

Voluntary retirement savings plan

A simple, worry-free retirement savings solution

Help protect your biggest asset with a VRSP

If you're an employer in Quebec with five or more eligible employees, you need to offer a voluntary retirement savings plan (VRSP) or another type of workplace retirement savings plan – a group registered retirement savings plan, a registered pension plan, or a tax-free savings account – if you don't already. But this legislation shouldn't be the only reason to offer a group retirement savings plan.

Your employees are a valuable asset and you're continuously looking for ways to attract, motivate and retain them. By offering a VRSP, you're helping protect this asset by providing them with a convenient and affordable way to secure their futures.

When do you need to offer a VRSP?

- Employers with five to nine eligible employees must offer a VRSP or another eligible plan by a date after Dec. 31, 2018 (to be determined by the Quebec government).
- Employers with more than 10 eligible employees as of June 30, 2017 must have a VRSP or another eligible plan in place.

With a London Life VRSP you'll get:

- Simplified set-up
- Easy maintenance
- Minimal administration

VRSPs are a win-win for you and your employees

Running a business can be demanding. It may be challenging for you to find the extra time to set up a group retirement plan.

We make it simple to set up and easy to maintain a VRSP.

With a London Life VRSP, your business can:

- Create goodwill with your employees by offering them a flexible and affordable group plan solution
- Increase employee morale and productivity by showing you care about their financial well-being
- Attract and retain talent by adding employer contributions to your VRSP
- Gain access to world-class plan administration and award-winning education materials

It's not just about your employees. There are real benefits to you when you offer a plan.



VRSPs benefit you

- ✓ It's simple. We handle most of the plan administration and compliance responsibilities so you can focus on what's important to you – your business.
- ✓ If you choose to contribute, your contributions aren't subject to payroll taxes and may be deducted from income for tax purposes.
- ✓ Your employees will thank you for investing in their future and in return they'll reward you with their commitment to your company.

Simple investment options

Our VRSP investment lineup has been pre-determined – you don't need to do anything. The investment selection is simple for your employees and is designed to meet their retirement savings with clearly defined, understandable investment choices.

It's simple. Employees choose either Solution 1 or Solution 2.

Solution 1: Harmonized target date funds. These funds are ideal for employees who don't have the time or desire to choose and manage their investments. Employees simply select the year they want to retire and choose the target date fund that most closely matches that year.

Solution 2: Select from Harmonized asset class funds. These funds are ideal for employees who want a more hands-on approach to investing. They complete the *Investment personality questionnaire* to help them select the funds that best match their investment goals and risk tolerance.

If employees wish, they can even choose a combination of solution one and two. Guaranteed investment accounts are also available for

employees to include as part of their investment portfolio.

Your employees also benefit

- ✓ Save for retirement and their future
- ✓ By getting instant tax savings while they contribute to their plan through payroll deductions
- ✓ Their payroll deduction becomes a convenient, disciplined way to save for retirement
- ✓ Saving is easy with automatic enrolment and a default investment option
- ✓ A VRSP is flexible because employees can choose their contribution rate, their investment option or they can opt out of the plan

Put our strength to work for you

Working with us helps your employees build toward a more comfortable retirement. We have a unique presence in the group retirement and savings plan marketplace.

- With more than \$51.8 billion¹ under administration, we represent a significant presence in the Canadian group retirement savings and pension industry.
- We administer over 24,000 group capital accumulation plans in Canada and 1.3 million plan member accounts¹.
- Our service and support for sponsors and members are unparalleled.

Select London Life's VRSP and get a strong organization that stands with you.

¹ As at December 2016

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