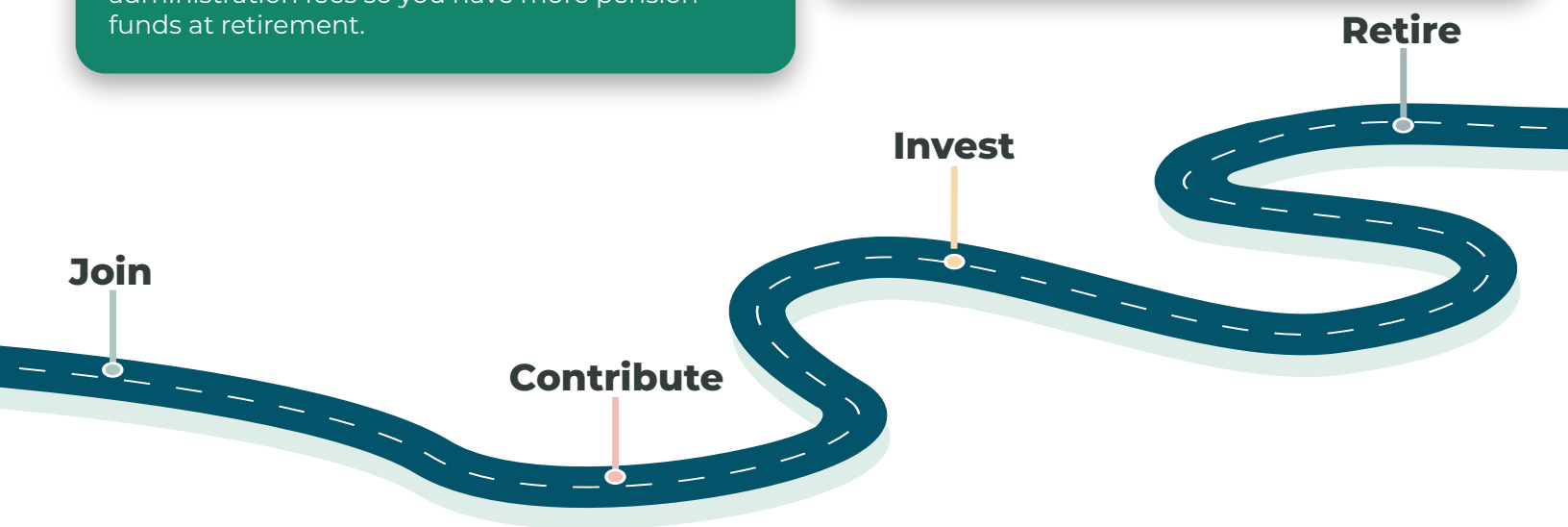
We are governed by the Co-operative Superannuation Society, a non-profit that represents employer and employee members of the CSS Pension Plan. Through delegates, you can shape our future and influence the Plan's direction.

#### Advisory services

Our CSS Advisory Team can help answer any questions you may have. They can also help you prepare customized retirement income plans that include all sources of retirement income.

#### Online self-service

You have the option to check your account balance, access planning tools like myCSSPEN Compass®, change your investments and more with myCSSPEN for members.





# Contributing and investing

Your contributions to the CSS Pension Plan are automatically deducted from your pay, making it a way to “pay yourself first,” a proven strategy for long-term savings.

## Your contributions

Both you and your employer make contributions to your pension account to grow your retirement income. Your contribution rates (employer and employee) are based on a percentage of your pay.

**Your contributions**



**Your employer contributions**

*To learn more about your contribution policy contact your payroll department.*

## Consider AVCs

Additional voluntary contributions (AVCs) are an easy way to increase your retirement savings. Just like your required contributions, they come off your pay. Your employer does not match these contributions.

To set up AVCs, talk to your payroll department.

## Your investments

Choose how to invest your contributions so your pension can grow over time. Pick from our four-fund lineup (see below). Each fund - or combination of funds - has different levels of risk and expected returns.

**Balanced Fund\***



**Equity Fund**



**Bond Fund**



**Money Market Fund**



\* If you do not choose an investment fund you will be automatically invested into the Balanced Fund.

*Find fund details and rates of return in the Investment section of our website.*

## Transfer funds into CSS

You can transfer-in locked-in registered funds from another pension plan or retirement savings plan into your CSS pension account.

*Contact CSS for more information.*



Login to **myCSSPEN** to check the value of your account, change your investments, access planning tools and more. To register visit **[members.csspen.com](https://members.csspen.com)**





# Retirement ready

Your retirement income is determined by how much you put into your pension account and your investment earnings (gains/losses) over time.

## Your decision

When you are ready to start receiving your retirement income, you can decide to stay in the Plan, transfer your money out to your credit union or financial institution, or a combination of both. You have various retirement income options to consider, including:



### Variable Benefit (VB) payments

- ▶ allow you to access your CSS funds through regular withdrawals, either monthly or annually.
- ▶ the amount of your VB payment may change each year.



### Monthly pensions

- ▶ offer you a fixed income for life.
- ▶ two different types: joint or single life pension.



### Options outside the Plan

- ▶ transfer your locked-in pension funds to a locked-in product with your credit union or financial institution.
- ▶ purchase a life annuity from a life insurance company.

## When can you retire

Normal retirement age begins at age 60. But, retirement may start any time after you reach age 50, or earlier if your age plus years of service total 75.

# 60

Normal  
retirement  
age

# 50

Early  
retirement  
age

*We encourage you to contact CSS and speak to our Advisory team regarding any of your pension related questions.*



PENSION PLAN

### Learn more about the CSS Pension Plan

Scan the QR code to visit our website for more information about your plan.

(306) 477-8500 | 1-844-427-7736 (toll-free)

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