

An Overview of Your Plan Options

Covenant Health

RBC Group Retirement Savings Plan (GRSP)

Covenant Health encourages all employees to prepare for their long-term financial security. To help you save for retirement, they have established a group savings plan with RBC Group Financial Services. This plan provides qualified investment professionals to help you review your goals and select the appropriate investment options.

HOW THE PLAN WORKS

Each eligible employee sets up their RBC Group Retirement Savings Plan (GRSP) account which allows you to contribute directly from your pay cheque. When you establish your account, an RBC investment professional will help you select from a diverse range of investment options. Your RBC Group Retirement Savings Plan (GRSP) participant guide provides more information and is available upon request from your benefits department or on-line at www.rbcgfs.com/enrollment-materials.html.

GETTING STARTED

Complete the application form you have been provided and return it payroll. This application has a default that directs your contributions to a 1 year non-redeemable GIC after the balance has reached \$1,000. This occurs at the end of March, June, September and December. For investment advice and to make investment changes visit an RBC branch or call 1-800 ROYAL® 1-1 (1-800-769-2511).

You may also call the above number to number to book an appointment at any RBC branch.

You are responsible for making the investment decisions on the account.

SPOUSAL OPTION

You may choose to direct all or a portion of your contributions to a Spousal Plan.

ON-LINE ACCESS

If you have an RBC Royal Bank Client Card, you can enroll on-line at www.rbcroyalbank.com/online. If you do not have an RBC Royal Bank Client card simply call 1-800 ROYAL® 5-5 (1-800-769-2555).

INVESTMENT OPTIONS

Your investment options are outlined in your RBC enrolment kit. Additional information is also available online by visiting www.rbcinvestments.com/gfs.

ADVICE/DECISION MAKING TOOLS

RBC provides advice from qualified investment professionals and investor profile tools to determine your asset allocation profile. Educational materials, tools and calculators are also available at www.rbcinvestments.com/gfs to help you determine contribution amounts, and projected future balances and income requirements.

STATEMENTS

Statements are issued quarterly. If you do not receive one, please contact RBC at 1-800-769-2511.

RETIREMENT OR TERMINATION OPTIONS

Once you reach retirement or terminate membership in the plan, you can:

- a) Maintain an individual account with Royal Bank. This is the default and what will occur if you take no action.
- b) Transfer your investments to another financial institution (subject to applicable transfer fees).
- c) Redeem your funds for a cash payment (subject to applicable withholding taxes).
- d) Transfer your balance to a RIF (Retirement Income Fund) to generate retirement income.

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