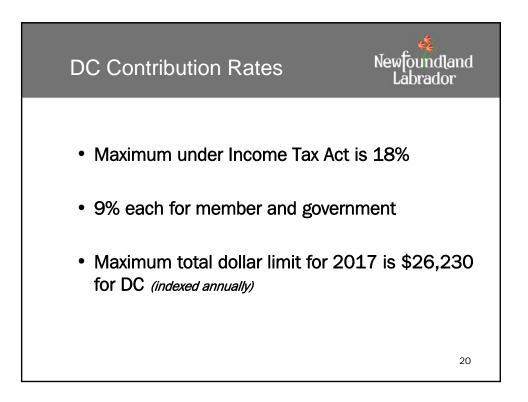
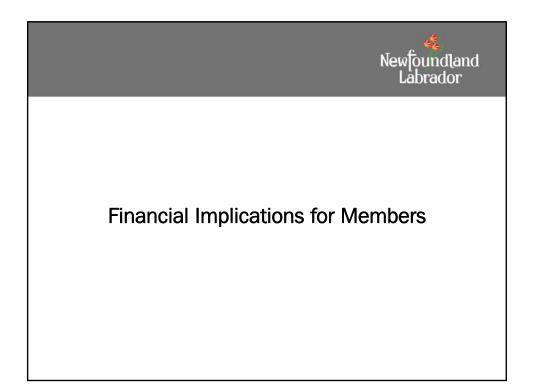


Current Co under Gove	Newfoundland Labrador		
<u>Plan</u> PSPP TPP USPP PCJPP MHAPP GMPP * Current service	Rate   9.70%   11.35%   8.75%   9.00%   9.00%   5.00%	<u>CSC*</u> 15.1% 16.0% 17.2% 50.9% 42.5% 10.0%	
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Comparise Proposed	م Newfoundland Labrador			
	Current	MCRC	DC	
Plan Type	Defined Benefit	Defined Benefit	Defined Contrib.	
Accrual Rates	3.5%	2.5%	N/A	
<b>CPP</b> Integration	Age 65	Age 65	N/A	
Max Benefit	20 years: 75%	20 years: 50%	N/A	
Salary Base	BAE3	BAE3	N/A	
Vesting	5 years/2 GA's	5 years/2Ga's	2 years	
Retirement Age	Age 55	Age 60	Age 55	
Contribution	9%	9%	9%	
GNL Contribution	Current Service Cost less 9%	Current Service Cost less 9%	9%	
Portability	Yes	No	N/A	
Re-elected Members	Plan when 1 <sup>st</sup> elected	Plan when 1 <sup>st</sup> elected	Plan @ re- election	
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## Accumulations under DC Plan Newfoundland Labrador v. Lifetime DB Benefit

Assumptions: Contribution of 18% of salary, subject to ITA Limits 0% salary growth for 4 years; 3% thereafter First elected age 40; 8 years service

Service	Member's Rate of Return			Member + Minister's Rate of Return		
	4.0%	5.5%	7.0%	4.5%	5.5%	7.0%
Accumulated	267,239	336,789	423,507	416,647	524,954	659,960
<b>Funds</b> $($)^1$						
Lifetime	13,456	16,958	21,234	20,979	26,432	33,230
Annuity $(\$)^1$						
<i>Lifetime benefit under MCRC (\$)<sup>2</sup></i>	17,900	17,900	17,900	29,729	29,729	29,729

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Severance, November, 2016 2. Department of Finance