

TALKING ABOUT YOUR MTS PENSION PLAN

An easy-to-read summary of your Manitoba Telecom Services Inc. and
Participating Subsidiaries Employee Pension Plan



A MAJOR ASSET

Let's face it, most of us don't spend a lot of time thinking about retirement, at least not during our earlier working years. Even when we do try to understand our retirement options, the information is simply too boring or complex to grasp.

That's what this booklet is for. It's an easy-to-read summary designed to give you an overview of your new MTS Pension Plan.

It's true, pension plans can be difficult to understand. There is a certain amount of jargon we have to work through ... and some complex concepts that we have to deal with. At the same time, it's worth the effort. Your MTS Pension Plan provides you with an important source of financial security. By retirement, your MTS Pension could well be your single largest asset.

With that in mind, we suggest that you read this booklet carefully and retain it for future reference. We have made every attempt to explain the Plan in simple terms and plain language. We have also taken time to define all of the industry terms that we've used.

If you're still unsure about any of the Plan provisions once you've worked through the booklet, please feel free to call your Human Resources Manager (see page 24 for a listing). The more you understand about your MTS Pension Plan, after all, the better off you will be.

February 1997

*By retirement,
your MTS
Pension could
well be
your single
largest asset.*



WHAT'S INSIDE?

<i>About your MTS Pension Plan</i>	2
<i>How does my pension plan work?</i>	3
<i>How do I become a member of the Plan</i>	5
• Regular employees	5
• Term or casual employees	5
<i>Who contributes what?</i>	7
• Employee contributions	7
• Tax Tip	8
• The Company commitment	8
<i>What will I get from the Plan?</i>	9
<i>Can you give me an example?</i>	11
<i>When can I retire?</i>	12
• Normal retirement	12
• Early retirement	12
• Unreduced early retirement	13
• Reduced early retirement	13
• Postponed retirement	13
<i>How is my pension paid?</i>	14
• Normal form	14
• Spousal pension	14
• Guaranteed payment option	15
• Integrated option	15
<i>Does my pension offer any inflation protection?</i>	16
<i>What happens if I leave MTS before I retire?</i>	17
<i>What if I become disabled?</i>	20
<i>Are my survivors protected?</i>	22
<i>What if I need more information?</i>	24

ABOUT YOUR MTS PENSION PLAN

Your MTS Pension Plan was established to provide pension benefits to the eligible current and former employees of Manitoba Telecom Services Inc. (MTS) and its subsidiaries. The Plan is currently open to the employees of MTS, MTS NetCom Inc., MTS Mobility Inc. and MTS Advanced Inc.

The MTS Pension Plan was created as of January 1, 1997, pursuant to *The Manitoba Telephone System Reorganization and Consequential Amendments Act*. Shortly thereafter, MTS made a large contribution to the Plan from assets it had set aside for its pension obligations. A share of the assets of The Civil Service Superannuation Fund (CSSF), as established under *The Civil Service Superannuation Act* (CSSA), related to MTS employees and retirees was also transferred to the new Plan.

As you work through your booklet, you will see that the new MTS Pension Plan has been set up to provide benefits that are equivalent in value to those provided under the CSSA as at January 1, 1997. You will also note that the benefits provided under the two plans aren't entirely identical. There are some minor differences that result from the requirements of federal pension legislation and Revenue Canada regulations.

HOW DOES MY PENSION PLAN WORK?

In simplest terms, a pension fund is a big pool of money: your money, your co-workers' money and employer money. You and the other members of the MTS Pension Plan make regular pension contributions. These contributions, together with employer contributions from MTS and Participating Employers, are invested in an effort to generate additional funds. At retirement, a portion of the Plan funds are simply used to provide you with a regular monthly income.

The actual size of that monthly pension will vary from one Plan member to another. It all depends on the person's earnings history, the number of years they participate in the Plan and the age at which they choose to retire. Basically, the more you earn and the longer you work, the larger your pension will be.

About contributions

Your contributions are set by a formula related to your earnings. In addition, these contributions are fully tax-deductible up to Revenue Canada limits. In other words, they reduce the amount of income tax you pay each year.

MTS shares the cost of providing your pension. The Company contributes whatever additional amounts are required to fund the pension you earn under the Plan.

At arms length

Contrary to what many people think, your pension is not paid to you directly from MTS. The pension you eventually receive from MTS is paid out of a separate pension fund which is a "trust fund" established by the Company as part of the MTS Pension Plan. This means that the money is held on behalf of you and the Company by an independent third party known as a trustee. It also means that the pension you earn is secure – it isn't tied to the Company's financial results. Working with MTS's unions and retirees, a pension committee has been set up to monitor the Plan's operations. Your personal interests are directly represented by those employees and retirees elected to participate on the committee.

If there isn't enough in the pension fund to cover the obligations of both current and future retirees, the Company is required, by law, to make up the shortfall over a period of time.

Planning ahead

Unlike government pension plans, your MTS Plan is pre-funded. In other words, the money required to pay your pension is set aside in the Pension Plan trust fund in advance.

Funding a large plan (like your MTS Pension Plan) is a complex job to say the least. Your MTS Pension Plan is reviewed or “valued” by an independent actuary on a regular basis to determine the so-called “funded status” of the Plan. It is the actuary’s job to determine whether there is enough money in the pension fund at a given date to pay all of the pensions promised under the Plan. If there isn’t enough in the pension fund to cover the obligations of both current and future retirees, the Company is required, by law, to make up the shortfall over a period of time.

Investing the money

Unlike your personal RRSP or any other savings arrangements you might have, you won’t have to worry about where to invest your money. MTS is responsible for monitoring the investment of the pension fund in accordance with a written investment policy. The fund itself is invested by professional money managers in a prudent way using investment vehicles such as common shares and government bonds.

If the investments underperform, the Company is required to increase its contribution in order to make up the difference. If the investments do better than expected in a given year, the Company may use the additional money to fund Plan improvements or to offset its contributions.

Additional benefits

Your MTS Pension Plan provides termination, disability and survivor benefits. As such, the Plan can provide an important source of income to you and/or your survivors ... even if you never collect a pension.

The Plan also gives you an opportunity to “buy-back” service under certain circumstances. In this way, certain approved leaves won’t necessarily have to impact on the benefit you will receive from MTS.

HOW DO I BECOME A MEMBER OF THE PLAN?

MTS believes in the importance of retirement planning. It should come as no surprise then that the Pension Plan is open to the majority of MTS employees. Whether you are a regular full-time or part-time worker, whether you are a casual or term employee, chances are you qualify to participate in the Plan. Here's how it works.

Regular employees

As a regular full-time or regular part-time employee, you will automatically become a member of the Plan on your date of hire. A regular employee is defined as any person who is employed on a regularly scheduled basis as determined by the Participating Employer.

Participating Employer refers to MTS and those associated corporations the Company has invited to participate in the Pension Plan. The Plan is currently open to the employees of MTS, MTS NetCom Inc., MTS Mobility Inc. and MTS Advanced Inc.

Term or casual employees

As a term or casual employee, you may request to join the Plan at any time. All you have to do is provide written notice to the Plan administrator. Your membership will begin on the first day of the pay period in the month following the month in which you apply. If you do not elect to join the Plan, you cannot buy-back this service at a later date.

Depending on whether you're a term or casual employee, however, you will automatically become a member of the Plan under one or both of the conditions listed on page 6.

Once you become a member of the Plan, you must continue your Plan participation while you are an active MTS employee.

<i>Term or casual employees</i>	<i>Condition of membership</i>
Term employees	You will become a member of the Plan once you complete one full year of continuous employment with a Participating Employer. Your membership will begin on the first day of the pay period immediately following your one-year anniversary date.
Term and casual employees	<p>You will become a member of the Plan once you earn at least 25% of the year's maximum pensionable earnings (YMPE) in any two consecutive calendar years.</p> <p>In this case, your participation will begin on the first day of the pay period in the month following the month in which your earnings equal 25% of the YMPE. Once you become a member of the Plan, your membership will continue, even if you earn less than the 25% level in future years.</p>

The YMPE is simply a limit set by the federal government each year to determine maximum Canada Pension Plan (CPP) contributions and benefits. In 1997, the YMPE is \$35,800. Twenty-five per cent of the YMPE, therefore, is \$8,950.

Note: If you were a member of the CSSF and you were working for a Participating Employer on January 1, 1997, you automatically became a member of the MTS Pension Plan effective January 1, 1997.

You also became a member of the MTS Plan at that time if you are a former MTS employee entitled to a deferred pension under the CSSA or if you are an MTS retiree.



WHO CONTRIBUTES WHAT?

MTS believes that planning for your future is a shared responsibility. As such, the Company will share the cost of your MTS Pension Plan.

Employee contributions

How much you contribute to the Plan each pay period will depend on what you earn. As a regular Plan member, you are required to make contributions equal to:

- 5.1% of Earnings up to the YMPE
and
- 7.0% of Earnings above the YMPE

Earnings means the wages you receive from a Participating Employer. It does not include overtime payments, extra allowances, bonuses or gratuities.

To put things in perspective, you will contribute \$5.10 for every \$100 you earn up to the YMPE each pay period, and \$7.00 for every \$100 you earn above the YMPE.

Your personal contribution will be calculated each pay period and deducted directly from your paycheque. The Plan's administrator keeps track of your contributions, plus interest. The rate of interest credited to your contributions is based on an external index set by the federal government.

Your contributions to the Plan are fully taxdeductible up to Revenue Canada limits. In other words, they reduce the amount of income tax you pay each year.

Tax tip

Your contributions to the Plan are fully tax-deductible up to Revenue Canada limits. In other words, they reduce the amount of income tax you pay each year. Lets assume you contribute \$2,000 to the Plan next year. Lets also assume that you are in a 28% tax bracket. Based on these assumptions, your Plan contributions will actually reduce the total amount of income tax withheld from your pay for the year by \$560 (28% x \$2,000).

The Company commitment

The Company must, by law, contribute whatever remaining amounts are required to fund the pension you earn under the Plan. Before you receive any benefits from the Plan, a test is done to ensure that at least 50% of the value of the benefit you receive is provided through these Company contributions.

Any contributions you make above this 50% limit are known as *Excess* contributions. These excess contributions will be used to increase the benefit you (or your beneficiary) receive.

WHAT WILL I GET FROM THE PLAN?

The MTS Pension Plan is what is known in the industry as a Defined Benefit Plan – so-called because the *benefit* you earn during your working years is *defined* by a predetermined or set pension formula. In other words, you will receive a guaranteed pension at retirement based on your age and earnings history. No guess work. No investment risk.

As a member of the Plan, you will earn a benefit equal to:

2.0% of your Best Average Earnings
multiplied by
Your Credited Service

less

0.6% of your Average YMPE
multiplied by
Your Credited Service after December 31, 1965

In no case can the benefit exceed 70% of your Best Average Earnings.

Best Average Earnings refers to the average of your earnings during the five years of employment during which your earnings are highest. This important Plan provision ensures that your pension is based on your highest earnings. The higher your earnings, the larger your pension will be.

Average YMPE means the average of the YMPEs over the five-year period used to determine your Best Average

You will receive a guaranteed pension at retirement based on your age and your earnings history. No guessing. No investment risk.



Earnings. Remember, the YMPE is a level set by the federal government each year to determine maximum CPP contributions and benefits.

Credited Service refers to the years, months and days you have participated in the Plan. As the formula illustrates, the more Credited Service you have, the larger your pension will be.

Based on current Revenue Canada regulations, the maximum pension you can receive from the MTS Plan is \$1,722 for each year of service. If your pension is limited by this maximum, the excess will be paid to you directly by MTS.

CAN YOU GIVE ME AN EXAMPLE?

Lets consider an employee who retires from the Plan at age 65 with 30 years of Credited Service and Best Average Earnings of \$40,000. If we assume an Average YMPE of \$35,000, it's just a matter of plugging in the numbers.

• 2.0% x \$40,000 (Best Average Earnings)	\$	800
<i>multiplied by</i>		
• 30 (Years of Credited Service)	x	30
		<u>\$ 24,000</u>
<i>less</i>		
• 0.6% x \$35,000 (Average YMPE)	\$	210
<i>multiplied by</i>		
• 30 (Credited Service after December 31, 1965)	x	30
		<u>\$ 6,300</u>
<i>equals</i>		
• \$24,000 - \$6,300		\$ 17,700

The actual benefit you receive will be affected by a number of factors, including your earnings, your age at retirement, your years of Plan membership, and whether or not you have a spouse at retirement.

To help you with your retirement planning, the Company will provide you with an annual pension statement. This statement outlines, among other things, the value of the pension you have earned to date and the projected pension you can expect to receive from the Plan at retirement.

*To help you
with your
retirement
planning, the
Company will
provide you
with an annual
pension
statement.*

WHEN CAN I RETIRE?

You can retire as early as age 45 in some cases ... or as late as the end of the year in which you turn 69. You decide. But bear in mind, your actual retirement age can have a significant impact on the MTS pension you receive.

Normal retirement

The normal retirement age under the terms of the Plan is the first day of the month immediately following (or coinciding with) your 65th birthday, provided you have completed at least one full year of service. At this time, you will begin to receive a monthly retirement income from the Plan based on the pension formula outlined on page 9.

Early retirement

You can retire as early as age 55, provided you have completed at least two years of Plan membership (this includes your membership in the CSSF). If you leave MTS with less than two years of Plan membership, you will not qualify for a pension under the terms of the Plan.

Under a special provision, you may retire from the Plan 10 years before you qualify for an unreduced early retirement benefit – as early as age 45 in some cases. If you do retire under this special provision, however, you can expect fairly low pension payments.

You can retire as early as age 45 in some cases ... or as late as the end of the year in which you turn 69. You decide.



Unreduced early retirement

You qualify for an unreduced early retirement benefit:

- At age 60, provided you have at least 10 years of Continuous Service.
- Age 55, provided your age plus Continuous Service totals 80 years.

You could retire with an unreduced pension at age 58, for example, provided you had at least 22 years of Continuous Service at that time (58 years + 22 years = 80 years).

Continuous Service refers to how long you have worked with MTS or a Participating Employer on a continuous basis. This shouldn't be confused with Credited Service which refers to the years and months you are a member of the Pension Plan making contributions.

Reduced early retirement

If you retire before you qualify for an unreduced benefit, your pension will be reduced to account for the longer anticipated payment period. The size of that reduction will depend on your age and Continuous Service as of your retirement date. Here's how it works:

If you retire early with less than 10 years of Continuous Service, your pension will be reduced on an actuarial basis. Using a basic rule of thumb, the actuarial reduction will be about 6% for each year you retire prior to age 65. However, the actual number will vary depending on the form of pension you select, interest assumptions and other factors.

If you retire early with 10 or more years of Continuous Service, MTS will subsidize the benefit you receive. Instead of the actuarial reduction out-lined above, your pension will be reduced by 0.0625% for each full month between your actual retirement date and the date you would have first qualified for an unreduced early retirement benefit if you had continued working – that is, age 60 or 80 years. Because of tax rules, this is a complicated calculation that will be explained to you fully when you retire.

Postponed retirement

You may postpone your retirement up until the first day of December in the calendar year in which you turn 69. You will continue to earn Credited Service during your postponed retirement period.

HOW IS MY PENSION PAID?

You have a number of options to consider. Although the value of your pension will be the same in all cases, the option you select could affect the amount of the monthly benefit you receive. You should bear this important point in mind when considering your options.

Normal form

The normal form of pension payable under the Plan is what is known as a *Life Refunding* pension. If you do not have a spouse when you retire, you will receive a regular monthly pension payable for the remainder of your lifetime.

Payments will cease when you die. In no case, however, will the pension payments you received from the Plan during your lifetime be less than the amount you contributed to the Plan, plus interest. The refund, if any, will be paid to your beneficiary.

Spousal pension

If you have a legal spouse when you retire, things get a little more interesting. Under current legislation, your surviving spouse is entitled to a pension that continues at least 66.67% of the monthly payments you received from the Plan. This benefit is payable for the remainder of your spouse's life.

In addition, the pension your surviving spouse receives will be adjusted each year by 2/3 of the cost of living increase you would have received through the Plan. (For a full discussion on regular adjustments, please see *Does my pension offer any inflation protection?* on page 16.)

You should note that this survivor option will provide you with a lower monthly pension than the normal form outlined above.

In most cases, your monthly pension is deposited directly in the bank account you designated. If you are currently receiving a cheque and you would like to take advantage of the convenience of direct deposit, simply call (204) 941-7347.

This reduction simply accounts for the longer anticipated payment period. The spousal pension, after all, will now be paid out for the remainder of two lifetimes, not just one.

If you and your spouse do not want this option (or you wish to reduce the size of the benefit to be continued to your spouse), both of you must sign an official waiver form. Once payments begin, this waiver cannot be reversed. As such, we recommend that both you and your spouse seek independent financial advice before making your decision.

*Under the terms of the Plan, **spouse** refers to your legally married spouse ... or a person of the opposite sex who you have lived with in a conjugal relationship for at least one full year.*

Guaranteed payment option

Instead of the life refunding pension provided under the normal form, you can elect a form of pension that provides a guaranteed payment period of 10 years (120 monthly payments). In other words, if you die before receiving all 120 payments guaranteed under this option, the remaining monthly installments will be made to your beneficiary or estate.

Integrated option

If you retire prior to age 65, you may elect to integrate your pension with future Old Age Security and/or Canada Pension Plan benefits.

Under this option, your early retirement pension will be inflated by an amount equal to what you can expect to receive through CPP and OAS beginning at age 65 – the age you first qualify for unreduced government benefits. Beginning at age 65, your pension payable from the Plan will, in turn, be reduced by an amount equal the CPP and OAS benefits payable to you. In this way, you receive the same combined benefit before and after you qualify for unreduced government benefits.

These options will be described to you in detail prior to your retirement. Keep in mind that you can't change your selection after your retirement date.

DOES MY PENSION OFFER ANY INFLATION PROTECTION?

Following your second full year of retirement, your pension will be increased each year by an amount equal to at least 2/3 of the Consumer Price Index (CPI) to maximum CPI increase of 4.0%.

Lets look at an example. If the CPI increase is 4.0% in a year, your pension will increase by at least 2.67% (2/3 of 4.0%). If we use the same example as on page 11, your actual increase totals \$472.59 (2.67% x \$17,700).

Note: If the Plan can afford it, you may receive increases of up to 100% of CPI in a given year.

The actual size of the increase will depend on:

- the amount of your pension (including previous increases),
- the actual increase in CPI for the year,
- the Plan's funded status, and
- how long you have been retired.

If you retire after May in a given year, for example, you will not receive any increase for that year. If you retire in May or earlier, you will receive a portion of that year's increase.

In your second year of retirement, you will receive a larger portion of that year's increase – again, depending on the month in which you retired.

After your second year of retirement, you'll get the full increase payable each year.

The MTS Pension Plan provides you with inflation protection.

WHAT HAPPENS IF I LEAVE MTS BEFORE I RETIRE?

There is no guarantee that you will spend the rest of your active work days with MTS. Not to worry. In most cases, the benefit you earn as a member of the MTS Pension Plan is yours to keep, regardless of whether you retire from the Company or not. Under the terms of the MTS Plan, you have a legal or “vested” right to your pension once you complete two full years of Continuous Service.

If you leave MTS before you complete two full years of Continuous Service, you will receive a lump-sum refund of your Plan contributions, plus interest. You can take this money in cash, less withholding tax. Or you can continue to defer tax on this money by transferring it directly to a personal Registered Retirement Savings Plan (RRSP). The choice is yours.

If you leave the Company after completing two full years of Continuous Service, you will have a full vested right to the benefit you have earned as a Plan member. At that time, you will have a number of options to consider. You may:

- use the value of your vested benefit to purchase an immediate or deferred annuity;
- transfer the value of your vested benefit to a Locked-in Retirement Account (LIRA) (formerly known as a Locked-in RRSP);
- transfer the value of your vested benefit to a Life Income Fund (LIF); or

In most cases, the benefit you earn as a member of the MTS Pension Plan is yours to keep, regardless of whether you retire from the Company or not.

- transfer the value of your vested benefit to your new employer’s pension plan, provided that this plan permits transfers (Note: plan-to-plan transfers remain locked-in under current legislation).

You may also elect to leave your benefit in the Plan until you qualify for retirement. In this case, you would qualify for regular cost of living increases. (For a full discussion on regular adjustments, please see *Does my pension offer any inflation protection?* on page 16.)

If you elect to receive your deferred pension prior to age 65, early retirement reductions may apply. (See *When Can I retire?* beginning on page 12 for a full description of these early retirement factors.)

A quick look at your options

All vested benefits are “locked in” under current pension legislation. In other words, you can’t cash this money out; you must use it to provide a retirement income beginning sometime prior to your 70th birthday. Following is a quick description of your available options.

<i>Retirement Vehicle</i>	<i>Description</i>
Annuity	Provides you with a level of guaranteed income payable for your lifetime.
LIRA (Locked-in Retirement Account) Formerly known as a Locked-in RRSP	Similar to a personal RRSP, a LIRA gives you control over your investments. However, the LIRA cannot be cashed out; it must be used to provide you with a retirement income sometime prior to age 70. You may use your LIRA to purchase an annuity or transfer it to a Life Income Fund.
LIF (Life Income Fund)	Provides you with an added degree of flexibility. The LIF gives you complete control over the fund investments. It also lets you decide how much you will withdraw in a given year (subject to certain restrictions). You must, however, convert your LIF to annuity when you reach 80 years of age.

We would strongly suggest that you confer with a financial advisor before making your decision.



WHAT IF I BECOME DISABLED?

For many of us, the only thing more painful than a severe disability is the thought of the financial hardship one might cause. With that in mind, your MTS Pension Plan provides you with some important disability provisions.

You will continue to earn Credited Service while on a disability leave, provided you are receiving Long Term Disability benefits from MTS or a Participating Employer. You will receive a pension based on your:

- total Credited Service, including your disability leave; and
- Best Average Earnings.

If you become totally and permanently disabled after completing 10 years of Continuous Service, you can elect to retire immediately and receive an unreduced disability pension under the Plan. The pension will be calculated using the benefit formula outlined on page 7, and based on your Best Average Earnings and Credited Service as of your disability date.

If you become partially but permanently disabled, you may retire immediately with a reduced pension.

Before receiving any payments in either case, you will have to file a certified medical report with the Plan administrator.

*For many of us,
the only thing
more painful than
a severe
disability is the
thought of the
financial
hardship one
might cause.*

Disability, whether total or partial, refers to any impairment certified by a qualified medical doctor that prevents you from performing the duties of the job you were doing prior to the illness or injury.

In some cases, the Plan will even provide disability pensions to former employees. If you leave MTS for any reason other than retirement, and you subsequently become disabled, you qualify for a disability pension provided you:

- completed at least 10 years of Continuous Service while at MTS,
- elected to leave your benefit in the Plan and to receive a deferred pension, and
- file a certified medical report with the Plan administrator.

In this case, the actual benefit you receive will be based on your Best Average Earnings and Credited Service as of your termination date.

ARE MY SURVIVORS PROTECTED?

No amount of money will ever replace you. That said, your pension can provide your survivors with an important source of financial security. The size of the benefit your survivors receive will depend on your service and the nature of your relationship. Here's how it works ...

If you die before completing two full years of Continuous Service, your beneficiary will receive a lump-sum refund of your Plan contributions, plus interest.

If you die after completing two full years of Continuous Service but less than 10 years, your survivor(s) will receive a survivor pension from the Plan.

If you have a spouse at the time of your death, he or she will receive a lifetime pension benefit equal to the value of the pension you earned. If your spouse, in turn, dies before receiving 120 monthly payments, the remaining installments will be paid in equal amounts to your other eligible survivors.

If you don't have a spouse at the time of your death, your eligible survivor(s) will receive regular monthly incomes that equal, in total, the value of the pension you earned. In those cases where the resulting pension payments are relatively small, your survivors may receive a lump-sum cash settlement instead of a regular monthly benefit.

No amount of money will ever replace you. That said, your pension can provide your survivors with an important source of financial security.

If you die after completing 10 full years of Continuous Service, your surviving spouse will receive a lifetime pension equal to 60% of the pension benefit you would have been entitled to if you had retired on the day you died (and we assumed you were at least 65 at the time). Again, this benefit is guaranteed for 120 months. If your spouse dies before receiving 120 monthly payments, the remaining installments will be paid in equal amounts to your other eligible survivors.

If you don't have a spouse at the time of your death, your eligible survivor(s) will receive regular monthly incomes that equal, in total, 60% of the pension benefit you would have been entitled to if you had retired on the day you died (and we assumed you were at least 65 at the time). Depending on the size of the pension payments, your survivors may receive a lump-sum cash settlement instead of a regular monthly benefit.

Survivor pensions will be adjusted each year by 2/3 of the cost of living increase you would have received through the Plan. (For a full discussion on regular adjustments, please see *Does my pension offer any inflation protection?* on page 16.)

WHAT IF I NEED MORE INFORMATION?

If you require additional information about your MTS Pension Plan, feel free to contact your Human Resources Manager at:

MTS 941-6437

MTS Net 941-6167

MTS Com 941-7383

MTS Mobility 987-3140

MTS Advanced 784-6553

This booklet provides a summary of your Manitoba Telecom Services Inc. and Participating Subsidiaries Employee Pension Plan. It does not confer any contractual rights or obligations.

The actual Plan terms are outlined in the official documents that govern the Plan. Should any discrepancies arise between the descriptions outlined in this booklet and the terms of the official Plan document, the Plan document will govern in all cases.

Copies of the official Plan document are available from your Human Resources Department.



