

Need to know what a group RRSP would do for your organization?

A group RRSP is an excellent addition to your employee benefits. Not only does this plan represent an indirect financial reward, but it also sends a message to employees that your organization is a good place to work and that you really care about their well-being and financial future.



What is a group RRSP :

It's a group of individual RRSPs for which the employer organizes the payment of employee contributions through payroll deductions, before tax.

Advantages of a group RRSP :

- ✔ Income tax is immediately deducted at source, for higher take-home pay.
- ✔ Contributions are made on a regular basis, which encourages disciplined savings and allows employees to benefit from the positive effects of systematic savings.
- ✔ Employees benefit from a higher overall return on their investment, since Group RRSP rates are generally lower than rates for individual RRSPs.



FORESIGHT™

A New Vision for Group Retirement



Desjardins Financial Security has partnered with Morningstar to bring you Foresight, an exclusive group retirement savings solution. As a leading provider of independent investment research worldwide, Morningstar has been analyzing investments for more than 20 years. Morningstar's experts research and select the funds for you, monitor them and build custom portfolios and lifecycle paths for your employees.

With Foresight, you'll get unparalleled peace of mind.



Cooperating in building the future



*For more information,
please contact :*

Need to know what a group RRSP would do for your organization?



Attract and retain qualified employees

When looking for a job, most employees will choose an employer with the best benefit package. A group RRSP is an excellent addition to your employee benefits.

Not only does this plan represent an indirect financial reward, it sends a message to employees that this is a good place to work because the employer really cares about the well-being and financial future of their employees.

A group RRSP can also build loyalty and help improve employee engagement by creating a sense of security and belonging to the company. It can help reduce the stress and absenteeism caused by financial insecurity. As an employer, you'll benefit from a happier, more productive workforce.

Group vs Individual – what's the difference?

Individual RRSP – With an individual RRSP, employees make contributions from their **net salary** – after paying all the applicable taxes. The down-side is – they have to wait until they file their income tax, before they get a refund on all the taxes paid. So in essence, they have loaned the government their money, interest-free.

Group RRSP – With a group RRSP, contributions can be deducted from their **gross salary** at each pay period. This immediately reduces the taxable income. Your employees can use their money right away, rather than waiting until the end of the year to get a refund.

	Individual RRSP	Group RRSP
Gross monthly salary	\$2,500	\$2,500
Group RRSP contribution	0	\$300
Gross taxable salary	\$2,500	\$2,200
Tax deducted at source	\$569	\$476
Individual RRSP contribution	\$300	0
Net salary	\$1,631	\$1,724

What is a Group RRSP?

It's a group of individual RRSPs for which the employer organizes the payment of employee contributions through payroll deductions, before tax.

- The employee determines the amount he/she wants to systematically contribute. There is no minimum investment. Lump sum payments can also be made.
- The employer can contribute to the employees' RRSPs. A minimum payment is not required and the employer can change the contribution amount at any time. The employer contribution represents an increase in direct employee compensation.
- Contributions can be set up in a manner that is agreeable to both the employer and employee, provided it does not exceed the legally prescribed limit, which is the same as that for an individual RRSP.

Advantages of a Group RRSP

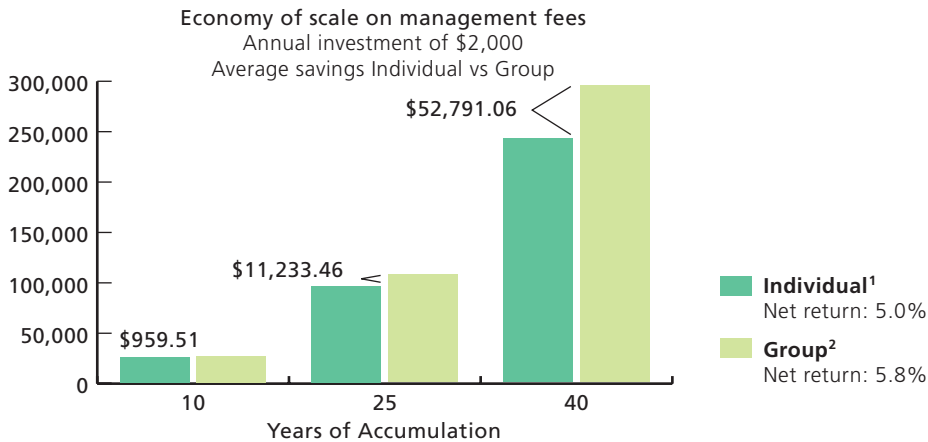
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Part of our Foresight solution

Offered in partnership with Morningstar, a group RRSP is part of Desjardins Financial Security's Foresight solution. With Foresight retirement plans, the choice of investment fund and governance are assumed by Morningstar, a leading provider of independent investment research world-wide. Morningstar selects the funds for you, analyses them and builds portfolios and custom retirement paths for your employees.

Foresight retirement plans are also easy to implement. They offer personalized communications, highly-qualified customer service and training programs on investment choices, accumulation and draw-down products, as well as planning advice.

Get the same advisory services usually reserved for large corporations — at a fraction of the price!



¹ Source: Morningstar, average of individual fees according to asset class.

² Source: Foresight estimated group fees effective January 1, 2010.

Other plans that may be of interest to you:

- Annuities;
- DCP: Defined Contribution Pension Plan;
- DPSP: Deferred Profit Sharing Plan;
- Group TFSA: Tax-Free Savings Account;
- IPP: Individual Pension Plan;
- LIF: Life Income Fund;
- LIRA: Locked-In Retirement Account;
- Non-registered savings plan;
- RRIF: Registered Retirement Income Fund.

Desjardins Financial Security

Desjardins Financial Security is part of Desjardins Group, the largest cooperative financial group in Canada. As one of the leading life insurers in Canada, Desjardins Financial Security offers a wide array of employee benefits products and services to help plan sponsors attract and retain talented employees.

Despite the turmoil that affected financial markets worldwide, Desjardins Financial Security's capitalization remained strong and exceeded the expectations of the regulatory authorities. Desjardins also benefits from excellent ratings from the credit rating agencies:

Standard and Poor's	AA-
Moody's	Aa1
Dominion Bond Ratings Service	AA

For more information:

Group Retirement Savings Solution by Desjardins Financial Security – Fund research and portfolio construction by Morningstar

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