

SIGNING BONUS - PAYMENT ELECTION OPTION

Completed forms MUST be sent to the attention of PAYROLL (HVC.Payroll@teck.com) no later than February 11, 2022.

If no form is received by this date, a lump sum cash payment will be processed on February 17, 2022. **NO EXCEPTIONS !!**

Bargaining Unit employees who are eligible for the \$20,000 lump sum payment (signing bonus) have the following options:

- taking **ALL** in a single cash payment (paid out February 17, 2022) *(completion of this form is **NOT** required)*
- directing all or a portion into a single cash payment or the USW District 3 RSP with CUMIS investments *(please complete this form)*
- Bargaining Unit employees with an existing USW District 3 RSP account with CUMIS can simply nominate the amount they want directed toward their RSP
- Bargaining Unit employees who do not have an existing USW District 3 RSP account with CUMIS will be required to open an account prior to any funds being transferred and prior to February 11, 2022 (preferably as soon as possible). Employees can sign up here <https://groupretirementenrolment.cumis.com/#/?token=f82c7d8a-b73e-4a6f-82d1-9e1a954ae268> **Access code – BZDPV7**

RRSP contributions are sheltered from tax deductions only. Any applicable CPP, EI, Union dues will still apply. Any money not sent to RRSP but deducted to cover these deductions (CPP/EI/Union dues) will be subject to income tax per statutory requirements.

By making this election, employees are declaring that this contribution will not exceed their personal RRSP contribution limit. Any tax consequences related to over-contributing to a CUMIS RRSP remain the employee's responsibility.

I am making the following payment election regarding the \$20,000 lump sum payment (signing bonus)

Payable into my USW District 3 RSP at CUMIS investments (subject to Union dues, CPP, EI)

\$ _____

Payable as a lump sum cash payment (subject to Union dues, CPP, EI, taxes)

\$ _____

Name (please print)

Signature

Payroll #

Date