



CHRISTIAN SCHOOLS  
INTERNATIONAL

# CANADIAN CHRISTIAN SCHOOL PENSION PLAN AND TRUST FUND

## FORMS OF PENSION

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(Pension Benefits Can Be Paid In Different Forms With Different Options.  
All Are Described In Detail On The Following Pages.)

## I. Retirement Dates

### a. Normal Retirement Date

The first day of the month coincident with or next following the later of the Participant terminating active service or the date the Participant attains age 65.

### b. Early Retirement Date

The first day of the month coincident with or next following the Participant's termination date if the Participant's employment terminates after the later of attaining age 55 or becoming fully vested.

## II. Normal Retirement Benefit

### a. Participant Without a Spouse

The normal form of pension payable to a retired Participant who does not have a spouse as of the date he/she begins to receive that pension shall be a pension benefit in the form of Life, Guaranteed Ten (10) Years benefit, payable in equal monthly installments (of one-twelfth of the annual pension) throughout the lifetime of the retired Participant.

### b. Participant with a Spouse

The normal form of pension payable to a retired Participant who has a spouse as of the date he/she begins to receive such pension is an actuarially equivalent Surviving Spouse benefit with 60% (66 2/3% in Manitoba) continuation to the retired Participant's spouse. The Participant will receive equal monthly payments in a reduced amount (compared with the amount of a Life, Guaranteed Ten Years pension) for his/her lifetime with continued payments to his/her surviving spouse for life of 60% of the reduced monthly amount paid to the Participant. The Participant, with the spouse's consent, may elect in writing not to receive benefits in the form of a 60% Surviving Spouse pension, but to receive instead the single life benefit of Life, Guaranteed 10 Years monthly pension or one of the other options explained below. The written election must be made within the 90-day period ending on the date benefit payments commence under the plan.

A Participant may revoke an election at any time within the period during which he is permitted to make the election. A Participant who has revoked an election may again make the election at any time within the election period.

An election by a Participant shall not be effective unless his/her spouse consents in writing to the election and acknowledges the effect of the election. The Participant may revoke any such election without the spouse's consent. The consent by the spouse shall be witnessed by a plan representative appointed by the Administrator or a non-related witness. The spouse's consent shall not be necessary if it is established to the satisfaction of the Administrator that there is no spouse, or that the spouse cannot be located. Consent by a Participant's spouse shall be effective only with respect to that spouse. If the Participant's election and the spouse's consent is given more than 90 days before the benefit commencement date, the election and the consent must be confirmed in writing in the manner specified, no earlier than 90 days prior to the date benefit payments begin.

Whenever the 60% Surviving Spouse/Contingent Annuity option is specified as the normal form of benefit payment and the Participant has no surviving spouse on the date benefit payments to the Participant commence, the Participant shall be deemed to have elected not to take or to have revoked his election to take the 60% Surviving Spouse/Contingent Annuity form of payment. Nothing shall prohibit the additional election of any other option specified by an eligible Participant.

### III. Optional Benefits

Subject to the conditions and restrictions specified in the Plan and the spousal consent requirement, if applicable, a Participant may, by filing a written request with the Trustees prior to his Normal (or Early) Retirement Date, elect an optional form of pension benefit which is the Actuarial Equivalent of the benefit to which he/she would otherwise be entitled. Such Actuarial Equivalent shall be calculated as of the date of commencement of the Participant's pension.

a. Surviving Spouse/Contingent Annuity Options

Benefits payable under this option shall consist of an actuarially equivalent reduced amount of pension payable during the lifetime of the retired Participant and continuing after his/her death in an amount equal to 50%, 60%, 66 2/3%, 75%, or 100% of such reduced amount during the remaining lifetime of a surviving Contingent Annuitant. The Contingent Annuitant and the percentage to be continued to the Contingent Annuitant after the death of the retired Participant must be designated by the Participant at the time this option is elected. The Contingent Annuitant is usually the spouse of the Participant; however, it may also be any other person named.

b. Pop-Up Option

This benefit is an add-on benefit to the Surviving Spouse Benefits and the Contingent Annuity Options. Under this option, if the surviving spouse or contingent annuitant dies before the retired Participant, the monthly payment to the Participant shall increase (pop-up) to the monthly amount that would have been payable as a Single Life Annuity when benefit payments began, plus any applicable increase in past benefits that would have been applied.

c. Life Only, Life Guaranteed Options

A participant may elect a Life Only, Life Guaranteed option of Five (5), Ten (10) or Fifteen (15) Years. Pension benefits are paid for the life of the participant. However, should the participant die before receiving sixty (60), one hundred twenty (120) or one hundred eighty (180) monthly payments of pension benefits, the payments shall be continued to the beneficiary until a total of sixty (60), one hundred twenty (120) or one hundred eighty (180) monthly payments have been made.

### IV. Conditions and Restrictions Regarding Election of Optional Forms

- a. No option shall become effective prior to the earlier of the Participant's Normal Retirement Date or the commencement of his pension.
- b. The effective date of any option shall be the date specified as such in the Participant's election.
- c. An option election may be changed or rescinded at any time prior to the benefit commencement date.

- d. No optional form of pension shall be allowed which would reduce the Actuarial Equivalent present value of the pension expected to be paid to the Participant below 50% of the Actuarial Equivalent present value of the pension otherwise payable to the Participant, unless the optional form of benefit payment is the Surviving Spouse/Contingent Annuity option and the Contingent Annuitant is the Participant's spouse.
- e. The Contingent Annuity Option shall not become effective if:
  - 1.) The Participant or his/her Contingent Annuitant is not living on the option effective date.
  - 2.) The Participant does not, within 90 days of his/her election of this option and prior to the option effective date, furnish evidence satisfactory to the Trustees of the age and sex of his/her contingent annuitant.
  - 3.) The annual amount of contingent pension that would become payable to the contingent annuitant is less than \$300.
- f. No election of any optional form of pension shall affect the payment of any supplemental pension paid to a Participant on account of the spouse.

## **V. Early Retirement Benefit**

The Early Retirement Benefit for an eligible Participant who retires on his/her Early Retirement Date shall be paid in the form of the Surviving Spouse Annuity, unless the Participant properly elects another form of payment. "Early Retirement Date" is the first day of the month following a vested Participant's actual retirement date. The Participant's date of actual retirement must be not more than ten years prior to his/her Normal Retirement Date.

Upon the election of the Participant, the Early Retirement Benefit shall commence on the 30th day of the month which includes the Participant's Early Retirement Date, or the month in which he/she elects early payment, whichever is later. In such event the amount of the benefit, including the Supplemental Spouse Pension, if applicable, shall be reduced due to the number of additional monthly payments expected to be made prior to the Normal Retirement Date. The rate of reduction shall be as follows:

- a. If the Participant's employment terminates on or after September 1, 1989 and if the Participant's Early Retirement Date was on or later than the first day of the month coincident with or next following the date the Participant turns age 60 and the Participant had completed 10 years of Vesting Service at his/her Early Retirement Date, there shall be no reduction.
- b. If the Participant's employment terminated on or after September 1, 1989 and if the Participant had completed 10 years of Vesting service at his/her Early Retirement Date but it was not yet the first day of the month coincident with or next following the date the Participant turns age 60, the rate of reduction shall be 5/12% per month for each month that the benefit is payable prior to the first day of the month coincident with or next following the date the Participant would attain age 60.
- c. If the Participant's employment terminated before the Participant attained age 55 or if the Participant had completed less than 10 years of Vesting service, the rate of reduction shall be 4/12% per month for each month that the benefit is payable prior to the first day of the month coincident with or next following the date the Participant would attain age 65.

## VI. Pre-retirement Surviving Spouse Benefit

If a Participant who has a Spouse and who has a Vested Percentage of 100% dies before receiving benefit payments, the Participant's Surviving Spouse shall be paid a Pre-retirement Surviving Spouse Benefit.

The Pre-retirement Surviving Spouse Benefit shall be equal to the lump sum amount the Participant would have received inclusive of the Additional Benefit, had the Participant terminated employment and elected a transfer of all his/her vested entitlements to a Registered Retirement Savings Plan immediately before death. The Spouse's Benefit may be transferred in a lump sum to a **locked-in** Registered Retirement Savings Plan or to the registered pension plan of the Spouse's employer if that plan accepts the transfer. Alternatively, the Spouse's Benefit may be applied to purchase an annuity from a life insurance company licensed to carry out annuity business in Canada.

The Pre-retirement Surviving Spouse Benefit described herein shall be effective on and after September 1, 1986. If a Participant does not have a Spouse, the Pre-retirement Surviving Spouse Benefit shall be paid to the Participant's Beneficiary. If the Participant does not have a Beneficiary the benefit shall be paid to the Participant's estate.

Notwithstanding the foregoing, a qualifying Surviving Spouse shall be entitled to an Alternative Spouse Pension payable for life and equal to 60% of the pension the Participant would have been entitled to had the Participant retired immediately before dying and elected a pension payable in the normal form for a Participant who has a Spouse. This Alternative Spouse Pension would be paid in lieu of the Pre-retirement Surviving Spouse Benefit if it provided a better benefit to the qualifying Spouse. The Surviving Spouse qualifies for the Alternative Spouse Pension if the Participant dies prior to retirement and on or after age 45 with a vested percentage of 100%, provided either of the two following conditions are met:

- a. the Participant dies while in active service with a Participating Employer after September 1, 1989; or
- b. the Participant dies while receiving disability benefits under section 6.06 of the Plan, under a long-term disability income plan sponsored by his/her Employer or under the Canada/Quebec Pension Plan.

*For more information check the Plan Document  
on our Web Site @ [www.CSionline.org](http://www.CSionline.org)  
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