

SHARED RISK PLAN FOR CUPE EMPLOYEES OF NB HOSPITALS

Negative CUPE Hospitals SRP Employee Contribution Interest Rate for the Statement Period

Your annual Employee Statement of Pension Benefits is an important tool that provides estimated pension amounts specific to you. The statement also includes information related to the employee contributions you have contributed to the plan, along with interest applicable to these contribution amounts during the statement period.

As a result of the market volatility that occurred over the past year, the interest rate applicable to employee contributions for this year's statement is negative (-5.74%). **It is important to understand that this negative interest rate WILL NOT impact your CUPE Hospitals SRP pension benefit at retirement.**

WHO IS AFFECTED BY THIS INTEREST RATE?

The only members who may be impacted by CUPE Hospitals SRP employee contribution amounts and the interest rates applicable to them are those who terminate their employment and choose a refund of their employee contributions plus interest or their Termination Value (as applicable).

DOES THIS INTEREST RATE NEGATIVELY IMPACT MY CUPE HOSPITALS SRP PENSION AMOUNTS (AS PROVIDED ON MY EMPLOYEE STATEMENT OF PENSION BENEFITS)?

No, the accumulated annual lifetime and bridge pension benefit amounts displayed on your statement are not impacted by this interest rate; it only potentially impacts the calculation of refunds of employee contributions plus interest or Termination Values, as noted above.

WILL THE NEGATIVE INTEREST RATE NEGATIVELY IMPACT MY CUPE HOSPITALS SRP PENSION BENEFIT WHEN I RETIRE?

No, your CUPE Hospitals SRP monthly pension benefit amount is calculated using the pension benefit formulas specific to the CUPE Hospitals SRP; employee contributions and applicable interest rates on those contribution amounts are not included in that formula.

HOW DOES THE MOST RECENT CUPE HOSPITALS SRP INTEREST RATE COMPARE TO PAST YEARS?

A history of the interest rates that have been applicable to CUPE Hospitals SRP employee contributions over the past five years is as follows:

CUPE HOSPITALS SRP Statement Period	CUPE HOSPITALS SRP Interest Rate
January 1, 2018 – December 31, 2018	1.02% (per annum)
January 1, 2019 – December 31, 2019	10.78% (per annum)
January 1, 2020 – December 31, 2020	6.82% (per annum)
January 1, 2021 – December 31, 2021	8.66% (per annum)
January 1, 2022 – December 31, 2022	-5.74% (per annum)

DID THE CUPE HOSPITALS SRP DO WORSE THAN OTHER PENSION PLANS REGARDING THE RATE OF RETURN EARNED FOR THE STATEMENT PERIOD?

No. Even though the CUPE Hospitals SRP did experience a negative return for the period, it outperformed many peer pension plans across Canada during the same period. In addition, the Plan remains well funded, and long-term returns, which are based on stable lower-risk investment strategies to protect the long-term sustainability of the Plan for its members, continue to exceed the benchmark set by the Board of Trustees.

WHERE CAN I FIND MORE INFORMATION RELATED TO THE CUPE HOSPITALS SRP?

The Plan's financial status, formulas used to calculate your CUPE Hospitals SRP monthly pension benefit at retirement, and much more are available at cupeh.ca. Helpful resources include the semi-annual newsletters, CUPE Hospitals SRP Member Booklet and At-a-Glance document, and more.