



Policy No. 1

Privacy, Communication and Disclosure with Participants

The Retirement Committee of the Canadian Entertainment Industry Retirement Plan (“CEIRP”) is committed to ensuring that accurate and timely information is available and provided to Participants and Participating Locals in connection with the Plan, and is responsible for maintaining the privacy of personal information related to individual Participants.

Capitalized terms in this policy not defined herein have the meaning ascribed to them in the Plan Rules.

This policy is established and reviewed in accordance with applicable privacy law and the Canadian Association of Pension Supervisory Authorities’ Capital Accumulation Plan Guideline No. 3 (May 2004, as amended).

Gathering Information and Disclosure

It is necessary from time to time that Plan service providers and Participating Locals transmit and gather required information, which may include personal information about Plan Participants, to and from Participants and Employers, as contemplated by Section 9 of the Plan Rules.

It is the policy of the Retirement Committee that any Participant personal information gathered or used by the Plan service providers or Participating Locals will be gathered, used, retained or transmitted in accordance with applicable privacy law. The purpose of gathering, using and disclosing such information is the administration of the Plan. The Plan will only collect personal or other information for the purpose of administration of the Plan, and such information will only be disclosed in connection with the administration of the Plan. The Plan will seek the consent of a participant to the gathering, use and disclosure of personal information unless otherwise permitted by applicable law.

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Original: July 2010

Revised effective: March 30, 2016



The Custodian of the Plan is Great-West Life ("GWL"). GWL provides administrative services to the Plan and Retirement Committee, and may gather, use and disclose personal information. GWL has a privacy policy, which may be found at the following link:

<https://ssl.grsaccess.com/public/en/footer/privacy-policy.aspx>

The GWL Privacy Policy is also accessible from the Plan's website.

The Plan's Custodian periodically provides the following information to Participants:

- upon enrollment, a Participation information package that describes the terms and conditions of the Plan;
- an annual statement setting out the amount in the Participant's Account and describing any fees, expenses and penalties relating to the Plan that are borne by the Participant, including such amounts that are transferred from the Participant's Account to the Administration Account; and
- at least annually, any performance reports in respect of each investment vehicle available in the Plan.

The Retirement Committee, with the assistance of Participating Locals, will make information about the Plan available to Participants from time to time in accordance with applicable law and the Plan Rules.

The Retirement Committee may make amendments to the Plan Rules. The Retirement Committee and the Participating Locals or service providers will provide information about any amendment made to the Plan text applicable to the Participant that the Retirement Committee determines adversely affects the rights and benefits of the Participant, and reasonable advance notice of any significant changes in, additions or removals to the investment options available to the Participant.

If a Participant has any questions about this policy, they may contact the CEIRP National Office.

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