

1 **Q. Please explain whether Executives and Managers receive the same pension and**
2 **OPEBs benefits as regular employees of NP. If not, in what respect do they differ?**

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4 A. Overall, Executives, Managers and regular employees receive the same pension and
5 OPEBs. The specific differences in benefits are noted below.

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7 *Pensions*

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9 For employees participating in defined contribution pension plans, the Company pays
10 50% of the combined contribution to employees' retirement savings plans.

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12 The retirement savings plans for Executives and Managers require a combined
13 contribution of 13% of salary, while the total contribution to regular employees' RRSP
14 retirement plans is 11.5%. The Company's contribution amounts to 6.5% of salary for
15 Executives and Managers and 5.75% for other employees.

16
17 *Other Post-Employment Benefits*

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19 All employees receive the same health care and insurance benefits once they have
20 reached the age of 65.

21
22 Prior to age 65, some of the Executive group's retiree benefits and coverage differs from
23 that of other employees. These differences are:

- 24
25 (i) Health care premiums for Executives are fully funded by the Company, as
26 compared to the 50/50 costing sharing arrangement for regular employees;
27
28 (ii) Executives receive dental benefits to an annual maximum of \$2,000 per
29 insured family member as part of their compensation package. Other
30 employees have the option of participating in an employee-funded dental
31 insurance plan; and
32
33 (iii) Life insurance and accidental death and dismemberment coverage for
34 Executives is set at 4 times salary, as compared to 3 times salary for other
35 employees.