

PLAN COMPARISON CHART (in Quebec only)

	DCPP	Group RRSP	DPSP	Group TFSA	SPP	VRSP
Eligible employees	Employer's choice. Pension legislation specifies minimum eligibility requirements.	Employer's choice.	Employer's choice. Connected persons are not eligible.	Employer's choice. 18 years of age or over.	Employer's choice. Pension legislation specifies minimum eligibility requirements.	18 years of age or over and 1 year uninterrupted service and work for an employer having an establishment in Quebec or are residents of Quebec.
Understanding the plan	More complicated	Easy	Easy	Easy	More complicated	Easy
Fees payable to a regulator	Yes	No	No	No	Yes, payable by insurer	Yes, payable by insurer
Employer contributions	Minimum 1% employer contribution required. Not subject to payroll taxes.	Employer contributions not required. Payroll taxes apply to any employer contributions.	Employer contributions not subject to payroll taxes.	Employer contributions not required. Any employer contributions are considered contributions made by the employee with after-tax dollars. Payroll taxes and income tax apply to any employer contributions.	Minimum 1% employer contribution required. Not subject to payroll taxes.	Employer contributions not required. Any employer contributions are not subject to payroll taxes.
Administrator	Pension committee	Employer	Trustee	Employer	Sun Life Assurance Company of Canada (Sun Life Financial)	Sun Life Assurance Company of Canada (Sun Life Financial)
Pension committee Annual meeting	Required in Quebec only	Not required	Not required	Not required	Not required	Not required

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Investment policy	Required	Not required	Not required	Not required	Not required	Not required
Employee contributions	Permitted	Permitted	Not permitted	Permitted	Permitted	Permitted
Vesting	Immediate	Immediate	As per plan rules. No later than 2 years of participation.	Immediate	Immediate	Immediate
Locking in	Yes	No. Employers may choose to restrict withdrawals during employment.	No	No	Employer contribution: Yes Employee contribution: Employer's choice Voluntary contribution: No	Employer contribution: Yes Employee contribution: No