

THIS IS THE AGREEMENT BETWEEN THE UNIVERSITY OF VICTORIA AND THE HEREINAFTER NAMED TRUSTEES AS REVISED AND ADOPTED ON 26 NOVEMBER 2013.

THIS AGREEMENT made in duplicate the 21st day of May, A.D. 1968,

BETWEEN:

UNIVERSITY OF VICTORIA, a body corporate, pursuant to the Statutes of British Columbia, 1963, Chap. 52

(hereinafter called "the University"),

OF THE FIRST PART,

AND:

JEAN K. PETRIE

GEORGE A. BRAND

STEPHEN A. JENNINGS

DONALD E. LOBB

J. TREVOR MATTHEWS

NEIL A. SWAINSON

ROBERT W. MCQUEEN

T. RENNIE WARBURTON

(hereinafter called "the Trustees"),

OF THE SECOND PART.

WHEREAS certain employees of the University have requested the University to establish a pension plan a true copy of which is attached hereto and marked Schedule "A", including, but not necessarily limited to, regular full-time members of the academic and administrative and academic professional staff of the University, which the University has agreed to do, upon the several terms and conditions hereinafter appearing; and

WHEREAS under such Plan money will be paid to the Trustees (by way of contributions as in the said Plan more particularly set forth) which monies when received by the Trustees will constitute a pension trust fund to be held and administered for the benefit of the Members of the Plan or their properly designated Beneficiaries.

NOW THEREFORE THIS AGREEMENT WITNESSETH that in consideration of the premises the parties hereto agree as follows:

NAME

- I. This Trust Agreement is known as the "Combination Plan" which term is defined in subclause II.(8) hereafter.

DEFINITIONS

II. The following words or phrases shall be as defined herein unless the context clearly indicates otherwise.

- (1) "Actuary" - means a person who is a Fellow of the Canadian Institute of Actuaries.
- (2) "Actuarial Equivalent" - means a benefit of equivalent value when computed at the rate of interest and on the basis of the mortality or other tables which may from time to time be adopted by the Pension Board.
- (3) "Amendment" - means a supplementation, deletion, modification or any other alteration of the Trust Deed or the Plan, as the case may be, other than the termination or the revocation of the said Deed or Plan.
- (4) "Average YMPE" - means, in respect of a year, the arithmetical average of the YMPE for the year and for the two immediately preceding years.
- (5) "Balanced Fund" - means that part of the Pension Fund of which the assets are subject to allocation decisions as to classes of assets such as equities, debt securities and cash.
- (6) "Beneficiary" - means, for the purposes of Section 11 of the Plan, a natural person, a corporation, a trust or a partnership, and includes persons taking jointly or as tenants in common.
- (7) "Board of Governors" - means the Board of Governors of the University of Victoria.
- (8) "Combination Plan" - means the University of Victoria Combination Pension Plan for regular full-time Faculty and Administrative and Academic Professional Staff, Librarians, Management Excluded and Executive Staff, and Physicians appointed by the Board of Governors, but excluding those designated by the Board of Governors as eligible for membership in the Money Purchase or Staff Plans.
- (9) "Combined Contribution Account" - means the account that is maintained for the Member to which is credited the Member's required contributions to the Plan together with the University's contributions made on behalf of the Member. Within such account there is a "Post-1992 Contribution Sub-Account" maintained for the Member to which is credited the Member's required contributions to the Plan made in respect of Earnings on and after January 1, 1993 together with the University's regular contributions under subsection 5.01 of the Plan and any amount that may be contributed under subsection 5.02 of the Plan on and after January 1, 1993.

- (10) "Commuted Value" - means, in relation to benefits that a person has a present or future entitlement to receive, a lump sum amount which is the actuarial present value of those benefits computed at the rate of interest and using the actuarial tables adopted by the Pension Board on the recommendation of the Actuary and in accordance with the Income Tax Act and the Pension Benefits Standards Act.
- (11) "Consumer Price Index" - means the Canada all-items Consumer Price Index as published by Statistics Canada.
- (12) "Continuous Service" - means a Member's uninterrupted period of employment with Victoria College or the University as a member of an employee group eligible for membership in the Combination Plan since his or her last date of hire, including any period of approved leave of absence, not exceeding 2 years at any one time.
- (13) "Credited Service" - means:
- (a) the years and completed months of Continuous Service as a Member of the Plan (and any Prior Plan) during which required contributions were made to the Plan in accordance with Sections 4 and 5 of the Plan or in accordance with the provisions of any Prior Plan; and
 - (b) the period of an approved leave of absence, not exceeding 2 years at any one time, where the Member's required contributions and the University contributions (whether paid by the University or some other source) are paid to the Plan and are based upon the Earnings which the Member would have received had the Member not taken the leave of absence; and
 - (c) any additional credited service accrued under the Staff Plan as determined in accordance with subsection 16.02 of the Plan; and
 - (d) any additional credited service under a former employer's pension plan as determined in accordance with subsection 16.03 or subsection 16.04 of the Plan;

provided that in respect of periods of absence after December 31, 1990, the aggregate of Credited Service granted under (b) above is limited to a maximum full-time equivalent of 5 years, plus an additional 3 years credited in respect of absences that occur within the 12 month period which commences at the time of the birth or adoption of a child of the Member.

Credited Service does not include service covered by the Money Purchase Plan.

- (14) "Earnings" - means the amount of regular compensation received by an employee from the University as defined by the Income Tax Act, plus, with respect to periods of Credited Service during which a Member does not actually receive or receives reduced remuneration from the University, an amount deemed to be received based on the rate of Earnings the Member was receiving immediately preceding that period. However, deemed Earnings shall not exceed the amount of compensation that is prescribed for this purpose by the Income Tax Act.
- (15) "Family Relations Act" - means the Family Relations Act, Statutes of British Columbia, and the Regulations thereunder, as amended or replaced from time to time.
- (16) "Final Average Earnings" - means the average of a Member's Earnings during the 60 consecutive months of Credited Service preceding the Member's retirement, death or termination of employment in which the highest average is attained, or, in the case of a period of approved leave of absence, the Earnings which the Member is deemed to have received in accordance with subclause II.(13)(b).

In the case of Members who have not completed 60 months of Credited Service, their Final Average Earnings shall be based on the average of their Earnings during the months of their Credited Service.

- (17) "Income Tax Act" - means the Income Tax Act, Statutes of Canada and the Regulations thereunder, as amended or replaced from time to time.
- (18) "Insurance Company" - means an insurance company licensed to transact business in Canada and authorized to carry on an annuities business in Canada and with which any amount of the Pension Fund may be deposited, or to which any amount of the said Pension Fund may be transferred in order to fund benefits under the Plan.
- (19) "Interest" - means:
- (a) interest on a Member's contribution account or accounts compounded monthly and calculated at the end of the month on the balance of the Member's contribution account or accounts at the beginning of the month at a rate which is reasonably attributable to the operation of the Pension Fund; or
 - (b) interest on lump sum payments out of the Pension Fund calculated from the date at which a determination is required to the end of the month prior to the month of payment at a rate which is reasonably attributable to the operation of the Pension Fund.
- (20) "Investment Earnings" – mean net gains or losses attributable to the market performance of the assets of the relevant fund or account.

- (21) "Legally Qualified Person" - means a barrister or solicitor, an attorney at law, an advocate or notary, qualified to practice and being in practice in the legal jurisdiction whose law is the concern of the Pension Board.
- (22) "Member" - means a person who is a contributor to the Plan or who has been a contributor to the Plan and has not withdrawn from the Plan or who has been a contributor to the Plan and who is receiving benefits from the Plan.
- (23) "Member Trustee" - bears meaning as defined in subclause IV.(1) of this Trust Deed.
- (24) "Money Purchase Plan" - means the University of Victoria Money Purchase Pension Plan.
- (25) "Pension Benefits Standards Act" - means the Pension Benefits Standards Act, Statutes of British Columbia and the Regulations thereunder, as amended or replaced from time to time.
- (26) "Pension Board" - means the Trustees charged with the general administration and trusteeship of the Plan under the terms of the Trust Deed.
- (27) "Pension Fund" - means the fund established pursuant to the Trust Agreement to which fund all contributions under the Plan are made and from which fund benefits payable under the Plan are to be paid; the fund is comprised of the "Balanced Fund," the "T-Bill Fund" and such other Funds as the Pension Board may establish.
- (28) "Plan" - means the pension plan set out in Schedule A, as amended from time to time, but not including the Trust Deed or any Amendment thereof.
- (29) "Plan Year" - as of January 1, 1986, means the 12 month period from January 1 to the succeeding December 31 during the continuance of the Plan. The first day of the first plan year was July 1, 1968, and the change to a December 31 year end was achieved by reporting for the six months ended December 31, 1985.
- (30) "Prior Pension Plans" - means all pension plans in effect at the University of Victoria on June 30, 1968.
- (31) "Retired Member" - means a Member of the Plan who has retired and who is receiving benefits directly from the Plan.
- (32) "Retirement Date" - means the day the Member elects to retire pursuant to Section 6 of the Plan.

- (33) "Specified Beneficiary" – means an individual who meets the definition of a Specified Beneficiary for a particular year in relation to a money purchase provision of a registered pension plan as set out in the Income Tax Act. The Specified Beneficiary must be the Spouse of a Member who deceased prior to the beginning of the year and the Member or the Member's legal representative must have provided the Plan administrator with a written designation of the Specified Beneficiary before the beginning of the year.
- (34) "Spouse" - for the purposes of Sections 8, 11 and 14 means, in relation to a Member:
- (a) a person who at the relevant time was married to the Member and not living separate and apart from the Member for the two year period immediately preceding the relevant time; or
 - (b) if there is no person to whom subclause (a) applies,
 - (i) a person who at the relevant time lived with that other person as husband and wife for the two year period immediate preceding the relevant time, or
 - (ii) a person of the same gender who at the relevant time lived in a marriage-like relationship with the Member for the two year period immediately preceding the relevant time,
- but does not include a person who has been allocated a share of the Member's benefit under Section 13.02 unless a subsequent spousal relationship has been established.
- (35) "Staff Plan" - means the University of Victoria Staff Pension Plan.
- (36) "T-Bill Fund" - means that part of the Pension Fund of which the assets are limited to Government of Canada Treasury Bills.
- (37) "Trust" - means any obligation or duty created by the Trust Agreement and imposed upon the Trustees.
- (38) "Trust Agreement" - means the Trust Deed and the Plan, each as amended from time to time.
- (39) "Trust Company" - means any trust company with which any amount of the Pension Fund may be deposited or to which any amount of the Pension Fund may be transferred under an agency agreement.
- (40) "Trust Deed" - means this trust instrument, as amended from time to time, but not including the Plan or any Amendment thereof.

- (41) "Trustee" - means a member of the Pension Board as such Board is from time to time constituted pursuant to the Trust Deed.
- (42) "University" - means the University of Victoria or the Board of Governors thereof, as the context requires.
- (43) "University Trustee" - bears meaning as defined in subclause IV.(1) of this Trust Deed.
- (44) "Voluntary Contribution Account" - means the account that is maintained for each Member who is making or who has made additional voluntary contributions.
- (45) "YMPE" - means, in respect of any Plan Year, on and after January 1, 1966, the Year's Maximum Pensionable Earnings as defined under the Canada Pension Plan.

Whenever the singular is used the same shall be construed as meaning the plural whenever the circumstances so require.

The Trust Deed is divided into clauses and subclauses and the Plan into sections and subsections.

References to contributions and contribution limits expressed on a monthly (1/12 of annual) basis shall be construed as meaning the appropriate equivalent amounts in the event that the payroll cycle is changed from monthly to some other period.

FIRST TRUSTEES

III. The University hereby appoints the following eight Trustees:

1. JEAN K. PETRIE - Member of the Board of Governors;
2. STEPHEN A. JENNINGS - Nominee of the Board of Governors;
3. J. TREVOR MATTHEWS - Nominee of the Board of Governors;
4. ROBERT W. MCQUEEN - Nominee of the Board of Governors;
5. GEORGE A. BRAND - Nominee of the Executive of the Faculty Association;
6. DONALD E. LOBB - Nominee of the Executive of the Faculty Association;
7. NEIL A. SWAINSON - Nominee of the Executive of the Faculty Association;
8. T. RENNIE WARBURTON - Nominee of the Executive of the Faculty Association;

all of whom shall constitute the first Trustees of the Trust Agreement until successors to the Trusteeship are appointed in the manner following, and the said Trustees do hereby accept the trusts therein; and do each declare that they jointly and severally will hold, invest and have invested, distribute and administer the Pension Fund and administer the Plan in accordance with the terms of this Trust Deed and of the terms of the Plan; and do agree that they will further have each successor Trustee likewise declare that such Trustee will then hold, invest, and have invested, distribute and administer the Pension Fund and administer the Plan in accordance with the terms of this Trust Deed and the terms of the Plan.

APPOINTMENT, RESIGNATION, REMOVAL AND TERMS OF OFFICE OF TRUSTEES

- IV. (1) The Pension Board shall consist of eight Trustees, four of whom shall be appointed by the Board of Governors of the University (hereinafter called "University Trustees") and four of whom shall be elected by and from the Members of the Plan (hereinafter called "Member Trustees").
- (2) Generally, not more than two of the four University Trustees shall be persons who are Members of the Plan. The Board of Governors of the University may, from time to time if circumstances warrant it, appoint as University Trustees more than two persons who are Members of the Plan. University Trustees shall be appointed or reappointed for terms not exceeding three years unless they are appointed Trustees by virtue of the University office they hold, in which case they shall hold office as Trustees at the pleasure of the Board of Governors.
- (3) The Board of Governors of the University shall at any time by instrument in writing addressed to the particular University Trustee and to the Pension Board, have power to remove such University Trustee and appoint a new Trustee in such Trustee's place and stead. Such new Trustee shall have all the powers, authorities and discretions and may in all respects act as if the Trustee had been originally appointed a Trustee hereunder.
- (4) Member Trustees shall be elected for periods of no more than three years from the first day of January, in such a manner that ordinarily the terms of no more than two Member Trustees expire each year. PROVIDED however that in each case the Trusteeship of the Member Trustees may be sooner terminated as hereinafter more particularly set forth.
- (5) Anything to the contrary notwithstanding, should one or more vacancies occur in the Pension Board for any reason whatsoever, the remaining members of the Pension Board shall have the full power to act and carry out the duties and obligations of the Trust Agreement.

- V. A Trustee shall cease to act and shall be divested of any and all powers hereunder in the following instances:
- (1) If the Trustee resigns and upon the resignation being accepted by the remaining members of the Pension Board;
 - (2) If the term of office of the Trustee expires, and upon a successor Trustee being appointed;
 - (3) If a Trustee becomes of unsound mind;
 - (4) If by reason of illness or other cause the Trustee is unable properly to carry out the duties of trustee;
 - (5) If the Trustee becomes a bankrupt;
 - (6) If by unanimous vote of the remaining members of the Pension Board it is resolved that the Trustee is a person unfit to hold the office of trustee or that the Trustee has or is likely to bring the Pension Board, the Plan, the Trust Deed or the University into disrepute;
 - (7) If the Trustee fails to attend any meeting of the Pension Board during a period of three consecutive months.

VI. (1) University Trustees:

Any vacancy occurring in the University Trustees shall be filled by the University Board of Governors within sixty days of such vacancy occurring.

(2) Member Trustees:

(a) Any vacancy occurring in the Member Trustees shall be filled at any special or regular election of the Members;

(b) All Members are eligible to vote for the election of a Member Trustee and the list of such Members eligible to vote shall be as certified by the Secretary of the Pension Board whose decision shall be final;

(c) The following provisions shall apply in respect to the election of Member Trustees:

(i) The Secretary of the Pension Board shall determine the date upon which an election shall be held and give due notice thereof;

(ii) No person shall be eligible for election as a Member Trustee unless that person is a Member of the Plan and unless a nomination in writing proposed by two Members of the Plan and accompanied by the written consent of the nominee, has been filed with the Secretary at least forty days before such election;

(iii) At least thirty-five days prior to an election the Secretary of the Pension Board, in consultation with the University Secretary, shall mail to each Member eligible to vote a ballot paper containing thereon in alphabetical order the names of all Members duly nominated together with a plain envelope;

(iv) Any Member eligible to vote shall vote by placing the Member's ballot paper, sealed in a plain envelope, and by delivering or posting the same to the University Secretary in an envelope addressed to the University Secretary;

(v) The ballots shall be counted by at least three members of the Pension Office staff. The Secretary of the Pension Board will normally invite the Faculty Association and/or the Professional Employees' Association to nominate an additional scrutineer.

- (vi) The Pension Board may prescribe such forms, rules and regulations for the conduct of such election as it deems necessary from time to time;
 - (vii) All costs of holding any election as aforesaid shall be a charge against the Pension Fund;
 - (viii) The election of any Member Trustee shall be authenticated, confirmed and certified by the remaining Trustees. The Pension Board may, but shall not be bound to, enquire into or adjudicate upon the propriety or procedure followed in any election. The Pension Board may, in its discretion, refuse to confirm the appointment of a new Member Trustee whose election is in dispute, or who in the opinion of the remaining members of the Pension Board has been improperly elected, and until a new Member Trustee has been confirmed by the remaining members of the Pension Board he or she shall not be empowered to act as a member of the Pension Board.
- (d) Any vacancy occurring during a term of office of a Member Trustee shall be filled within sixty days from the date of such vacancy occurring by the appointment of a Member of the Plan by the Pension Board and such appointee shall hold the position of a Member Trustee until a successor has been confirmed pursuant to subclause (c)(vii) herein;
 - (e) Upon simultaneous vacancies occurring during a term of office of all four Member Trustees, then the remaining Trustees shall constitute a quorum to decide only urgent and immediate matters and to call for and have a special election as soon as may be practicable to fill all Member Trustee vacancies;
 - (f) Upon ceasing to be a Trustee, the Trustee in question shall thereupon be discharged and released of all claims, demands and obligations arising hereunder or under the Plan, save and except for any liability or obligation for any debt or loss as a consequence of a wrongful act or omission, or negligence, on the part of the Trustee;
 - (g) Each new Trustee, before assuming any duties or being vested with any rights or powers of Trusteeship hereunder, shall by instrument in writing confirm and declare that the Trustee accepts the Trusteeship and all obligations of the Trust Agreement, as if the Trustee had been an original appointee hereunder. All Insurance Companies, agencies and institutions and all persons connected with the administration of the Pension Fund and Plan shall be if necessary immediately notified.

MEETINGS AND PROCEDURES OF THE PENSION BOARD

- VII. (1) The first Trustees shall hold a meeting of the Pension Board upon their appointment and shall elect a Trustee as Chair. Subsequently and prior in each year to the mailing of annual statements to Members the Trustees shall hold an annual general meeting of the Pension Board and at such meeting they shall elect a Trustee who shall hold the office of Chair until the next annual general meeting.
- (2) Meetings of the Pension Board shall be held at regular intervals as determined from time to time by the Pension Board. A meeting of the Pension Board may be summoned by the Chair or by any two Trustees acting jointly upon seven days' notice to the Trustees. Notices may be effectively given if delivered to any Trustee or mailed by regular prepaid post to the Trustee at the Trustee's usual mailing address. The Trustees may waive regular notice of any meeting and convene at any time by unanimous consent.
- (3) At any duly constituted meeting of the Pension Board a quorum shall consist of four Trustees, of whom at least one shall be a University Trustee and at least one shall be a Member Trustee, all of whom shall be in office at the time such meeting is held. Any motion, moved at any duly constituted meeting of the Pension Board, at which a quorum is present, shall be decided by a majority vote. In the event of a tie vote occurring in the course of a meeting of the Pension Board, the motion before the Pension Board shall fail. A resolution signed by all Trustees shall be as effective and binding as if passed at a duly convened meeting of the Trustees.
- (4) The Trustees shall appoint a Secretary who shall keep minutes or records of all meetings, proceedings and acts of the Pension Board and such minutes need not be verbatim.
- (5) Without limiting the generality of the foregoing, and subject to the limitations of the terms of the Plan, the Pension Board shall from time to time establish rules for the conduct of its meetings, the performance of its functions and the administration of the Plan, and control the Plan's operations according to its terms and the terms of this Trust Deed, including the power:
- (a) to apply the provisions of the Plan in respect to policy as it relates to an individual according to the true intent and meaning of the Plan and to determine any questions arising in connection with the administration or operation thereof;

- (b) to determine the Credited Service of any Member and to compute the amount of retirement benefit or other sum payable under the Plan to any person;
 - (c) to authorize and direct the disbursement of retirement benefits or other sums under the Plan;
 - (d) to employ such counsel and agents and to obtain such clerical and medical and legal and actuarial services it may deem necessary or appropriate in carrying out the provisions of the Trust Deed and the Plan;
 - (e) to adopt from time to time for the purposes of the Plan and after consultation with its Actuary, such mortality and other tables as it may deem necessary or appropriate for the operation of the Plan;
 - (f) to make valuations and appraisals of the assets held under the Pension Fund and, with the advice of its Actuary, to determine the liabilities of the Plan;
 - (g) to create and disburse reserves from such assets for any purpose, consistent with the Plan.
- (6) The Pension Board shall arrange for an actuarial valuation to be made at periods not to exceed three year intervals. The valuation shall be conducted under the supervision of an Actuary and shall cover the mortality, Credited Service and compensation experience of the Members, joint annuitants and all other Beneficiaries, and shall evaluate the assets and liabilities of the Pension Fund. Upon the basis of the investigation, valuation and recommendations of the Actuary, the Pension Board shall determine such changes in the rate of contributions, or allocation of contributions, or both, to accounts as are necessary.
- (7) Decisions and determinations of the Pension Board, within its powers and not inconsistent with the provisions of the Trust Agreement, shall be binding and conclusive in relation to all interested persons.

ANNUAL MEETING OF MEMBERS

- VIII. The Trustees shall call and convene annually a general meeting of the Members of the Plan at least fifteen, but no more than sixty, days from the distribution of annual statements to Members. The Chair shall act as the chair of the said meeting. In the absence of the Chair a Trustee selected by the Trustees present shall act as chair of the meeting.

POWERS OF THE PENSION BOARD

- IX. (1) The Pension Board shall cause to be invested and re-invested all the principal and income of the Pension Fund without distinction between principal and income in such investments as the Pension Board shall from time to time in its discretion decide and which at the time of investment are not inconsistent with the investment requirements of the Income Tax Act and the Pension Benefits Standards Act.
- (2) The Pension Board shall have and is hereby vested with all and every power, right and authority to enable it to administer and invest the Pension Fund and carry out its obligations and rights under the Trust Agreement, including but without restricting the generality of the foregoing, full power to use and apply the Pension Fund for the following purposes:
- (a) To pay or provide for the payment of all reasonable and necessary expenses, costs and fees incurred by the Trustees in connection with the maintenance and administration of the Pension Fund, and the Plan, including the employment of such legal, actuarial and other expert assistance as the Pension Board in its discretion deems necessary or appropriate in the performance of its duties. PROVIDED however that no part of the Pension Fund shall be used for the personal expenses or compensation of the Trustees except when such expenses are incurred by a Trustee on the business of and approved by the Pension Board.
 - (b) To pay or provide for the payment of all real and personal property taxes, income taxes and other taxes and assessments of any and all kinds, levied or assessed under existing or future laws upon or in respect of the Pension Fund or any money or property forming a part thereof, and to withhold from payments out of the Pension Fund all taxes required by any law to be so withheld.
 - (c) To maintain a reserve for expected administration expenses reasonably anticipated to be incurred.
 - (d) To demand, collect and receive contributions for the purposes of the Plan, including the right to sue in any court of competent jurisdiction and to impose a reasonable penalty upon delinquency in payment of contributions, limited however to such sum as shall reimburse the Pension Fund for the amount of loss incurred by reason of such delinquency together with interest, costs and expenses.

RIGHTS TO THE PENSION FUND

X. The following provisions shall apply to the rights or interests of any natural person, corporation, or other association in or to the use of the Pension Fund:

- (1) Neither the University, the Members, nor any other persons, any associations or corporations, shall have any right or interest in or to the Pension Fund or any part thereof, save as by this instrument and by the Plan expressly provided, nor shall any persons, associations or corporations have any right to demand payment of any portion of the Pension Fund, save as by the Trust Deed and by the Plan provided. PROVIDED however that nothing herein contained shall impair or derogate from the right of any Member or any person properly claiming by, through or under such Member, to the benefits or rights, specifically provided in the Trust Agreement.
- (2) Notwithstanding anything contained in the Trust Agreement to the contrary, no part of the corpus or income of the Pension Fund shall be used or diverted to purposes other than for the exclusive benefit of the Members, joint annuitants and other Beneficiaries, except as follows:
 - (a) costs and expenses directly attributable to the administration of the Plan and the Pension Board; or
 - (b) a contribution returned to the contributor where such return is required to avoid the revocation of the Plan under the Income Tax Act; or
 - (c) the execution of a matrimonial property order under the applicable provincial property law to settle the entitlements of a Member's Spouse or former Spouse.

ADMINISTRATION OF THE PENSION FUND

- XI. (1) The administration of the Pension Fund shall be vested wholly in the Pension Board, and for such administration the Pension Board shall, consistent with the purpose of the Pension Fund, have the power to make such arrangements and agreements with persons or corporations as the Pension Board in its sole and complete discretion deems most advantageous.
- (2) The Pension Board is to administer the Plan and in so doing is authorized to appoint from time to time such agents, or such employees of the Plan, as the Pension Board deems necessary to assist in the day-to-day handling of the management of the Pension Fund and administration of the Plan. The Pension Board may appoint or employ any such persons to carry out clerical or administration functions, but always under the direction of the Pension Board.
- (3) In addition to such other powers as are set forth herein or confirmed by law:
- (a) To sell, exchange, lease, convey, grant options or dispose of any property at any time forming a part of the Pension Fund, or the whole thereof, upon such terms as it may deem proper, and to effectuate and deliver any and all instruments of conveyance and transfer in connection therewith;
 - (b) To enter into any and all contracts and agreements, including insurance contracts with Insurance Companies, and trust or agency agreements with Trust Companies, for carrying out the terms of the Trust Agreement and for the administration of the Pension Fund, and to do all acts as it in its discretion may deem necessary or advisable, and such contracts, agreements and acts shall be conclusively binding upon the Members, joint annuitants and all other Beneficiaries;
 - (c) To do all acts according to the true intent and purpose of the Trust Agreement whether or not expressly authorized herein which the Pension Board may deem necessary or proper for the protection of the Pension Fund, and thereto its judgment shall be final;
 - (d) To promulgate such rules and regulations as may in its discretion be deemed proper and necessary for the sound and efficient administration of the Pension Fund and the Plan, provided that such rules and regulations shall not be inconsistent with this Trust Deed or the Plan and which effectuate the provisions of the Plan;

- (e) To keep true and accurate books of account and records of all transactions of the Pension Board; thereto, transactions involving the Pension Fund shall be open for the inspection of any Trustee at any time, and the said Pension Fund shall be audited at least annually by a qualified member in good standing of a recognized professional accounting association selected by the Pension Board;
 - (f) To administer the Pension Fund and the Plan in conformity with the Trust Agreement, as from time to time amended, and in conformity with the Income Tax Act and the Pension Benefits Standards Act.
- (4) The Pension Fund shall be administered and pooled for investment purposes with the Pension Fund of the Money Purchase Plan.

EXECUTION OF INSTRUMENTS

- XII. All cheques, drafts, vouchers or other withdrawals of money from the Pension Fund, and the transfer of any property or security of the Pension Fund, shall be executed or signed by such persons as the Pension Board may by general or specific resolution decide, and failing a resolution specifying the signatories, shall be signed by the Chair and the Secretary, or any two Trustees.

LIMITATION OF LIABILITY

XIII. The Trustees shall not be liable for any loss arising out of any error of judgment or any act or omission in the administration of the Pension Fund; nor shall they be personally liable for any liability or debt of the Pension Fund contracted by them in pursuance of the powers contained in the Trust Agreement, or for the non-fulfillment of any contract; nor shall they be liable for any application of any part of the Pension Fund, or for any liability arising in connection with the administration or the existence of the Pension Fund. PROVIDED however that nothing herein contained shall exempt the Trustees or any Trustee for any liability that would otherwise have been incurred by the Trustees or Trustee consequent upon a wrongful or negligent act or omission on the part of the Trustees or any Trustee.

The University shall not be liable for the failure of the Trustees to secure the benefits contemplated herein for any Member, joint annuitant or any other Beneficiary or for any default or neglect of the Trustees.

MISCELLANEOUS

- XIV. (1) No person, partnership, corporation or association dealing with the Trustees shall be obligated to see to the application of any funds or property of the Pension Fund or to see that the terms of the Trust Agreement have been complied with or be obliged to enquire into the necessity or expedience of any act of the Trustees.
- (2) The Trustees may seek judicial protection by any action or proceeding they may deem necessary to settle their accounts, and may obtain a judicial determination or declaratory judgment as to any question of construction of the Trust Agreement or direction as to any matter thereunder. Any such determination, declaration or direction shall be binding upon all parties to or claiming under the Trust Agreement.
- (3) The costs and expenses of any action, suit or proceeding brought by or against the Trustees or any of them (including counsel fees) shall be paid from the Pension Fund, except in relation to matters as to which it may be adjudged in such action, suit or proceeding that a Trustee or the Trustees were liable for a wrongful act or omission, or negligence in the performance of their duties hereunder.
- (4) Each person employed by the Trustees, as well as the Trustees themselves, who may be engaged from time to time in handling the monies of the Pension Fund shall be bonded by a duly authorized surety company for such sum as the Trustees from time to time shall determine. The cost of premiums for such bonds shall be paid out of the Pension Fund.
- (5) The Trustees may purchase for and on behalf of each Trustee liability insurance so as to provide a reasonable and adequate coverage in respect of the duties and obligations imposed upon the Trustee by the Trust Agreement. The cost of such premiums shall be paid out of the Pension Fund.
- (6) The fiscal year of the Pension Fund shall end on the 31st day of December in each year.
- (7) The Trustees, within one hundred and fifty days following the end of the fiscal year, shall account and issue a statement of the Pension Fund, a copy of which shall be sent to the Board of Governors.
- (8) The Trustees shall, within one hundred fifty days following the end of the fiscal year, send to each Member an annual statement and statement concerning the Pension Fund.

AMENDMENT AND TERMINATION

XV. (1) Amendment:

The Pension Board may, with the written consent of the Board of Governors, at any time and from time to time amend the Trust Agreement or either part thereof, PROVIDED that no such Amendment of the Trust Agreement or part thereof shall result in any part of the assets of the Pension Fund being paid to the University, or otherwise used or diverted, for purposes other than the exclusive benefit of Members, joint annuitants and other Beneficiaries under the Plan. And PROVIDED further that no Amendment shall be made to increase a Member's contribution rates over those provided for in subsection 4.01 of the Plan without an affirmative vote of a majority of Members voting, upon thirty days' notice given for such purpose by mail, together with the specific consent of the University.

(2) Termination:

The Board of Governors, together with the affirmative vote of the majority of Members who vote, upon thirty days' notice first given by mail to each Member, may thereupon terminate the Trust Agreement or either part thereof in such manner as may have been set forth in the thirty days' notice and such termination shall take effect upon written notice of the resolution of the Board of Governors and the said affirmative vote being given by the University to the Pension Board, PROVIDED that no such termination of the Trust Agreement or part thereof shall result in any part of the assets of the Pension Fund being paid to the University, or otherwise used or diverted, for purposes other than the exclusive benefit of Members, joint annuitants and other Beneficiaries under the Trust Agreement. In the event of termination the Trustees shall:

- (a) Make provision out of the Pension Fund for the payment of expenses incurred up to the date of termination of the Trust Agreement and the expenses incident to such termination;
- (b) Pay to any Insurance Company or Trust Company the balance, if any, of the assets of the Pension Fund remaining in the hands of the Trustees, which assets are due to said Insurance or Trust Company under the provisions of the Trust Agreement;
- (c) Arrange for a final audit and report of their transactions and accounts for the purpose of terminating their trusteeship;
- (d) Make final determinations as to the amounts owing to the Members, joint annuitants and all other Beneficiaries as required under the Plan that is in existence at the date of termination of the Trust Agreement; and

- (e) Pay and distribute according to the provisions of the Plan.
- (3) Upon termination of the Trust Agreement, the Board of Governors being fully satisfied that all matters relevant to the termination of the Plan have been done shall grant to the Trustees a release and discharge which shall be binding upon all or any person or persons having any interest under the Trust Agreement.

EFFECTIVE DATE AND COUNTERPARTS

XVI. This instrument, being the Trust Agreement, and an Amendment to the agreement and Schedule A thereto (the Plan) dated the twenty-first day of May, 1968, between the University and the Trustees,

- (1) shall have effect as of the first day of January 2014; and
- (2) may be executed in one or more counterparts, each of which upon execution is to be deemed an original, and all such counterparts together with the true original shall constitute one and the same instrument.

IN WITNESS WHEREOF the University of Victoria has caused this instrument to be executed by its officers thereunto duly authorized and its seal to be hereunto affixed, and the Trustees have hereunto set their hands and seals, as of the day and year first above written.