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May 2016

Dear Canada Post Pension Plan member:

Last year, Canada Post announced the launch of the Communications and Consultation (C&C) Group to support the commitment to keep all Plan members and stakeholders informed and engaged in understanding and addressing the challenges facing the Canada Post Pension Plan. Creating the C&C Group follows the direction of the Office of the Superintendent of Financial Institutions (OSFI), the federal pension regulator.

The C&C Group is made up of 12 members, five elected and seven appointed as follows:

Stakeholder	Representative
<b>Retirees, including survivors and deferred members (elected)</b>	Mary Bishop Lynn Bue Jean-Claude Parrot William (Bill) R. Price
<b>Unionized active members (appointed)</b> APOC CPAA CUPW (UPO and RSMC) PSAC/UPCE	Guy Dubois Daniel Maheux Mike Palecek and Jan Simpson François Paradis
<b>Management and exempt members (elected)</b>	Fred Pollard
<b>Canada Post as Plan administrator (appointed)</b>	Mike Garvey and Amanda Maltby

Representatives' biographies are posted at [cpcpension.com](http://cpcpension.com) > defined benefit > C&C Group.

**The role of the C&C Group**

The role of the C&C Group and its representatives is to help facilitate the exchange of information between the Corporation and the Plan members they represent. The Group will provide input on how to best communicate and consult with Plan members about the Plan's current situation and about any proposals that may affect Plan members, and will be another channel for members to ask questions, offer suggestions or raise concerns.

The C&C Group representatives will not be negotiating or making decisions on behalf of Plan members or on options to change the Plan, but will be able to offer recommendations for consideration and discussion.

Decisions on any course of action remain the responsibility of the Board of Directors of Canada Post and are subject to the collective bargaining, notification and consent processes, as applicable. Decisions must also comply with the regulations and legislative framework that govern your pension.

Your C&C Group representatives do not replace your representatives on the Pension Advisory Council (PAC), which remains in place.

### **C&C Group activities to date**

The C&C Group has held two meetings: its first, official meeting on November 12, 2015, and a follow-up meeting on April 12, 2016. Items reviewed and discussed included the background, framework and mandate of the C&C Group and governance topics such as the Group's Terms of Reference and communication protocols. The Group also discussed current information gaps and reviewed communications options for future outreach to Plan members.

Additional C&C Group meetings and activities are planned for 2016. You are encouraged to stay informed about the activities of the C&C Group by visiting **[cpcpension.com](http://cpcpension.com)** regularly for updates and meeting summaries.

You can reach your C&C Group representatives by:

Email: [GroupeCCGroup@canadapost.postescanada.ca](mailto:GroupeCCGroup@canadapost.postescanada.ca)

Mail: C&C Group, 2701 Riverside Drive, Suite B320, Ottawa, ON K1A 0B1

Sincerely,

Mary Bishop  
Lynn Bue  
Guy Dubois  
Mike Garvey  
Daniel Maheux  
Amanda Maltby  
Mike Palecek  
François Paradis  
Jean-Claude Parrot  
Fred Pollard  
William (Bill) R. Price  
Jan Simpson