

January 23, 2020

Notice of the Pension Advisory Council 2020 election and call for nominations

Dear retired member,

Canada Post is seeking nominations from the retired members of the Canada Post Corporation Registered Pension Plan (the Plan) interested in becoming a member of the Pension Advisory Council (PAC). The mandate of the current representatives will expire in May 2020, and the process begins now to elect **three representatives of the retirees** of the Plan.

If you are interested in representing your fellow retired members, please refer to the nomination process described below. Additional important information about the PAC is available on the back of this letter and on the Plan website at cpcpension.com > Governance > Pension Advisory Council.

We encourage all interested eligible members to submit their nomination. Good luck to everyone.

Sincerely,

Doug Greaves
Chairperson
Pension Advisory Council

Nomination process

Eligibility: Members who were in receipt of pension benefit payments from the Plan as at December 31, 2019 are eligible to submit their nomination.

Nomination period: January 27 to March 6, 2020

A valid nomination must include your:

- 1) name
- 2) email and/or mailing address
- 3) telephone number
- 4) Canada Post employee identification number
- 5) biography of 100 words or less

Send your nomination by email or by mail to:



PACollectionsCCP@canadapost.ca



Pension Advisory Council
Retiree Election
Canada Post Pension Plan
2701 RIVERSIDE DR SUITE N0360-1
OTTAWA ON K1A 0B1

Important

- ✓ **Biographies exceeding 100 words** will not be accepted and will be returned.
- ✓ Biographies must be in a paragraph format, no bullets (“•”).
- ✓ Send your nomination well in advance of the deadline.
- ✓ Upon receipt, nominations will be reviewed and candidacy will be confirmed by email.
- ✓ Biographies will be posted on the Plan’s website during the voting period.

Deadline

Your nomination must be received **by 5:00 p.m. (ET)** on Friday, **March 6, 2020.**

Additional information about the PAC

Mandate

- To recommend steps to promote awareness and understanding of the Plan and its operation among Plan members.
- To review at least once every year and provide advice to the Pension Committee of the Board of Directors of Canada Post Corporation (the Pension Committee) on financial, actuarial and administrative aspects of the Plan.
- To perform any administrative functions prescribed by the *Pension Benefits Standards Regulations, 1985*.
- To perform any other functions assigned to the PAC by the Pension Committee.

Composition

The PAC is comprised of eighteen members:

- Five members elected (as described below)
- Eight members appointed by the Unions / Associations
- Five members appointed by Canada Post

Elected positions

- Three representatives for all retired members
- One representative for all active members
- One representative for all management and exempt

Alternate representatives

The next candidates who receive the highest number of votes, without being elected, can be called upon to act as alternates if elected representatives are unable to fulfill their role on a permanent basis.

Term of office for elected and alternate representatives

The term of office for elected and alternate representatives is for a period of up to three years and they must continue to be part of the group they represent throughout their term.

If an elected representative or an alternate representative is unable to complete the term or no longer meets the above criteria, the alternate representative or candidate (as the case may be) with the next highest number of votes shall become the new elected representative or the new alternate representative (as the case may be) for the remainder of the three-year term. Whenever vacancies occur, the process will continue in the above manner until the list of alternate representatives or candidates (as the case may be) is exhausted or the term has expired. If no more alternate representatives or candidates are available, the position will remain vacant until the term expires.

Meetings

Normally, PAC members meet three times a year in Ottawa, Ontario. The meetings are held in English. Meeting materials are provided in English and French. PAC members may communicate in English or in French at meetings.

Compensation

PAC members and alternates do not receive monetary compensation or any other indemnity for attending PAC meetings. Travel expenses are reimbursed.

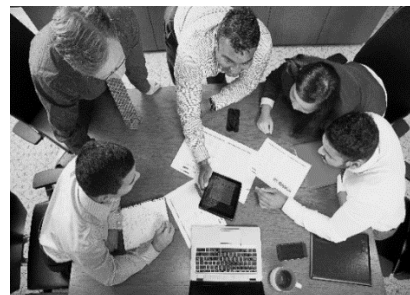
Knowledge requirements

Each PAC member is expected to have at least some knowledge of investment markets in Canada and abroad or some knowledge of financial analysis or of federal pension legislation or a detailed understanding of defined benefit pension plans or of actuarial principles. If the members do not meet this qualification, they must participate in relevant training, at the expense of the Plan, in order to continue their term.

Code of Conduct

All members of the PAC and the alternates must sign an annual acknowledgement certifying their agreement with the Code of Conduct of the PAC. (A copy of the PAC Code of Conduct is available Plan's website.)

Visit cpcpension.com > Defined Benefit > Governance > Pension Advisory Council, to learn more about the PAC.



Voting process

After the closing of the nomination period:

- If there are more than three candidates, an election will be held and all eligible retired members will receive voting instructions.
- If there are three candidates or less, they will be acclaimed as the elected representatives and a voting process will not be required.

Questions?

Send an email to PACelectionsCCP@canadapost.ca or call 1-855-261-1832 (North America), 613-734-1832 (outside North America), or the TTY for the hearing impaired at 1-866-370-2725 and leave a message. You will receive a response within two business days.