

**AMENDMENT 2007-A**  
**TO THE UNIVERSITY OF WINNIPEG PENSION PLAN**

**WHEREAS** the University of Winnipeg (the "**University**") established a pension plan for its employees entitled "The University of Winnipeg Pension Plan" effective September 1, 1972, which pension plan has been amended and updated from time to time, was formally adopted by By-Law No. 3/97 passed and enacted by the Board of Regents of the University on October 27, 1997, and has subsequently been amended from time to time since being formally adopted by the University (the "**Plan**");

**AND WHEREAS** the Income Tax Act and Regulations with respect to the age by which pensions must commence has been changed;

**AND WHEREAS** the University has the right under Paragraph 14.1 of the Plan to supplement, modify or amend the Plan provided that no such supplementation, modification or amendment of the Plan shall permit any part of the assets of the trust fund established under the Plan to revert to or be recoverable by the University or used or diverted to purposes other than for the exclusive benefit of members, retired members or their beneficiaries and joint annuitants under the Plan;

**NOW THEREFORE BE IT AND IT IS HEREBY RESOLVED THAT** the Plan shall be supplemented, modified and amended with effect as of and from November 1, 2007 as follows:

1. Paragraph 1.8 is amended by deleting the words "end of the year in which the Member attains age 69" and substituting the words "late pension commencement date in accordance with Paragraph 6.3" therefor.
2. Paragraph 6.3 is deleted in its entirety and the following is substituted therefor:

**"6.3 Late Pension Commencement Date**

A Member who continues in employment after the Normal Pension Commencement Date shall continue contributions to the Plan and defer receipt of the pension until the earlier of actual retirement date and the end of the calendar year in which the Member attains

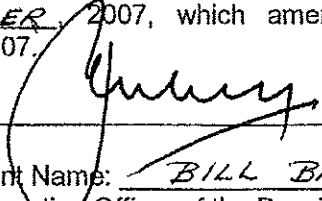
- (a) 71, if the Member was born in 1926 or earlier,
- (b) 70, if the Member was born in 1927,
- (c) 69, if the Member was born after 1927 and before 1938,
- (d) 71, if the Member was born in 1938 or later.

The pension shall be calculated in accordance with Paragraph 7.1 including earnings and service after the Normal Pension Commencement Date."

3. Paragraph 10.7(b) is amended by deleting the words "the end of the year in which he or she attains age 69 on or after January 1, 1998" and substituting the words "his or her late pension commencement date in accordance with Paragraph 6.3" therefor.
4. Paragraph 10.8(b)(i) is amended by deleting the words "the end of the year in which the Member attains age 69" and substituting the words "his or her late pension commencement date in accordance with Paragraph 6.3" therefor.

5. All other terms and conditions of the Plan are hereby affirmed.

**BY AUTHORITY** conferred upon me by the Board of Regents of the University of Winnipeg, I hereby certify, as Executive Officer of the Pension Committee of the University of Winnipeg, and not in my personal capacity, that the foregoing constitute amendments to The University of Winnipeg Pension Plan which have been enacted by resolution passed by the Board of Regents of the University of Winnipeg at a meeting duly held and constituted at Winnipeg, Manitoba, on the 5<sup>th</sup> day of OCTOBER, 2007, which amendments shall have effect as of and from the 1<sup>st</sup> day of November, 2007.

  
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Print Name: BILL BALAN  
Executive Officer of the Pension Committee,  
The University of Winnipeg Pension Plan