

SPECIAL FORCES PENSION PLAN

AMENDMENT NO. 5

1. The Plan is amended, effective January 1, 2025, as follows:

- (a) Subsection 2.55(2) is deleted and replaced with the following:
 - “(2) the contributions remitted to the Plan by the Member to purchase Leave of Absence without Salary Pensionable Service or Leave of Absence with Partial Salary for Child or Family Care Pensionable Service where the Member has paid both the Employee and Participating Employer share of required contributions; and”
- (b) Subsection 6.02(1) is deleted and replaced with the following:
 - “(1) each Active Member, except in relation to a Leave of Absence without Salary, the unsalaried portion of a Leave of Absence with Partial Salary for Child or Family Care, or in relation to the unsalaried portion of a period that would otherwise be a Leave of Absence with Partial Salary but for the period not meeting the necessary conditions under the Income Tax Act, shall contribute 12.70% of the Active Member’s Capped Pensionable Salary, or such other amount as may be determined by the Sponsor Board, until the earlier of the Active Member’s Termination, Retirement or death, or the withdrawal of the Participating Employer pursuant to Section 19, for any Salary Period; and”
- (c) Subsections 6.06(1) through (5) are deleted and replaced with the following:
 - “(1) An Active Member who is on a Leave of Absence with Partial Salary must continue to make Member Contributions on the paid and unpaid portions of the Leave of Absence with Partial Salary in order for the Active Member to accrue Pensionable Service for the paid and unpaid portions of that Leave of Absence with Partial Salary, provided that the Active Member may only make Member Contributions for the portion of such leave that commences no earlier than three (3) months after the date the Active Member commenced employment with the Participating Employer.
 - (2) An Active Member who is on a Leave of Absence without Salary or a Leave of Absence with Partial Salary for Child or Family Care may make Member Contributions with respect to a Leave of Absence without Salary or with respect to the unsalaried portion of a Leave of Absence with Partial Salary for Child or Family Care, in order to have that period of leave recognized as Pensionable Service, provided that, in the case of the unsalaried portion of a Leave of Absence with Partial Salary for Child of Family Care, the Active Member may only make Member Contributions for the portion of such leave that commences no earlier than three (3) months after the date the Active Member commenced employment with the Participating Employer.

(3) An Active Member who was on a Leave of Absence without Salary or a Leave of Absence with Partial Salary for Child or Family Care and who has not made Member Contributions with respect to the Leave of Absence without Salary or with respect to the unsalaried portion of the Leave of Absence with Partial Salary for Child or Family Care may elect to have such unsalaried period of the leave recognized as Pensionable Service, provided that, in the case of a Leave of Absence with Partial Salary for Child or Family Care, the Active Member may only elect to have the portion of such leave that commences no earlier than three (3) months after the date the Active Member commenced employment with the Participating Employer recognized as Pensionable Service, and if the Active Member wishes to do so, the Active Member must:

- (a) apply to the Administrator before the date established by the Administrator to have all or part of the service recognized as Pensionable Service;
- (b) make Member Contributions:
 - (i) in respect of that period in accordance with Subsection 6.02(1) as it read during the applicable Plan Year, and
 - (ii) in respect of the unsalaried portion of a Leave of Absence with Partial Salary for Child or Family Care that occurred after 2024 or in respect of Leave of Absence without Salary, pay the associated Credited Interest; and
- (c) make payment in accordance with administrative policies established by the Administrator and, if applicable, in the installment amounts in accordance with Section 6.09.

(4) If the Member makes contributions in accordance with Subsections 6.06(2) or (3), the Participating Employer of the Active Member must make the Participating Employer's share of the contributions, together with Credited Interest, except in respect of periods where:

- (a) the contributions are in respect of a period of Leave of Absence without Salary; or
- (b) the contributions are in respect of the unsalaried portion of a period of Leave of Absence with Partial Salary for Child or Family Care that occurred after 2024,

and the aggregate of all acquired periods of Leave of Absence without Salary and the unsalaried portion of periods of Leave of Absence with Partial Salary for Child or Family Care in respect of the Member exceeds one (1) year.

(5) Where the aggregate of all acquired periods of Leave of Absence without Salary and the unsalaried portions of all periods of Leave of Absence with Partial Salary for Child or Family Care in respect of the Active Member exceeds one (1) year and:

- (a) the Participating Employer is no longer obligated to make the Participating Employer's share of contributions pursuant to Subsection 6.06(4); and

(b) the Active Member wishes to acquire such service exceeding one (1) year;

such Active Member shall be responsible for the Participating Employer's share of the contributions required under Subsection 6.02(2), together with Credited Interest, as those contributions apply to the period in excess of one (1) year.”

(d) Subsection 6.06(8) is deleted and replaced with the following:

“(8) Notwithstanding any other provision of this Section 6.06, in no event shall the sum of:

(a) All periods of Leaves of Absence without Salary, all unsalaried portions of periods of Leave of Absence with Partial Salary and all unsalaried portions of periods of Leave of Absence with Partial Salary for Child or Family Care, in respect of a Member, exceed the sum of five (5) years; and

(b) all periods of parenting, as defined in the Income Tax Act and occurring after June 30, 2002, shall be subject to exceed a total maximum of thirty six (36) months and a maximum of eighteen (18) months for any one period of parenting. For greater certainty, periods of parenting are calculated in accordance with the terms of the PSPPA, and Applicable Pension Laws, as applicable, on and after June 30, 2002.”