

Lynx Air Group Retirement Plan – Q&A

1. What will happen when my employment terminates?

All final contributions (employee and employer) will be remitted to Industrial Alliance, along with your termination date.

Industrial Alliance will mail an options package to the address they have on file. This package will outline all the options you have with your funds.

2. What does vesting mean, regarding my DPSP account?

Vesting is the ownership of funds. Once you have met the vesting period the funds in the DPSP account are yours.

The vesting period is one (1) year of plan participation.

If your termination date is before 1 year of participating in the Group Retirement Plan, then the funds in your DPSP account will be forfeited and returned to the employer.

3. Can I take my funds out as Cash.

You can withdraw your funds from the RRSP, TFSA and DPSP (if vested), less withholding tax.

If you have funds in the RRSP and DPSP accounts, withholding tax will be deducted from the payment.

Funds in the TFSA are not subject to withholding tax when withdrawn.

4. Can I transfer my funds in the RRSP and DPSP accounts into my individual account?

You can transfer the funds in your RRSP and DPSP account into an RRSP at a financial institution.

If you transfer the funds to another registered account, you will not incur any withholding tax.

5. What is the transaction fee amount that will be charged by iA to withdraw or transfer my account balance upon termination?

iA charges \$125. transaction fee to withdraw or transfer you account balance after termination.

Support for your employer retirement savings plan with **Industrial Alliance (iA)**

One-on-one support

Enrolment

Investment
conversation

Contribution
levels

Leaving
the plan

Transferring
from other
RRSPs & plans

Our consultants to the retirement savings plan, The Leslie Group, will be happy to set up a call to provide one-on-one support. Email them at grs@lesliegroup.com.

Accessing your account

Login help

Balances

Change
investments

Update
beneficiaries

Tax slips

You can access your account at ia.ca/myaccount, or by calling Industrial Alliance customer care at **1-800-567-5670** from 8 a.m. to 8 p.m. ET any business day.