

Pension Plan

DB Pension Finish (after 5 years)



Legacy Enbridge – What’s Different?

1.2% or 1.6% less CPP offset, depending on Business Unit

Previously a temporary bridge payable to age 60

Previously non-contributory

50% of CPI

Same as if leave after age 55

Harmonized Pension Plan	
Pension Formula	1.5% x Average Earnings x Credited Service
Average Earnings	3 year base salary + 50% best 3 of last 5 bonus
Employee Contributions	5% of base earnings, excluding bonus
Pension Credits by Province	<ul style="list-style-type: none"> 5%: BC, AB, SK, MB, NWT 1%: ON, QC, NB, NS
Net Pension Contribution	<ul style="list-style-type: none"> None: BC, AB, SK, MB, NWT 4%: ON, QC, NB, NS
Guaranteed COLA	<p>None (future service only)</p> <ul style="list-style-type: none"> Lifetime pension for employee and spouse Unreduced at earlier of age 60 or 30 years of service 5%/year reduction
Retirement after 55	<ul style="list-style-type: none"> Lump sum or lifetime pension Unreduced at 65 6%/year reduction

Legacy Spectra – What’s Different?

DB Core: 1.0%
DB Buy-up: 2.0%

3 year average includes 100% bonus

DB Core: none
DB Buy-up: 5%

Option to purchase COLA with optional contributions

Unreduced pension received at age 62 or 85 points
Lifetime pension for employee