

AMENDMENT 2005-A
TO THE UNIVERSITY OF WINNIPEG PENSION PLAN

WHEREAS the University of Winnipeg (the "**University**") established a pension plan for its employees entitled "The University of Winnipeg Pension Plan" effective September 1, 1972, which pension plan has been amended and updated from time to time, was formally adopted by By-Law No. 3/97 passed and enacted by the Board of Regents of the University on October 27, 1997, and has subsequently been amended from time to time since being formally adopted by the University (the "**Plan**");

AND WHEREAS employees of Menno Simons College have been eligible to become and have become members of the Plan;

AND WHEREAS with effect from January 1, 2003, all employees of Menno Simons College with less than 10 years of service in the Plan became members of the Canadian Mennonite University pension plan and ceased accruing benefits under the Plan;

AND WHEREAS the University has the right under Paragraph 14.1 of the Plan to supplement, modify or amend the Plan provided that no such supplementation, modification or amendment of the Plan shall permit any part of the assets of the trust fund established under the Plan to revert to or be recoverable by the University or used or diverted to purposes other than for the exclusive benefit of members, retired members or their beneficiaries and joint annuitants under the Plan;

NOW THEREFORE BE IT AND IT IS HEREBY RESOLVED THAT, subject to the approval or acceptance of the Pension Commission of Manitoba and the Canada Revenue Agency, the Plan shall be supplemented, modified and amended with effect as of and from January 1, 2003 as follows:

1. The following is added to Paragraph 1.12 after the word "University":

"including a salaried person employed by Menno Simons College except that, with effect from January 1, 2003 any employee of Menno Simons College who, at that date, had less than 10 years of Service in this Plan, shall no longer be an Employee for the purposes of this Plan and no future employee of Menno Simons College shall become an Employee for the purposes of this Plan."

2. The following is added to Paragraph 1.32 after the word "requires":

", and, for all provisions of the Plan except those related to governance or administration of the Plan, shall include Menno Simons College as a participating employer in respect of any salaried person employed by Menno Simons College who qualifies as an Employee under Paragraph 1.12"

3. The following Paragraph 10.10 is added to the Plan:

"10.10 Employees of Menno Simons College

All DB Members employed by Menno Simons College as at December 31, 2002 with less than 10 years of Service at that date shall cease accruing benefits under the Plan. An amount equal to the value of the accrued benefits of each such DB Member at that date (the "Transfer Value"), calculated using such methods and assumptions as shall be determined by the Actuary, shall subsequently be transferred to his or her credit in the registered pension plan of

the Canadian Mennonite University; provided however, that: (a) if The Pension Benefits Act (Manitoba) or any regulatory authority having jurisdiction (including the Pension Commission of Manitoba and the Canada Revenue Agency) requires that different methods or assumptions be used, such methods or assumptions shall be used; and (b) the Transfer Value for any such DB Member shall not be less than the value of such DB Member's accrued benefits as determined in accordance with this Article 10 had such DB Member's employment been terminated at that date. The Actuary shall prepare a report to the Board that shows the Transfer Value for each transferring DB Member and describes the methods and assumptions used in determining such Transfer Value. The said report, as approved by the Board, shall be filed with the Pension Commission of Manitoba and the Canada Revenue Agency."

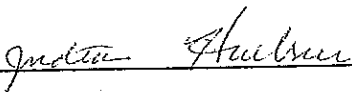
4. The following Paragraph 20.8 is added to the Plan:

"20.8. Employees of Menno Simons College

All DC Members employed by Menno Simons College at December 31, 2002 with less than 10 years of Service at that date shall cease accruing benefits under the Plan. Each such DC Member's Individual Account balance shall subsequently be transferred to his or her credit in the registered pension plan of the Canadian Mennonite University."

5. All other terms and conditions of the Plan are hereby affirmed.

BY AUTHORITY conferred upon me by the Board of Regents of the University of Winnipeg, I hereby certify, as Executive Officer of the Pension Committee of the University of Winnipeg, and not in my personal capacity, that the foregoing constitute amendments to The University of Winnipeg Pension Plan which have been enacted by resolution passed by the Board of Regents of the University of Winnipeg at a meeting duly held and constituted at Winnipeg, Manitoba, on the 7th day of March, 2005, which amendments shall have effect as of and from the 1st day of January, 2003, subject only to obtaining the acceptance or approval of the Pension Commission of Manitoba and the Canada Revenue Agency to such amendments.



Print Name: JUDITH HUEBNER
Executive Officer of the Pension Committee,
The University of Winnipeg Pension Plan