Planning for Retirement

HOOPP

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INTRODUCTION

About HOOPP

The Healthcare of Ontario Pension Plan (HOOPP) is one of Canada's largest and most respected defined benefit pension plans. Our sole purpose is to administer and provide pensions for more than 475,000 healthcare workers in Ontario.

THE BENEFITS OF BEING A HOOPP MEMBER

1. **You will not outlive your pension.**
   It will be paid for the rest of your life.

2. **Your pension is reliable.**
   It's based on a formula, not stock market returns; you won't have to make investment decisions or stress about market fluctuations.

3. **The HOOPP Fund is managed by investment professionals.**
   Our experienced investment team manages the Fund on behalf of HOOPP members to provide a secure ***lifetime pension***.

4. **You decide when to retire.**
   You have control over when you start your pension and can start receiving it as early as age 55. The choice is yours.

5. **Your pension is yours to keep.**
   If you leave your job and move to another healthcare organization that also offers HOOPP, you can continue to grow your pension. There are more than 700 organizations that offer the Plan across Ontario.

6. **You get more for your money.**
   With HOOPP, you may have access to early retirement benefits, disability benefits, survivor benefits and inflation protection, at no additional cost to you.

HELPING YOU GET READY FOR RETIREMENT

Whether you choose to begin your HOOPP pension at age 55, 71 or any age in between, we are here to help you through the planning process. A key first step is taking the time to learn about your pension and the important role it can play in helping you build financial security for your retirement.

What you need to know about this booklet

This booklet provides an overview of the key factors that you will need to consider as you start planning for retirement. It offers insight into when you should start collecting your ***lifetime pension***, determining which spousal option is right for your personal situation, and much more.

Meanings of specific terms

Some terms in this booklet have specific meanings in the context of the Plan. These terms appear in ***bold italics*** the first time they are mentioned in the booklet. A *Summary of terms* can be found at the back of the booklet to help explain them. You can also find a more detailed glossary on **hoopp.com/glossary**.

Important information about the examples in this booklet

Your annual pension will differ from the examples provided in this booklet due to your personal circumstances. Your actual benefit entitlement, based on verified data, will be paid in accordance with the *HOOPP Plan Text* and applicable legislation in effect at the time you retire. For this reason, please do not rely on the examples for decision-making purposes.

Preparing for retirement

One of the biggest decisions you may ever make is when to retire. Your unique personal circumstances will help to determine the right time for you.

When preparing for retirement, be sure to consider:

- In addition to your HOOPP pension, what sources of income will be available to you (e.g.government benefits, personal savings, employment income from a part-time job in retirement)?
- If you have a spouse, what does their retirement income look like and do you expect them to live longer than you?
- Do you have any large potential expenses that you need to account for in your planning (e.g., family obligations, potential medical expenses, etc.)?

WHAT YOU WILL RECEIVE FROM HOOPP

As you plan your retirement, you will want to know how much your HOOPP pension will be. In general, the monthly pension you receive will depend on your ***earnings*** and how many years of service you have built in the Plan.

How HOOPP calculates your pension

To calculate your pension, we use:

- your best five consecutive years of earnings
- your years of ***contributory service*** and ***eligibility service***
- the average year's maximum pensionable earnings ***(average YMPE)***

To learn more about how your pension is calculated, visit **hoopp.com/pension101**.

Getting a pension estimate

Visit **HOOPP Connect**, your secure member site, and use the Pension Estimator to estimate your future HOOPP pension and ***bridge benefit*** (if applicable) using your own up-to-date pension information and retirement dates.

As you are thinking about retirement, be sure to find out how much your pension will be.

The Pension Estimator allows you to see your future pension at key milestone dates, and how it can change based on different factors and possibilities, such as:

- retiring early or later
- changing your future work schedule (e.g. from full-time to part-time, or vice versa)
- any future salary increases

Plus, you can save and compare different retirement ages and scenarios to come back to later. If you have any questions or need assistance, please contact our Member Services team.

WHEN YOU CAN START COLLECTING YOUR HOOPP PENSION

Different retirement dates can impact your overall HOOPP pension amount, with factors like your age, eligibility service and other considerations playing a role. That's why you should choose your retirement date carefully.

Choosing a retirement date

As a HOOPP member, you have the flexibility to start receiving your lifetime pension as early as age 55, as late as age 71, or anywhere in between. The choice is yours.

Early retirement and bridge benefits

If you retire between the ages of 55 and 65, you'll receive a temporary bridge benefit paid monthly, along with your lifetime pension. Any bridge benefit will continue to be paid until age 65 or until you pass away, whichever happens first, and does not stop if you take your Canada Pension Plan (CPP) early.

If you retire before reaching age 60 or 30 years of eligibility service, your lifetime pension and bridge benefit will be reduced. The more years of eligibility service you have, the lesser the reduction will be. Only full years of eligibility service count towards early retirement reductions.

You must complete a full year of eligibility service or pass a birthday to gain additional service. With at least 15 years of eligibility service, you can earn a larger early retirement pension. Reductions are permanent and apply to any benefits that may be payable to your ***qualifying spouse*** or ***beneficiaries*** after you pass away.

For more information on early retirement reductions and bridge benefits, visit **hoopp.com/whencaniretire**.

Starting your pension after age 65

If you want or need to keep working, every additional year that you participate in HOOPP will increase your pension. You can continue growing your HOOPP pension until Dec. 1 of the year that you reach age 71, which is when you need to start your pension, even if you continue working.

To reflect the fact that you've started your pension later, the portion of your pension that you built before age 65 will be increased. It will go up by 0.5% for every month that you work past age 65.

When choosing a retirement date, be sure to consider:

- **How close are you to reaching an important milestone?**
  Essentially, the closer you retire to age 60 or 30 years of service, whichever happens first, the larger your overall pension will be.
- **Can and should you wait until your next birthday to retire?**
  If you're retiring early, your birthday is an important milestone. Retiring after your next birthday or completed year of eligibility service will increase your pension.
- **With your current health, do you want to collect less sooner, or more later?**
  Age, family history and health are important factors when you consider how long you will collect your lifetime pension.
- **Are you financially ready to retire now, or can you wait a few years?**
  Being able to afford your desired retirement lifestyle is a key consideration as you decide when to retire. As a HOOPP member, you can retire as early as 55, but you can also let your pension grow and continue working until you're ready.

Examples about retiring with a HOOPP pension

The examples below show how retiring one to two years later than originally planned, with more eligibility service and contributory service, can help increase a member's pension.

Your contributory service may be different from your eligibility service, which is used to determine the reduction, if any, that will apply to your pension if you decide to retire early.

For more information on early retirement reductions and bridge benefits, visit **hoopp.com/whencaniretire**.

Meet Yvette

Yvette will turn 55 on Dec. 31, 2025. She will have 14 years of contributory service, 14 years of eligibility service, and average earnings of $110,000.

Yvette has some things to consider when planning for retirement.

Her daughter, Melissa, and her partner are expecting their first child and Yvette wants to retire early to help with childcare. Although she considered waiting until age 60 to receive an unreduced pension, based on her family circumstances and household income, she has decided that retiring earlier with a reduced pension is the right choice for her personal situation. Yvette was thinking about retiring at 55 but wasn't sure how that would affect her pension.

With these things in mind, Yvette called her personal Member Services Specialist to discuss a couple of retirement age scenarios. She decided to retire on Dec. 31, 2026, at age 56 with 15 years of contributory service, 15 years of eligibility service and HOOPP's bridge benefit.

If Yvette chooses to retire at 55, she will receive **$1,723/month for life** (plus a bridge benefit of $74/month until age 65), which is **70%** of the pension that she would receive if she retires at age 60.

Her annual pension would be **$21,564** until age 65, then **$20,676** for the rest of her life.

By delaying her retirement by just **one more year**, she would have an additional year of contributory and eligibility service, and her early retirement reduction would be lower. So, Yvette would receive **$2,142/month for life** (plus a bridge benefit of $113/month until age 65).

That's an annual pension of **$27,060** until age 65, then **$25,704** for the rest of her life.

Because she would also have one additional year of both contributory and eligibility service, this decision would result in a 24% increase to Yvette's lifetime pension! Yvette gained an additional year of contributory and eligibility service, which translates to an additional $106. She qualified for a more generous early retirement benefit once she reaches 15 years of eligibility service which translates into an additional $313. Reaching this milestone means that she gets a bigger lifetime pension and bridge benefit.

No matter when she retires, as a result of HOOPP's past service benefit improvements, Yvette's lifetime pension is higher. In addition, Yvette will see less of a change in her monthly pension when her bridge benefit ends at age 65.

Don't forget: During her retirement, Yvette's pension may also increase with any COLA approved annually by HOOPP.

Yvette was developed as an example by HOOPP for illustrative purposes only. In this example, we have assumed that Yvette is one year older and has one more year of year of contributory service when she retires with 15 years of eligibility service, and she has qualified for past service benefit improvements, including and up to the increase effective on July 1, 2024. We have also assumed the 2025 YMPE increases by 3%. The average YMPE as of Dec. 31, 2025, is $66,580. The average YMPE for Dec. 31, 2026, is $68,948. For simplicity, inflation protection has not been factored into this example. All amounts have been rounded to the nearest dollar.

Meet Mary

Mary will turn 58 on Dec. 31, 2025. She will have 17 years of contributory service, 20 years of eligibility service, and average earnings of $70,000.

Mary is thinking about leaving the workforce and all the things she needs to consider when planning for retirement. She also has some personal savings set aside for retirement, in addition to her HOOPP pension. Mary was thinking about retiring early at 58 but wasn't sure how that would affect her pension.

With these things in mind, Mary took the steps to further educate herself on her options. After calling her Member Services Specialist, Mary decided that she will continue working and retire on Dec. 31, 2027, at age 60 with an unreduced pension and HOOPP's bridge benefit.

If Mary chooses to retire earlier at 58, she will receive **$1,750/month** for life (plus a bridge benefit of $115/month until age 65), which is **94%** of the pension that she would receive if she retires at age 60.

Her annual pension would be **$22,380** until age 65, then **$21,000** for the rest of her life.

By contributing to the Plan for just **two more years**, she would receive her unreduced pension, which would be **$2,030/month** for life (plus a bridge benefit of $187/month until age 65).

That's an annual pension of **$26,604** until age 65, then **$24,360** for the rest of her life.

By continuing to contribute and build her pension for another two years, Mary will qualify to retire at age 60, with a lifetime pension that will be 16% bigger than if she retired at 58. That's an extra $280 of monthly lifetime pension!

That's because:

Mary gained an additional two years of contributory service, which translates to an additional **$158**. The percentage of pension she would receive would increase from **94%** to **100%** based on the early retirement pension benefit.

Mary feels good about her decision because of the information she's received about her retirement options.

No matter when she retires, as a result of HOOPP's past service benefit improvements, Mary's lifetime pension is higher. Since the benefit improvements mean the bridge benefit is a smaller portion of her overall pension she will see less of a change in her monthly payments when her bridge benefit ends at age 65. This helps provide Mary with added financial confidence to retire when she is ready.

Don't forget: During her retirement, Mary's pension may also increase with any COLA approved annually by HOOPP.

Mary was developed as an example by HOOPP for illustrative purposes only. In this example, we have assumed that Mary is two years older and has two more years of contributory service when she retires with 22 years of eligibility service, and she has qualified for past service benefit improvements, up to and including the increase effective July 1, 2024. We have assumed the 2025 YMPE increases by 3%. The average YMPE as of Dec. 31, 2025, is $66,580. The average YMPE for Dec. 31, 2027, is $71,096. For simplicity, inflation protection has not been factored into this example. All amounts have been rounded to the nearest dollar.

WHAT YOU NEED TO KNOW ABOUT SURVIVOR BENEFITS

You can have peace of mind with HOOPP's survivor benefits, which are a key feature of the Plan and can help provide financial security for your spouse or beneficiaries. This benefit is provided to you at no additional cost and is available to your eligible survivors.

Members with a spouse

When you pass away in retirement, your qualifying spouse at the time of your retirement is entitled to receive 66 2/3% of your monthly pension, not including a bridge benefit, for the rest of their life. When you retire, you may choose to increase this benefit to 80% or 100% of your monthly pension, which will result in a reduction in your pension to reflect the additional benefit for your spouse.

If you pass away within five years of your retirement date, your qualifying spouse will receive the same monthly benefit as you (not including the bridge benefit) for the rest of the five-year period. This is known as the five-year guarantee. When the five-year period ends, your spouse will receive 66 2/3%, 80%, or 100% of your monthly benefit, depending on your choice at retirement. If both you and your spouse pass away before the end of the five-year period, the remaining payment will go to your beneficiaries or, if you do not have designated beneficiaries on file, your estate.

Waiving spousal benefits

Waiving this entitlement means your spouse will not receive a monthly survivor benefit if you pass away before them. Instead, HOOPP will pay any survivor benefits to your beneficiaries when you pass away, or if you do not have any beneficiaries on file, your estate.

Within the 12 months leading up to your first pension payment, you and your qualifying spouse can choose to waive the right to survivor benefits. To waive your spouse's right to a spousal pension, you and your qualifying spouse must complete the *Waiver of Joint and Survivor Pension* form available on **hoopp.com/resources**. This choice must be made before pension payments begin.

When choosing a spousal benefit option, be sure to consider:

- **Do you expect your spouse will live longer than you?**
  Age, family history and health are factors when you consider how long you and your spouse will collect your pension. In some cases, the 66 2/3% option may be sufficient. However, you may want to consider increasing your spousal benefit to 80% or 100%.
- **Does your spouse have their own pension or other sources of retirement income?**
  If they will be relying on your pension as their main source of income, you should consider the 80% or 100% options.
- **If you pass away first, will your spouse have sufficient income or savings to manage their current and future living expenses?**
  Your HOOPP pension, your spouse's pension, any CPP and OAS pensions and personal savings contributes to your household income in retirement. When you pass away, your government pensions will stop, and your spouse may have less to live on. HOOPP's survivor benefits provide secure and reliable income that may become even more important to your spouse at that time. You can increase your spouse's lifetime pension by electing the 80% or 100% options.

Single members

If you do not have a qualifying spouse at retirement and you pass away before receiving 15 years of payments, your beneficiaries will be paid the value of your remaining payments in the 15-year period (minus the bridge benefit, if applicable). If you have not designated beneficiaries, any applicable payment will be made to your estate.

Plan for the future with the Survivor Benefits Guidance Tool

The Survivor Benefits Guidance Tool is here to help you plan ahead for your loved ones. It provides education and personalized guidance to help you decide which spousal pension option may be the most suitable for your situation.

HOOPP's survivor benefits are a key feature of the Plan and can help provide financial security for your spouse after you pass away. If you have a spouse when you retire, the amount they receive will be based on one of the three benefit options that you choose at the time of your retirement. The benefit option you choose represents the percentage of your monthly pension that will be paid to them.

For more information and to use the Survivor Benefits Guidance Tool, visit **hoopp.com/survivorbenefits**.

Examples

Let’s talk about what a few of our members could be considering when choosing a spousal option:

Jeffrey is 59 and thinking about his retirement options as a HOOPP member. His spouse, Christine, is 45 and does not have a workplace retirement savings plan. Christine’s personal retirement savings may not be enough or last long enough to cover her expenses, if Jeffrey passes away first. So, Jeffrey increases his spousal benefit option to 100% to ensure Christine will be protected in the future.

Dana is 56 and considering early retirement. Her spouse, Michelle, is 65 and already retired, receiving her own defined benefit pension. Dana and Michelle also have joint personal retirement savings, which account for future medical expenses they may have. Knowing that Michelle will have sufficient retirement income in the event that Dana should pass away first, Dana decides the 66 2/3% spousal benefit option is right for her.

Gurdeep is 54 and plans to retire early at 55. She also has two sons, who are 15 and 17 years old, to think about. Gurdeep has peace of mind knowing that as a single member, her beneficiaries will have the security of the 15-year guarantee if she passes away within the first 15 years of collecting her pension.

CPP AND OTHER GOVERNMENT BENEFITS

In addition to your HOOPP lifetime pension, you'll also receive Canada Pension Plan (CPP) retirement benefits and depending on your income, Old Age Security (OAS). Together, these can help form a significant portion of your retirement income.

What you need to know about CPP

The amount of your CPP benefits depends on your age when you start receiving it, how much and how long you've contributed, and your average earnings. Most Canadians do not qualify for the maximum CPP amount, typically receiving approximately 60% of the maximum. Your CPP payments will continue for the rest of your life and are considered taxable income. CPP also has other benefits, such as indexed inflation protection and survivor benefits. Visit **hoopp.com/governmentbenefits** to learn more.

When to take CPP

That decision depends on your personal circumstances. In general, when you start taking your CPP at age 65 or older, you're able to maximize your CPP pension. If you choose to receive CPP as early as age 60, you will take a significant reduction.

For an estimate of how much you are eligible to receive for CPP, please log into your My Service Canada Account at **canada.ca/myaccount** or contact Service Canada.

To help you decide when to start collecting your CPP, be sure to consider:

- **How much income will you need in retirement?**
  Your lifestyle, health and family situation may influence when you decide to start your CPP pension. Once you stop working, you can take CPP early if you need to.
- **Does it make sense to delay taking your CPP until age 65 or later?**
  Your HOOPP pension and/or other sources of income (such as personal savings or part-time income) may help supplement your income in early retirement. By waiting to take CPP, you may get a higher CPP pension.

Old Age Security (OAS)

For OAS, you can start receiving this taxable monthly benefit at age 65, assuming you meet certain requirements related to Canadian residency. The amount you could receive depends on how long you have lived in Canada since you turned age 18, as well as your annual income. If eligible, you may need to apply before you can start collecting your OAS benefit. You may wait to start your OAS pension up to age 70, with an increase for each month that you delay it.

In some cases, those receiving OAS may also be eligible to receive the **Guaranteed Income Supplement (GIS)**. This non-taxable monthly benefit is available to lower-income individuals living in Canada who qualify based on having an annual income below the government's specified maximum.

When it comes to retirement planning, consider all your retirement income sources and personal circumstances carefully, and obtain estimates before making any decisions. If you have any questions about your CPP, OAS and GIS, and how they come into play with your HOOPP pension, please contact our Member Services team.

Don't forget!

You don't need to start taking your CPP when you start your HOOPP pension. If you retire between the ages of 55 and 65, any bridge benefit will continue to be paid until age 65 or until you pass away, whichever comes first, regardless of when you take your CPP.

TAXES AND YOUR RETIREMENT INCOME

You have worked hard for your pension. That's why, before you retire, it's important that you understand the impact of taxes on your retirement income.

Income from pension plans (e.g. HOOPP), CPP, OAS, registered retirement savings plans (RRSPs) and registered retirement income funds (RRIFs) are taxable income. As such, HOOPP is required to deduct taxes from your pension payment. Deductions are based on basic federal and provincial income tax rules. Taxes are not automatically deducted from CPP and OAS pension payments unless you make a request to Service Canada.

Strategies to reduce taxes

You may be able to maximize your retirement income and pay less taxes by using two key strategies:

Income splitting between spouses
Canadian residents can allocate up to one-half of eligible pension income to their spouse or common-law partner for tax purposes. This is particularly beneficial for couples where one partner has significantly more pension income than the other. This does not change how we report or pay your pension income. For more information on pension income splitting, please visit Canada Revenue Agency's website.

Tax credits
Tax credits are amounts that reduce the tax you pay on your taxable income.

An example of a tax credit you can claim with your HOOPP pension is the pension income amount. This credit can be claimed annually when you file your personal tax return or can be used to reduce the amount of taxes you pay upfront each month. You may be able to reduce the amount of taxes being deducted from your monthly pension payment by completing and sending HOOPP a federal TD1 (*Personal Tax Credits Return*) and your provincial TD1 form.

Either way, tax credits can reduce the amount of tax you pay each year. Keep in mind that depending on your total taxable income, if you claim the tax credit monthly, you may need to pay additional taxes when you file your tax return.

There may be other credits that can help to reduce your taxes in retirement, depending on your personal situation, such as the age amount tax credit, the disability tax credit, the Canada caregiver amount and the GST/HST credit.

When choosing a tax strategy, consider:

- **If you have a spouse, is there a difference between your tax brackets?**
  If so, you should consider splitting your pension income with your spouse. By taking advantage of income splitting, the overall taxes that you pay as a couple may be less than the taxes paid by each person separately.
- **Do you prefer to pay your taxes upfront or get a refund?**
  By applying the tax credits directly to your HOOPP pension, you could get a larger monthly pension payment (after taxes); but you may not get a tax refund or may owe additional taxes once you file your personal tax return. Or, you could wait until tax season to apply the credits to minimize the taxes owed or possibly receive a refund.
- **Do you have multiple sources of income?**
  You can increase the amount of tax deducted from your monthly HOOPP pension by visiting HOOPP Connect. This way, you can avoid owing additional taxes at year end.

Since everyone's personal circumstances are different, it is important for you to consider the impact of taxes on your retirement income. We recommend you consult with a tax advisor or accountant when you file your taxes to learn more about the allowable tax credits that may be applicable to you.

STARTING THE RETIREMENT PROCESS

When you have decided on a retirement date, and that date is getting closer, you'll need to apply to start receiving your pension. Here are some important tips to help you through the process.

Inform your employer

To ensure that you start receiving your HOOPP pension on time, you are responsible for giving your employer sufficient notice of when you intend to retire. Then, your employer will notify us on your behalf, and we'll take care of the rest.

If you work for multiple HOOPP employers

If you are enrolled in HOOPP at more than one employer, please make sure that you tell all of them about your retirement. You must end your employment with all of them to start receiving your HOOPP pension. However, there are limited exceptions. You may continue to work and receive a HOOPP pension without ending your employment with a part-time employer where:

- you did not enroll in HOOPP, or
- you enrolled and then waived contributions in HOOPP when you switched from full-time to part-time or when you got a new full-time job

For more details or to discuss your specific situation, please contact our Member Services team.

Review your spousal and beneficiary information

By keeping your spousal and beneficiary information up to date, you will ensure that any eligible benefits will be distributed according to your wishes. It is your responsibility to ensure your loved ones know how to contact HOOPP in the event that you pass away.

Don't forget!

If you made a will after you designated your beneficiaries for HOOPP, your will may override or revoke the beneficiaries we have listed.

We recommend that you update your beneficiaries or find out if your will has any effect on your HOOPP beneficiary designation.

You can update your spousal and beneficiary information on HOOPP Connect.

You can complete your retirement online!

If you're an active member, you will need to notify your employer of your retirement date so they can initiate your retirement with HOOPP.

If you are a deferred member, you will need to contact HOOPP so we can initiate your retirement. Then, you will be able to review your personal benefit options on HOOPP Connect and submit your retirement elections entirely online. Your personal Member Services Specialist will also be available every step of the way to help ensure you transition smoothly into retirement.

If you no longer work for a HOOPP employer, keep in mind:

If you deferred your pension after leaving your HOOPP employer, it is your responsibility to contact HOOPP to notify us of the date you want to start receiving your pension. Your pension cannot be paid retroactively and can begin only after you provide HOOPP with all the information required.

Like all HOOPP members, you can start your deferred pension as early as age 55. However, the closer you get to age 60, the better your early retirement benefit will be. Of course, if you already have 30 years of eligibility service, you are not subject to any early retirement adjustment. For many members, starting their deferred pension earlier could be the right decision.

If you left your HOOPP employer, there's no advantage for you to delay your pension after age 60 as you are not building contributory service and no longer have an early retirement adjustment. Plus, if you retire between age 55 and 65, you will receive a bridge benefit until age 65, or you pass away, whichever happens first.

Contact our Member Services team to initiate your retirement.

YOUR LIFE IN RETIREMENT

When you've retired, there are some important things to keep in mind about your pension.

Your pension payments

HOOPP pensions are normally paid on the first day of each month. Where the first falls on a weekend or holiday, HOOPP will make the deposit on the last business day of the previous month (January is an exception. For tax reasons, January pension deposits cannot be made in December).

Inflation protection

HOOPP may provide inflation protection through a ***cost of living adjustment*** (**COLA**). While COLA is not guaranteed, this valuable benefit is designed to help ensure your HOOPP pension can keep up with rising prices, whenever possible. More information about HOOPP's inflation protection is available on **hoopp.com/inflationprotection**.

Your annual statement

Once you've retired, you'll receive an annual statement. It shows you the value of any inflation protection that may be applied to your pension on April 1 each year. All statements will be posted to HOOPP Connect and members who have elected for paper copies will also receive theirs by mail.

Receiving your tax slip

As a retired member, you will receive a tax slip each year from HOOPP. Tax slips are mailed out by the end of February every year, to allow you the necessary time to file your taxes. Your tax slip will also be posted on HOOPP Connect.

Keep HOOPP in the loop!

Change is part of life, even in retirement; we ask that you keep us informed if you move, change your email or mailing address, or update your banking information.

Visit HOOPP Connect or contact our Member Services team.

WE'RE HERE TO HELP

Retirement is not one size fits all; your personal circumstances will play an important part in your planning. To help you make the right decisions, HOOPP is here for you every step of the way.

You can get the information you need about your pension and the Plan in the following ways:

Member services

Our pension experts offer personal service to help you make informed decisions about your pension. When you initiate your retirement, you will have a personal Member Services Specialist to walk you through the options that are right for your personal situation, so you can get the most out of your retirement. If you have questions at any point about your pension, contact our Member Services team at 416-646-6445 or toll-free at 1-877-43HOOPP (46677), Monday to Friday, 8 a.m. to 5 p.m., Eastern Time.

Online

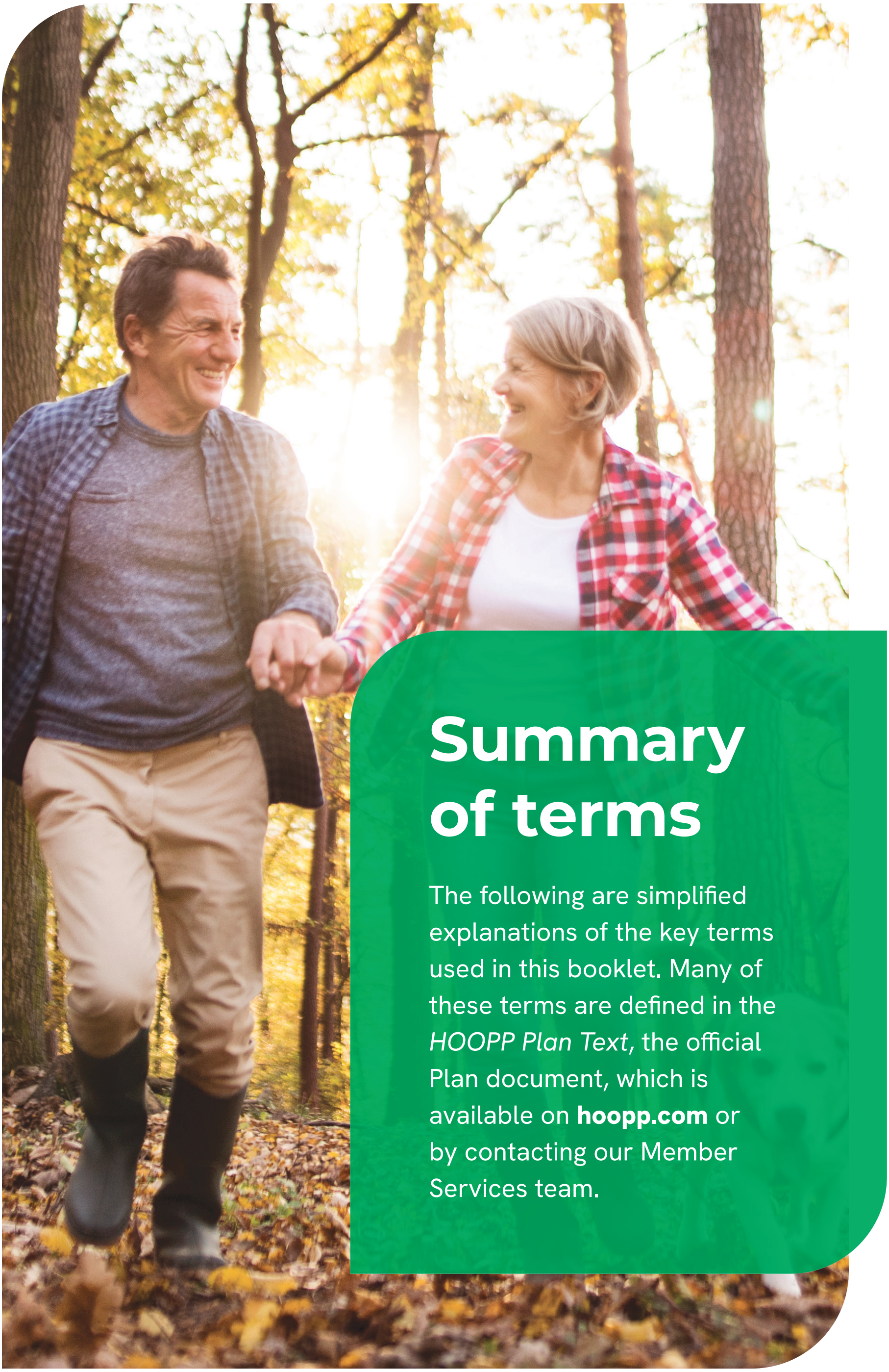
Visit hoopp.com for the latest guidance and educational materials regarding your pension. You can also visit **hoopp.com/faqs** for helpful information and answers to the most common questions.

To access your personal pension information, sign in to your secure member portal, HOOPP Connect, where you can do the following:

- use the Pension Estimator to see what your future pension could look like
- update and manage your personal and spousal information
- view your annual statements and other HOOPP documents
- send and receive secure messages

Member education sessions

Join us for engaging in-person or online education sessions to learn more about how your pension works and other topics, to help ensure you get the most out of your retirement. Visit **hoopp.com/pensionseminars** for more information and to register.



Summary of terms

The following are simplified explanations of the key terms used in this booklet. Many of these terms are defined in the *HOOPP Plan Text*, the official Plan document, which is available on **hoopp.com** or by contacting our Member Services team.

Annualized earnings: Earnings you are credited within a calendar year that count toward your HOOPP pension. If you work part time or less than one full year, your annualized earnings will be based on what you would earn if you worked full time for the whole year.

If you're an incorporated physician, your annualized earnings in a calendar year are based on the greater of your pensionable earnings expressed on an annualized basis (up to your upper earnings limit) and your lower earnings limit.

Average YMPE: The year's maximum pensionable earnings (YMPE) is set each year by the federal government, based on the average wage in Canada. To calculate your pension benefit, we use the average YMPE for the five years before you terminate, retire, or pass away. This is known as the average YMPE.

Baseline earnings: If you're an incorporated physician, these are the pensionable earnings you are expected to receive in a calendar year, expressed on an annualized basis. Your baseline earnings for your first year of membership are established by your employer (Medicine Professional Corporation or MPC). In each subsequent year, your baseline earnings are your annualized earnings from the previous year.

For the purposes of contributing to the Plan, your employer (MPC) applies HOOPP's contribution rates to the greater of your pensionable earnings expressed on an annualized basis (up to your upper earnings limit) and your lower earnings limit.

Beneficiary(s): The person(s) or organization(s) you designate to receive any benefits which may be payable when you pass away if you do not have a qualifying spouse, or if spousal benefits have been waived.

Under the *Pension Benefits Act,* your qualifying spouse will receive benefits instead of your beneficiaries.

Bridge benefit: A temporary monthly benefit payable in addition to your lifetime pension if you retire early. Any bridge benefit will continue until age 65 or you pass away, whichever happens first.

Contributory service: The length of time you have contributed to HOOPP. It includes any free accrual and periods gained by buying back service and excludes non-contributory leaves. Contributory service is used to calculate your pension.

If you're an incorporated physician with pensionable earnings in a calendar year that, when expressed on an annualized basis, are less than your lower earnings limit, your contributory service will be adjusted proportionally.

Cost of living adjustment (COLA): HOOPP may provide inflation protection to pensions through COLA. HOOPP uses the Consumer Price Index (CPI), a measure of the rate of inflation, when determining COLA. Annual COLA is not guaranteed, except for contributory service before 2006, which is guaranteed at 75% of the previous year's rate of increase in the CPI, up to a maximum of 10%. For more information about HOOPP's inflation protection, visit **hoopp.com/inflationprotection**.

Earnings: HOOPP uses a number of different measures of earnings for the purposes of calculating required contributions and benefit entitlements, each of which may differ from the actual employment earnings you receive from your employer.

HOOPP calculates your earnings for benefit purposes each year using the total contributions received from you to express your pensionable earnings on an annualized basis. If you contribute at more than one employer in the year, your earnings for benefit purposes are calculated using your total contributions from all of your employers. Your pension benefit is calculated using the average of your best five consecutive years of earnings.

Earnings limit adjustment: If you're an incorporated physician, this is the amount that establishes your upper earnings limit and lower earnings limit. It is determined in each calendar year as the previous year's rate of increase in the Consumer Price Index (CPI) plus 1%, multiplied by your baseline earnings.

Eligibility service: The length of time you have been a member of HOOPP. It includes any free accrual and periods gained by buying back service and excludes certain periods when you did not make contributions to the Plan. Eligibility service is used to determine the reduction (if any) that will apply to your pension if you decide to retire early.

Incorporated physician: A medical doctor licensed to practice medicine and operating under a Medicine Professional Corporation (MPC) in Ontario.

An incorporated physician who is identified as participating within their MPC's HOOPP participation agreement will join HOOPP and be deemed to be a full-time member.

Lifetime pension: The monthly lifetime payment you will receive from HOOPP at retirement, based on HOOPP's DB pension formula. This does not include the bridge benefit for members who retire early.

Lower earnings limit: If you're an incorporated physician, these are your minimum pensionable earnings, expressed on an annualized basis, on which you can build benefits without an adjustment to your contributory service. Where your annualized pensionable earnings are less than your lower earnings limit, your contributory service is adjusted proportionally. This limit is determined in each calendar year as your baseline earnings minus your earnings limit adjustment.

Qualifying spouse: In general terms, a qualifying spouse is a person who, at the earlier of the date that you retire or pass away, you were married to but not living separate and apart from, or living together continuously in a common law relationship for at least one year, or earlier if as parents of a child. To be eligible to receive a spousal lifetime pension, your spouse must meet the definition of a qualifying spouse, as set out in the *HOOPP Plan Text*, at the applicable time.

Upper earnings limit: If you're an incorporated physician, these are your maximum pensionable earnings, expressed on an annualized basis, on which you can contribute and build benefits. This limit is determined in each calendar year as your baseline earnings plus your earnings limit adjustment.

Year's maximum pensionable earnings (YMPE): An amount set each year by the federal government based on the average wage in Canada. The YMPE is used in determining your required contributions to the Plan.

Privacy

Your privacy is important to us. At HOOPP, safeguarding the privacy of our members is a priority. We collect, use and disclose our members' personal information only for the purpose of administering the Plan; this refers primarily to administering pension benefits and paying pensions after retirement. For more information on HOOPP's privacy practices, please visit **hoopp.com**.

This booklet contains summary information about the benefits in the *HOOPP Plan Text* in effect on April 1, 2025. You should not rely solely on the information in this booklet to make decisions about your pension. You can find more detailed information about the Plan in the *HOOPP Plan Text*, available at **hoopp.com/plantext**. In cases where the information provided in this booklet differs from that contained in the *HOOPP Plan Text*, the *HOOPP Plan Text* in effect at the relevant time will govern.

All HOOPP member booklets are available on **hoopp.com/resources**.

Pour obtenir la version française du présent livret, veuillez communiquer avec le HOOPP.

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