

November 15, 2011

To: Members of the University of Windsor Retirement Plan for Faculty and Certain Employees

From: Rita LaCivita, Chief Human Resources Officer

Re: Member Pension Contribution Increases

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Effective January 1, 2012 member contribution rates to the Plan will increase from 6% of Earnings to 8% of Earnings. This increase is as a result of collective bargaining between the University of Windsor and the Windsor University Faculty Association, the mechanism through which contribution rate changes to the Plan are made.

As Plan Sponsor, the University of Windsor is required by law to provide you with the attached "Notice to Members" informing you of the change.

Should you have any questions or comments, please contact me.

Thank-you



**University of Windsor Retirement Plan  
For Faculty And Certain Employees  
(As Amended and Restated At January 1, 2002)  
Registration No. 0366849**

Notice to Members

Subsection 26(1) of the *Pension Benefits Act*, R.S.O. 1990

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This Notice is to advise Members of the University of Windsor Retirement Plan for Faculty And Certain Employees, as amended and restated at January 1, 2002 (the "Plan"), that the University of Windsor intends to apply for registration of amendments to the Plan that will have the effect of increasing the contributions of Members from the current rate of 6% of Earnings in each Plan Year to a new rate of 8% of Earnings in each Plan Year. The amendments to increase contribution rates will be effective January 1, 2012. "Earnings" and "Plan Year" are terms that are defined in the Plan.

Comments regarding the proposed amendments may be submitted to the University of Windsor at the address below:

University of Windsor  
Ms. Rita LaCivita  
Chief Human Resources Officer  
Department of Human Resources  
401 Sunset Avenue  
Windsor, ON N9B 3P4

Comments regarding the proposed amendments may be submitted to the Superintendent of Financial Services at the address below:

Superintendent of Financial Services  
Financial Services Commission of Ontario  
5160 Yonge Street  
P.O. Box 85  
Toronto, ON M2N 6L9