

Reference No. 2014-04

Date: June 17, 2014

**TO: All Pension Administration Contact Persons at
Contributing Member Organizations**

RE: Possible Base Year improvement – Message from the Plan's CEO

While not certain it currently looks like there may be at least one, and possibly two Base Year improvements before the end of 2014. If they both occur, we expect the base year to increase to:

- 2012 for October 1st 2014 retirements; and
- 2013 for January 1st 2015 retirements.

While we don't normally issue bulletins about Base Year improvements before they are decided on, this situation is unusual. We don't normally expect to provide two Base Year improvements over such a short period of time.

Action Required:

The Plan needs your assistance to distribute this information to our Plan Members. Attached is a message from the Plan's CEO that you can use to inform your employee members of these possible Base Year improvements. We recommend that you copy and circulate this notice to the appropriate employees via your internal mail system, your internal e-mail, and/or post it on bulletin boards throughout your facility. We appreciate your cooperation.

Please call us if you have any questions about this Bulletin.

NSHEPP
June 17, 2014

Attachment – Notice for employees who are Plan Members



Will there be a Base Year improvement this fall? A message from your pension plan's CEO

While I am not yet certain it currently looks like there may be at least one, and possibly two Base Year improvements before the end of 2014. If they both occur, I expect the base year to increase to:

- 2012 for October 1st 2014 retirements; and
- 2013 for January 1st 2015 retirements.

To retire on either of the above dates and receive a base year improvement if one is granted, your employment would have to continue for at least part of the prior month.

If you are retiring or resigning soon, this could be important to you. In most cases, a Base Year improvement will increase your benefits. With the possibility of 2 Base Year improvements, **it may be worth postponing your retirement or resignation.**

I must stress, however, that a final decision on the first improvement will not be made until September. While we don't normally issue bulletins about Base Year improvements before they are decided on, this situation is unusual. We don't normally expect to provide two Base Year improvements over such a short period of time.

I will update you again in mid-September on the Plan's web-site (www.nshepp.ca) and by an employer distributed bulletin. We can also let you know personally if you email us with the subject line: "Base Year Alert Request".

Calvin Jordan
CEO, NSHEPP

Note from our lawyer: This information should not be relied upon as a promise or guarantee that these or any base year improvements will actually be granted. It is possible no improvement will be granted. There may be other factors for you to consider in deciding when to retire or resign. You should consider all factors relevant in your personal situation and make the decision that is right for you.

If you have any questions or comments please contact us at:

- Write: NSHEPP, 2 Dartmouth Road, Bedford, NS, B4A 2K7
- Telephone: (902) 832-8500 for local calls; 1-866-400-4400 for long distance toll free
- E-mail: pensionplan@nshepp.ca ; Fax: (902) 832-8506

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