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# SURVEY OF PENSION PLAN COVERAGE

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# SURVEY OF PENSION PLAN COVERAGE

1965

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## PREFACE

The substantial growth of pension plans in Canada over the past few decades has created an increasing demand for detailed information on their terms, conditions and financial operations. To meet these demands, in 1966, the Dominion Bureau of Statistics conducted a comprehensive survey of pension plans the results of which are presented in this publication. This study updates and extends the data collected in 1960 and published in "Pension Plans, Non-Financial Statistics, 1960" Catalogue No. 74-505. Furthermore, this current survey was timed to capture the information prior to any changes that may be introduced in private retirement plans because of the Canada and Quebec Pension Plans.

Information regarding the financial operations of trustee pension funds may be obtained from "Trusteed Pension Plans, Financial Statistics" Catalogue No. 74-201, published annually since 1957.

The generous co-operation and assistance of employers, pension administrators, insurance companies, trust companies, pension consultants and all others who participated in this survey is gratefully acknowledged.

This report was prepared by the Pension Plans Section, Labour Division of the Dominion Bureau of Statistics.

WALTER E. DUFFETT,  
*Dominion Statistician.*

### **SYMBOLS**

The following standard symbols are used in Dominion Bureau of Statistics publications:

- .. figures not available.
- ... figures not appropriate or not applicable.
- nil or zero.
- amount too small to be expressed.
- p preliminary figures.
- r revised figures.
- x confidential to meet secrecy requirements of the Statistics Act.



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## INTRODUCTION

### Purpose of Survey

The Survey of Pension Plan Coverage, 1965 was designed to determine the number, membership and key characteristics of pension plans in force on December 31, 1965. This study was timed to establish benchmark data against which to measure the effects of the Canada and Quebec Pension Plans which became effective on January 1, 1966. In addition this survey updated an earlier DBS study "Pension Plans, Non-Financial Statistics, 1960".

### Summary

The accelerated growth rate of pension plans in Canada recorded over the past two decades continued during the first half of the 1960's. According to the current study the number of plans increased by nearly 50 per cent rising from 9,500 in

1960 to over 14,000 at the end of 1965. A comparatively large proportion of the new plans introduced over this period were the small "top-hat" plans restricted to senior executives or other key personnel. Consequently, plan membership rose by only 26 per cent from 1,800,000 to nearly 2,300,000 members in the five-year period. This study revealed that by the end of 1965 relatively few plans were discontinued because of the introduction of the Canada and Quebec Pension Plans. Perhaps one of the most significant elements in pension growth was the increase in total annual contributions. In 1965 alone, employer plus employee contributions passed well over the one billion dollar mark to nearly \$1,170 million. Annual contributions of this magnitude have made pension funds one of the largest single sources for capital investment in Canada.

## REVIEW OF SURVEY RESULTS

### Pension Plan Coverage

The number of private pension plans in Canada increased by nearly 50 per cent to an estimated total of 14,200<sup>1</sup> plans in 1965 from some 9,570<sup>1</sup> in 1960. This growth was largely in small plans having relatively few members. As may be seen in Table A below the greatest increase occurred in plans having fewer than 15 members so that by 1965 as much as

63.6 per cent of the plans were in this size group. Contributing significantly to this trend has been the recent sharp rise in so called "top-hat" plans designed primarily for senior executives, and other key personnel.<sup>2</sup> This general trend was reflected in the lesser growth of plan membership which advanced by only about 26 per cent from 1,815,000 employees in 1960 to 2,295,000 in 1965.

<sup>1</sup> Includes non-response of 650 plans in 1960 and over 500 plans in 1965.

<sup>2</sup> "Trusteed Pension Plans, Financial Statistics, 1965" DBS Catalogue No. 74-201, page 11.

TABLE A. Number and Percentage of Pension Plans by Size Group, 1960 and 1965

Size group of pension plans	1960		1965	
	Number	%	Number	%
Less than 15 .....	5,037	56.5	8,691	63.6
15- 99 .....	2,613	29.3	3,351	24.5
100- 499 .....	892	10.0	1,127	8.2
500- 1,999 .....	249	2.8	345	2.6
2,000 and over .....	129	1.4	146	1.1
Totals .....	8,920	100.0	13,660	100.0

Although in real terms the increase in both plans and membership was substantial, its full significance can best be evaluated when related to the total paid workers in the labour force. For comparative purposes, however, the armed forces must be included with the labour force since they appear in the pension plan membership data. Thus in December 1965 there were 5,887,000<sup>3</sup> paid workers

plus 109,000 in the armed forces for a total of 5,996,000 persons. Slightly more than 57 per cent of these employees were employed by organizations with pension plans compared with 53 per cent in 1960. In 1965 pension plans covered 38 per cent of the total paid workers (including armed forces) in Canada increasing from 36 per cent in 1960. The proportion of paid workers who elected not to join or were permanently ineligible to join an existing plan showed little change remaining at over 9 per cent.

<sup>3</sup> Labour Force Bulletin (71-001) DBS.

**TABLE B. Employee Participation in Pension Plans Related to the Paid Workers in the Labour Force, Plus Armed Services, 1960 and 1965**

Employee participation/labour force	1960		1965	
	Number	Percentage of labour force	Number	Percentage of labour force
	'000	%	'000	%
Paid workers in the labour force (including Armed Services) <sup>1</sup> .....	5,041	—	5,996	—
Plan members .....	1,815	36.0	2,295	38.3
Temporarily ineligible employees .....	383	7.6	561	9.4
Employees who elected not to join .....	285	5.6	146	2.4
Permanently ineligible employees .....	190	3.8	438	7.3
<b>Total on payroll</b> .....	<b>2,673</b>	<b>53.0</b>	<b>3,440</b>	<b>57.4</b>

<sup>1</sup> Based on Labour Force Surveys of November 1960, and December 1965, the effective dates of the two pensions studies; strength of armed services was 117,000 in 1960 and 109,000 in December, 1965.

The growth rate in pension plans and coverage over the 1960-65 period was particularly significant because it occurred during a time when pension legislation at both the federal and provincial levels was under consideration. In 1960 the Ontario Committee on Portable Pensions was established to study pension plans in that province. Their public hearings and final report culminated with the introduction of the Pension Benefits Act 1963. In the meantime, the federal government announced its intention to introduce a wage-related pension plan. Again, following a series of public hearings the Canada and Quebec Pension Plans became law in 1965. The extent to which the impending federal and provincial legislation affected the introduction of new plans is impossible to measure. Undoubtedly the public hearings elicited considerable interest in pensions generally.

This survey, however, indicates that the pension legislation caused the discontinuance of relatively few private pension plans. Although in the period between 1960 and 1965 approximately 1,400 plans covering nearly 7,000 employees were terminated, less than one-third, 433 plans, attributed

cancellation directly to the introduction of the Canada or Quebec Pension Plans. It was estimated that these terminations affected some 4,300 employees. As may be seen in Table C a similar number, 431 pension plans, terminated due to normal business attrition caused by such factors as the sale of the company, cessation of business or bankruptcy. A few plans (59) changed from a pension arrangement to a profit sharing or savings scheme; in others either the employees, the employer or both considered the existing plans too costly; and in a few cases all members had either resigned or retired so that the need for an active plan no longer prevailed.

It was known that during the last quarter of 1965 a number of employees cancelled their membership in existing pension plans and received the return of their accumulated contributions. Unfortunately, there was no way of measuring the number of people who were permitted to take this action. However, notwithstanding these withdrawals total membership in pension plans increased significantly both in real and relative terms.

**TABLE C. Pension Plans Terminated and Estimated Members Affected, by Reason for Termination, 1960 to 1965**

Reason for termination	Plans	Members
1. Introduction of Canada or Quebec Pension Plans .....	433	4,257
2. Plan too costly .....	74	341
3. Pension paid up, no more members .....	161	265
4. Company ceased operations, bankruptcy, company sold .....	431	1,293
5. Changed to profit sharing or savings plan .....	59	106
6. Reason not given .....	236	525
<b>Total terminations</b> .....	<b>1,394</b>	<b>6,787</b>

### Contributory and Non-contributory Plans

Unlike the private pension system in the U.S. where most plans are of the non-contributory type, in Canada contributory plans predominate. Of the 13,660 pension plans for which completed returns were received in the current survey nearly 85 per cent were contributory. These contributory plans covered approximately 1,823,000 employees repre-

sented about 78 per cent of total membership in all plans.

Although contributory plans formed the majority of all pension plans, non-contributory plans, many of them small "top-hat" arrangements, increased dramatically between 1960-65. Thus, non-contributory plans increased from 620 to 2,102 while contributory plans increased only from 8,300 to 11,558.

**TABLE D. Contributory and Non-contributory Plans, Number and Percentage of Plans and Membership and Growth Rate of Plans and Membership Between 1960 and 1965**

	1960				1965				Percentage growth 1960-65	
	Plans		Members		Plans		Members		Plans	Members
	No.	%	No.	%	No.	%	No.	%		
			'000				'000			
Contributory .....	8,300	93.0	1,482	79.5	11,558	84.6	1,823	77.7	39.3	23.0
Non-contributory .....	620	7.0	381	20.5	2,102	15.4	523	22.3	239.0	37.3
<b>Totals .....</b>	<b>8,920</b>	<b>100.0</b>	<b>1,863<sup>1</sup></b>	<b>100.0</b>	<b>13,660</b>	<b>100.0</b>	<b>2,346<sup>1</sup></b>	<b>100.0</b>	<b>53.1</b>	<b>25.9</b>

<sup>1</sup> Duplication of membership was not eliminated.

### Type of Benefit

An analysis of plans by type of benefit shows that money purchase pension plans continued to lose ground. Although money purchase plans increased in absolute numbers from 5,392 in 1960 to 7,758 in 1965 their relative position with respect to all plans declined from 60.4 per cent to 56.8 per cent. On the other hand, membership in these plans decreased both in absolute and relative terms. The 242,127 employees representing 13 per cent of the total in 1960 declined to 152,738 or only 6.5 per cent of all employees covered by all pension plans in 1965.

During the five-year period between surveys there was no appreciable trend toward final earnings plans. As may be seen in the following table, although there was an increase in absolute numbers of both plans and members, there was little change in relative terms. Some increase, however, may be noted in career average plans and to a lesser extent in plans with benefits based on average best earnings. While there was some growth in the number of profit-sharing pension plans they remained unchanged in relative terms over the period.

**TABLE E. Number and Percentage of Plans and Members by Type of Benefit, All Plans, 1960 and 1965**

Type of benefit	1960				1965			
	Plans		Members		Plans		Members	
	No.	%	No.	%	No.	%	No.	%
Unit benefit:								
Final earnings .....	28	0.3	10,793	0.6	44	0.3	23,434	1.0
Final average earnings .....	270	3.0	283,720	15.2	288	2.1	261,800	11.1
Average best earnings .....	117	1.3	632,295	34.0	238	1.7	859,771	36.7
Career average .....	2,370	26.6	468,247	25.1	3,956	29.0	667,224	28.5
Level percentage of earnings <sup>1</sup> .....	..	..	..	..	84	0.6	1,034	--
<b>Total unit benefit .....</b>	<b>2,785</b>	<b>31.2</b>	<b>1,395,055</b>	<b>74.9</b>	<b>4,610</b>	<b>33.7</b>	<b>1,813,263</b>	<b>77.3</b>
Money purchase .....	5,392	60.4	242,127	13.0	7,758	56.8	152,738	6.5
Profit sharing .....	211	2.4	23,616	1.3	351	2.6	28,253	1.2
Flat benefit .....	411	4.6	177,059	9.5	689	5.0	327,932	14.0
Composite .....	121	1.4	24,824	1.3	227	1.7	23,185	1.0
Other .....	..	..	..	..	25	0.2	277	--
<b>Totals .....</b>	<b>8,920</b>	<b>100.0</b>	<b>1,862,681</b>	<b>100.0</b>	<b>13,660</b>	<b>100.0</b>	<b>2,345,648</b>	<b>100.0</b>

<sup>1</sup> Not available in 1960 study "Pension Plans, Non-financial Statistics".



As may be seen in the summary Table F over half of both the contributory and non-contributory pension plans in force at the end of 1965 were of the money purchase type. In terms of membership these were mostly small plans accounting for only 7 per cent of the total employees in contributory and less than 4 per cent in the non-contributory plans. Most of the employees in the contributory pension plans were either in the average best earnings or the career average plans and between them accounted for nearly 75 per cent of the total membership in contributory plans. Perhaps the most

significant factor was that average best earnings plans tended to be found in the larger contributory plans particularly the civil service superannuation programmes since 1.6 per cent of them covered over 42 per cent of total membership. In the non-contributory group the predominant type in terms of membership was the flat benefit plan accounting for nearly 44 per cent of the total. Of the balance most of the membership were split equally between Final average, Average best and Career average earnings plans.

**TABLE F. Number and Percentage of Contributory and Non-contributory Plans, by Type of Benefit, 1965**

Type of benefit	Contributory				Non-contributory			
	Plans		Members		Plans		Members	
	No.	%	No.	%	No.	%	No.	%
Unit benefit:								
Final earnings .....	31	0.3	18,435	1.0	13	0.6	4,999	1.0
Final average earnings .....	177	1.5	177,375	9.7	111	5.3	84,425	16.1
Average best earnings .....	175	1.6	772,119	42.4	63	3.1	87,652	16.8
Career average .....	3,732	32.3	582,335	32.0	224	10.6	84,889	16.2
Level percentage of earnings .....	75	0.6	752	--	9	0.4	282	0.1
<b>Total unit benefit .....</b>	<b>4,190</b>	<b>36.3</b>	<b>1,551,016</b>	<b>85.1</b>	<b>420</b>	<b>20.0</b>	<b>262,247</b>	<b>50.2</b>
Money purchase .....	6,620	57.3	132,606	7.3	1,138	54.1	20,132	3.8
Profit sharing .....	271	2.3	20,194	1.1	80	3.8	8,059	1.5
Flat benefit .....	267	2.3	99,135	5.4	422	20.1	228,797	43.7
Composite .....	210	1.8	19,549	1.1	17	0.8	3,636	0.7
Other .....	..	..	..	..	25	1.2	277	0.1
<b>Totals .....</b>	<b>11,558</b>	<b>100.0</b>	<b>1,822,500</b>	<b>100.0</b>	<b>2,102</b>	<b>100.0</b>	<b>523,148</b>	<b>100.0</b>

#### Employee Contributions

In nearly 85 per cent of the plans surveyed, covering about 78 per cent of the total membership, members were required to make contributions. Table 13 shows that the most common employee contribution rate was 5 per cent of earnings, applying to over 7,800 plans covering 34 per cent of the total membership of contributory plans. In terms of plans, contribution rates of 4 and 3 per cent were quite common, applying to some 500 and 400 plans respectively. However, these rates affected just over 10 per cent of the membership.

While only 379 plans were included in the 6 to 6.49 per cent contribution rate group, it applied to the second largest group of covered employees, namely 412,075. The reason for this concentration of employees is that a contribution rate of 6 per cent applies to a number of large plans such as the Ontario Teachers' Plan and the Ontario Civil Service Superannuation scheme.

Under the Canadian Government Public Service Superannuation scheme the contribution rate for males is 6.5 per cent and 5 per cent for females

and this plan was therefore classified in the grouping "Variable according to sex", accounting for the large number of members appearing in this group

Many plans permit the employee to make additional voluntary contributions in order to increase the pension he would otherwise receive under the plan. The incidence of this permissive clause is tabulated in Table 22 showing the number of plans and members by type of funding instrument as well as the variations between contributory and non-contributory arrangements. Although over 70 per cent of the plans contained a provision permitting additional employee contributions, this arrangement applied to less than 40 per cent of the total membership of 2,345,648.

### Contributions to Pension Funds

Pension plans are playing an ever increasing role in Canada's economy, on the one hand acting as a significant source for personal savings and on the other as a source for capital investment. The extent of this growth is most clearly seen in the increase of contributions collected annually for pensions in Canada. Since 1960, when total contributions amounted to \$801,881,000, they had increased to \$1,169,550,000 in 1965, a growth of 46 per cent in five years. Contributions made by contributory plan members during the year ending December 31, 1965 reached an all time high of \$516,151,000, representing an increase of 54 per cent over the amount contributed in 1960; over the same period employer contributions increased by 40 per cent. Included in the \$653,399,000 paid into pension plans by the employers was an amount of nearly \$121 million in past service payments.

An examination of pension plans by funding instrument (Table 18) shows that 71 per cent of the plans were underwritten by insurance companies, 22 per cent were administered by trustees and less than 3 per cent were underwritten by federal government annuities with nearly all of the balance combinations of the three. Less than 1/2 of 1 per cent were classified as "other" consisting primarily of government plans, such as the federal and provincial superannuation schemes, the armed forces, the RCMP, etc., wherein contributions are paid into consolidated revenue funds. In terms of membership trustee plans covered over 60 per cent, some 1,418,000 people; the insured, with over 71 per cent of the plans, had 15 per cent of the members; and the "other" category with 0.3 per cent of the plans covered nearly 19 per cent of the members - 437,000 covered employees.

### Vesting

There was relatively little change in the proportion of plans providing for vesting of the employers' contributions in members who terminate their services prior to retirement. Table G shows

that in both 1960 and 1965 slightly over 96 per cent of the plans had some form of vesting. In terms of employees covered, however, the proportion who had no vesting whatsoever dropped from 31 per cent to 22 per cent involving over half a million plan members. Also showing some improvement over the same period were plans providing for full and immediate vesting, their coverage increased from 4.7 per cent to 7.1 per cent. Most of the remaining plan members, some 1,662,000 in 1965, were required to complete 10 or more years of participation or service to qualify for vesting.

Vesting is a significant feature of a pension plan since it protects the accrued pension benefits of a plan member who changes employers before reaching retirement age. Thus employees who qualify for vesting are assured that accrued benefits are available on retirement no matter where they may ultimately be employed. The effective application of vesting in ensuring that pensions are in fact available upon retirement is limited in plans which permit a member to withdraw his own contributions when he leaves for another job before retirement on the condition that he forfeits his vested rights to the employer's contributions.

The extent to which this limitation applies in pension plans may be seen in Table 30. Nearly all contributory pension plans allowed the employee to withdraw his own contributions upon termination of service prior to retirement. However, over half of the contributory plans, covering the majority of the members (1,627,000) provided full vesting in the form of an annuity only if the member's contributions were left in the fund. If the member elected to withdraw his own contributions he would be required to forfeit his vested right to the employer's portion. About 40 per cent of the plans with only 142,000 members allowed the employee to withdraw his own contributions and still retain full vesting. It was found that of 243,000 plan members who during 1965 terminated their services prior to retirement, less than 3 per cent became entitled to a deferred pension, while the vast majority received a return of their own contributions only.

Within the next decade this limitation on the effective application of vesting provisions should largely disappear as a result of provincial legislation. One of the primary goals of this legislation is to restrict the wastage of pension rights because of job changes. It now provides that all pension plans registered within the provincial jurisdiction must contain a clause which ensures that plan members who reach age 45 and complete 10 years of continuous service will have full vested rights, in the form of a deferred annuity, to all employer contributions made after the qualification date. In 1965 this legislation was fully effective in Ontario. Since that time other provinces introduced similar legislation so that within the foreseeable future most private pension plans in Canada will contain these "locked-in" vesting provisions.



In the present survey period approximately 8,500 pension plans in Ontario provided or were amended to provide the minimum vesting provision outlined above. For purposes of this survey, however, this vesting provision was recorded only for plans in which the amendment applied retroactively to all accrued benefits. In all others the vesting

which prevailed prior to the amendment was recorded. It was felt that in this way a more accurate picture would be presented since the qualification date in the Ontario Act was January 1, 1965, the amended provision applied to only one year's contributions whereas all other accrued benefits were subject to the previous conditions.

**TABLE G. Number and Percentage of Plans and Members by Vesting Conditions, 1960 and 1965**

Vesting conditions	1960				1965			
	Plans	%	Members	%	Plans	%	Members	%
Immediate and full .....	2,612	29.3	88,153	4.7	4,675	34.2	166,911	7.1
Contingent on years of service .....	2,925	32.8	769,089	41.3	4,712	34.5	1,089,214	46.4
Contingent on years of participation....	2,334	26.1	154,888	8.3	2,619	19.2	179,505	7.7
Contingent on age .....	9	0.1	568	--	38	0.3	11,938	0.5
Combination of service, participation and/or age .....	710	8.0	271,322	14.6	1,163	8.5	381,470	16.3
No vesting .....	330	3.7	578,661	31.1	453	3.3	516,610	22.0
<b>Totals .....</b>	<b>8,920</b>	<b>100.0</b>	<b>1,862,681</b>	<b>100.0</b>	<b>13,660</b>	<b>100.0</b>	<b>2,345,648</b>	<b>100.0</b>

### Retirements

A total of 23,782 pension plan members retired during the calendar year ending December 31, 1965. Most of these retirements, 15,308, were at normal retirement age. Nearly half of these people were employed in the Province of Ontario during their last year. According to Table 32 the normal retirement age for over half of the members was 65 and this was the most common retirement age for both males and females.

Approximately two thirds of the plan members who retired at normal retirement age completed

twenty or more years of pensionable service. Table 34 shows that over half of the 15,308 who started to draw benefits on normal retirement receive a pension of less than \$2,000 per year. Relating pension payments to final annual earnings this study shows (Table 35) that less than one third of retired plan members received pensions in excess of 50 per cent of their annual earnings at retirement, with pension for most of this group ranging between 50 per cent and 70 per cent of such earnings; and for over half, the pensions ranged between 20 per cent and 50 per cent of final earnings.

TABLE 1. Number and Percentage of Pension Plans and Members by Membership-size Group, 1965

Membership-size group	Plans		Members	
	Number	Percentage	Number	Percentage
Less than 5 .....	5,032	36.8	11,303	0.5
5 - 9 .....	2,400	17.6	16,011	0.7
10 - 14 .....	1,259	9.2	14,832	0.6
15 - 49 .....	2,458	18.0	66,759	2.9
50 - 99 .....	893	6.5	63,299	2.7
100 - 499 .....	1,127	8.2	244,577	10.4
500 - 999 .....	199	1.5	140,286	6.0
1,000 - 1,999 .....	146	1.1	205,197	8.8
2,000 - 9,999 .....	108	0.8	479,592	20.4
10,000-29,999 .....	28	0.2	418,480	17.8
30,000 and over .....	10	0.1	685,312	29.2
<b>Totals</b> .....	<b>13,660</b>	<b>100.0</b>	<b>2,345,648<sup>1</sup></b>	<b>100.0</b>

<sup>1</sup> Includes 50,919 persons who were members of more than one plan.

TABLE 2. Number and Percentage of Pension Plans and Members by Employment-size Group of Employers with Pension Plans, 1965

Employment-size group	Plans		Members	
	Number	Percentage	Number	Percentage
Less than 5 .....	1,581	11.6	2,837	0.1
5 - 9 .....	1,780	13.0	6,051	0.3
10 - 14 .....	1,328	9.7	6,712	0.3
15 - 49 .....	3,783	27.7	38,629	1.7
50 - 99 .....	1,676	12.3	39,917	1.7
100 - 499 .....	2,356	17.3	185,361	8.1
500 - 999 .....	493	3.6	134,511	5.8
1,000 - 1,999 .....	273	2.0	169,044	7.4
2,000 - 6,999 .....	266	1.9	362,397	15.8
7,000 - 9,999 .....	37	0.3	107,685	4.7
10,000-14,999 .....	42	0.3	180,825	7.9
15,000-29,999 .....	27	0.2	272,023	11.8
30,000 and over .....	18	0.1	788,737	34.4
<b>Totals</b> .....	<b>13,660</b>	<b>100.0</b>	<b>2,294,729</b>	<b>100.0</b>

TABLE 3. Employee Participation - All Plans,<sup>1</sup> by Sex, 1965

Employee participation	Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Members .....	1,744,801	71.2	549,928	55.5	2,294,729	66.7
Eligible employees who elected not to join and were not covered by non-contributory plans .....	95,876	3.9	50,789	5.1	146,665	4.3
Employees temporarily ineligible to join .....	339,869	13.9	220,855	22.3	560,724	16.3
Employees permanently ineligible to join .....	269,229	11.0	169,085	17.1	438,314	12.7
<b>Total employees on payroll</b> .....	<b>2,449,775</b>	<b>100.0</b>	<b>990,657</b>	<b>100.0</b>	<b>3,440,432</b>	<b>100.0</b>

<sup>1</sup> Employees covered by more than one plan are counted once only.

TABLE 4. Employee Participation - Contributory Plans,<sup>1</sup> by Sex, 1965

Employee participation	Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Members .....	1,392,813	63.5	427,026	49.7	1,819,839	59.7
Eligible employees who elected not to join .....	104,668	4.8	55,493	6.5	160,161	5.2
Employees temporarily ineligible to join .....	313,770	14.3	201,675	23.5	515,445	16.9
Employees permanently ineligible to join .....	381,139	17.4	174,078	20.3	555,217	18.2
<b>Total employees on payroll</b> .....	<b>2,192,390</b>	<b>100.0</b>	<b>858,272</b>	<b>100.0</b>	<b>3,050,662</b>	<b>100.0</b>

<sup>1</sup> Duplication was eliminated where an employee was a member of more than one contributory plan.

TABLE 5. Employee Participation - Non-contributory Plans,<sup>1</sup> by Sex, 1965

Employee participation	Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Members .....	394,095	64.7	127,532	59.6	521,627	63.4
Eligible employees who elected not to join .....	-	-	-	-	-	-
Employees temporarily ineligible to join .....	36,687	6.0	23,528	11.0	60,215	7.3
Employees permanently ineligible to join .....	178,236	29.3	62,940	29.4	241,176	29.3
<b>Total employees on payroll .....</b>	<b>609,018</b>	<b>100.0</b>	<b>214,000</b>	<b>100.0</b>	<b>823,018</b>	<b>100.0</b>

<sup>1</sup> Duplication was eliminated where an employee was a member of more than one non-contributory plan.

TABLE 6. Pension Plans by Type of Benefit - All Plans: Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965

Type of benefit	Plans		Members					
	Number	Percentage	Male		Female		Total	
			Number	Percentage	Number	Percentage	Number	Percentage
1. Unit benefit:								
(a) Final earnings .....	44	0.3	16,368	0.9	7,066	1.3	23,434	1.0
(b) Final average earnings:								
Less than 5 years .....	18	0.2	5,620	0.3	1,904	0.4	7,524	0.3
5 years .....	126	0.9	44,256	2.5	23,850	4.3	68,106	2.9
6-9 years .....	6	--	659	--	35	--	694	--
10 years .....	135	1.0	113,184	6.3	71,479	12.9	184,663	7.9
11 years and over .....	3	--	590	--	223	--	813	--
Sub-totals .....	288	2.1	164,309	9.1	97,491	17.6	261,800	11.1
(c) Average best earnings:								
Less than 5 years .....	10	0.1	62,798	3.5	20,662	3.7	83,460	3.6
5 years .....	152	1.1	287,050	16.0	127,435	23.0	414,485	17.7
6-9 years .....	46	0.3	273,887	15.4	66,031	11.8	339,918	14.5
10 years .....	30	0.2	16,802	0.9	5,106	0.9	21,908	0.9
11 years and over .....	-	-	-	-	-	-	-	-
Sub-totals .....	238	1.7	640,537	35.8	219,234	39.4	859,771	36.7
(d) Career average earnings .....	3,956	29.0	508,754	28.4	158,470	28.6	667,224	28.5
(e) Level percentage of earnings .....	84	0.6	901	0.1	133	--	1,034	--
2. Money purchase .....	7,758	56.8	117,651	6.6	35,087	6.3	152,738	6.5
3. Profit sharing (money purchase) .....	351	2.8	22,000	1.2	6,253	1.1	28,253	1.2
4. Flat benefit .....	689	5.0	300,394	16.8	27,538	5.0	327,932	14.0
5. Composite .....	227	1.7	19,489	1.1	3,696	0.7	23,185	1.0
6. Other .....	25	0.2	198	--	79	--	277	--
<b>Totals .....</b>	<b>13,660</b>	<b>100.0</b>	<b>1,790,601</b>	<b>100.0</b>	<b>555,047</b>	<b>100.0</b>	<b>2,345,648</b>	<b>100.0</b>



TABLE 7. Pension Plans by Type of Benefit—Contributory Plans: Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965

Type of benefit	Plans		Members					
	Number	Percentage	Male		Female		Total	
			Number	Percentage	Number	Percentage	Number	Percentage
1. Unit benefit:								
(a) Final earnings .....	31	0.3	13,817	1.0	4,618	1.1	18,435	1.0
(b) Final average earnings:								
Less than 5 years .....	16	0.1	3,428	0.3	1,116	0.3	4,544	0.3
5 years .....	89	0.8	37,625	2.7	9,473	2.2	47,098	2.6
6-9 years .....	x	x	522	--	17	--	539	--
10 years .....	68	0.6	61,866	4.4	62,749	14.7	124,615	6.8
11 years and over .....	x	x	420	--	159	--	579	--
Sub-totals .....	177	1.5	103,881	7.4	73,514	17.2	177,375	9.7
(c) Average best earnings:								
Less than 5 years .....	10	0.1	62,798	4.5	20,662	4.8	83,460	4.6
5 years .....	117	1.0	242,625	17.4	97,115	22.7	339,740	18.6
6-9 years .....	30	0.3	273,859	19.6	66,025	15.5	339,884	18.7
10 years .....	18	0.2	7,421	0.5	1,614	0.4	9,035	0.5
11 years and over .....	—	—	—	—	—	—	—	—
Sub-totals .....	175	1.6	586,703	42.0	185,416	43.4	772,119	42.4
(d) Career average earnings .....	3,732	32.3	452,344	32.4	129,991	30.4	582,335	32.0
(e) Level percentage of earnings .....	75	0.6	635	0.1	117	--	752	--
2. Money purchase .....	6,620	57.3	108,490	7.8	24,116	5.7	132,606	7.3
3. Profit sharing (money purchase) .....	271	2.3	15,474	1.1	4,720	1.1	20,194	1.1
4. Flat benefit .....	267	2.3	97,737	7.0	1,398	0.3	99,135	5.4
5. Composite .....	210	1.8	16,143	1.2	3,406	0.8	19,549	1.1
6. Other .....	—	—	—	—	—	—	—	—
Totals .....	11,558	100.0	1,395,204	100.0	427,296	100.0	1,822,500	100.0

TABLE 8. Pension Plans by Type of Benefit—Non-contributory Plans: Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965

Type of benefit	Plans		Members					
	Number	Percentage	Male		Female		Total	
			Number	Percentage	Number	Percentage	Number	Percentage
1. Unit benefit:								
(a) Final earnings .....	13	0.6	2,551	0.6	2,448	1.9	4,999	1.0
(b) Final average earnings:								
Less than 5 years .....	x	x	2,192	0.6	788	0.6	2,980	0.6
5 years .....	37	1.8	6,631	1.7	14,377	11.3	21,008	4.0
6-9 years .....	3	0.1	137	--	18	--	155	--
10 years .....	67	3.2	51,318	13.0	8,730	6.8	60,048	11.5
11 years and over .....	x	x	170	--	64	0.1	234	--
Sub-totals .....	111	5.3	60,448	15.3	23,977	18.8	84,425	16.1
(c) Average best earnings:								
Less than 5 years .....	—	—	—	—	—	—	—	—
5 years .....	35	1.7	44,425	11.2	30,320	23.7	74,745	14.3
6-9 years .....	16	0.8	28	--	6	--	34	--
10 years .....	12	0.6	9,381	2.4	3,492	2.7	12,873	2.5
11 years and over .....	—	—	—	—	—	—	—	—
Sub-totals .....	63	3.1	53,834	13.6	33,818	26.4	87,652	16.8
(d) Career average earnings .....	224	10.6	56,410	14.3	28,479	22.3	84,889	16.2
(e) Level percentage of earnings .....	9	0.4	266	0.1	16	--	282	0.1
2. Money purchase .....	1,138	54.1	9,161	2.3	10,971	8.6	20,132	3.8
3. Profit sharing (money purchase) .....	80	3.8	6,526	1.7	1,533	1.2	8,059	1.5
4. Flat benefit .....	422	20.1	202,657	51.3	26,140	20.5	228,797	43.7
5. Composite .....	17	0.8	3,348	0.8	290	0.2	3,636	0.7
6. Other .....	25	1.2	198	--	79	0.1	277	0.1
Totals .....	2,102	100.0	395,397	100.0	127,751	100.0	523,148	100.0

**TABLE 9. Unit Benefit Pension Plans - All Plans: Number and Percentage of Plans and Members by Benefit Rate Group, 1965**

Benefit rate group (pension credit per year of participation as percentage of annual earnings)	Type of unit benefit															
	Final earnings				Final average earnings				Average best earnings				Career average earnings			
	Plans		Members		Plans		Members		Plans		Members		Plans		Members	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Less than 1.00 per cent ....	—	—	—	—	5	1.7	979	0.4	8	3.4	5,177	0.6	37	0.9	18,858	2.8
1.00-1.24 per cent .....	11	25.0	5,098	21.8	68	23.6	58,055	22.2	19	8.0	23,539	2.7	221	5.6	45,134	6.8
1.25-1.49 " " .....	x	x	55	0.2	21	7.3	1,850	0.7	17	7.1	59,069	6.9	142	3.6	23,886	3.6
1.50-1.74 " " .....	12	27.2	972	4.1	81	28.1	27,084	10.3	57	24.0	97,699	11.4	1,865	47.1	208,739	31.3
1.75-1.99 " " .....	—	—	—	—	12	4.2	4,788	1.8	7	2.9	3,418	0.4	348	8.8	104,157	15.6
2.00-2.49 " " .....	11	25.0	16,884	72.1	57	19.8	157,171	60.0	89	37.4	568,797	66.2	983	24.8	195,351	29.3
2.50-2.99 " " .....	x	x	11	--	x	x	690	0.3	4	1.7	8,904	1.0	14	0.4	418	0.1
3.00 per cent and over .....	x	x	9	--	x	x	129	0.1	x	x	x	x	7	0.2	809	0.1
Variable percentage .....	x	x	365	1.6	33	11.5	10,726	4.1	30	12.6	93,024	10.8	335	8.5	69,823	10.4
Rate not specified .....	4	9.1	40	0.2	7	2.4	328	0.1	x	x	x	x	4	0.1	49	--
<b>Totals .....</b>	<b>44</b>	<b>100.0</b>	<b>23,434</b>	<b>100.0</b>	<b>288</b>	<b>100.0</b>	<b>261,800</b>	<b>100.0</b>	<b>238</b>	<b>100.0</b>	<b>859,771</b>	<b>100.0</b>	<b>3,956</b>	<b>100.0</b>	<b>667,224</b>	<b>100.0</b>

**TABLE 10. Unit Benefit Pension Plans - Contributory Plans: Number and Percentage of Plans and Members by Benefit Rate Group, 1965**

Benefit rate group (pension credit per year of participation as percentage of annual earnings)	Type of unit benefit															
	Final earnings				Final average earnings				Average best earnings				Career average earnings			
	Plans		Members		Plans		Members		Plans		Members		Plans		Members	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Less than 1.00 per cent ....	—	—	—	—	x	x	50	--	—	—	—	—	16	0.4	1,843	0.3
1.00-1.24 per cent .....	6	19.4	654	3.5	12	6.8	1,544	0.9	x	x	512	0.1	158	4.2	16,599	2.9
1.25-1.49 " " .....	x	x	55	0.3	19	10.7	1,821	1.0	12	6.9	58,353	7.6	128	3.4	21,526	3.7
1.50-1.74 " " .....	9	29.0	473	2.6	70	39.5	23,983	13.5	47	26.8	94,336	12.2	1,822	48.8	190,300	32.7
1.75-1.99 " " .....	—	—	—	—	11	6.2	1,812	1.0	7	4.0	3,418	0.4	342	9.2	100,103	17.2
2.00-2.49 " " .....	11	35.5	16,884	91.6	46	26.0	142,082	80.1	76	43.4	568,762	73.7	956	25.6	190,680	32.7
2.50-2.99 " " .....	—	—	—	—	x	x	690	0.4	4	2.3	8,904	1.1	10	0.3	295	0.1
3.00 per cent and over .....	—	—	—	—	x	x	94	0.1	x	x	123	--	6	0.2	807	0.1
Variable percentage .....	x	x	365	2.0	12	6.8	5,064	2.9	22	12.6	37,711	4.9	291	7.8	60,135	10.3
Rate not specified .....	x	x	4	--	3	1.7	235	0.1	—	—	—	—	x	x	47	--
<b>Totals .....</b>	<b>31</b>	<b>100.0</b>	<b>18,435</b>	<b>100.0</b>	<b>177</b>	<b>100.0</b>	<b>177,375</b>	<b>100.0</b>	<b>175</b>	<b>100.0</b>	<b>772,119</b>	<b>100.0</b>	<b>3,732</b>	<b>100.0</b>	<b>582,335</b>	<b>100.0</b>

**TABLE 11. Unit Benefit Pension Plans - Non-contributory Plans: Number and Percentage of Plans and Members by Benefit Rate Group, 1965**

Benefit rate group (pension credit per year of participation as percentage of annual earnings)	Type of unit benefit															
	Final earnings				Final average earnings				Average best earnings				Career average earnings			
	Plans		Members		Plans		Members		Plans		Members		Plans		Members	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Less than 1.00 per cent ....	—	—	—	—	x	x	929	1.1	8	12.7	5,177	5.9	21	9.4	17,015	20.0
1.00-1.24 per cent .....	5	38.4	4,444	88.9	56	50.5	56,511	66.9	14	22.2	23,027	26.3	63	28.1	28,535	33.6
1.25-1.49 " " .....	—	—	—	—	2	1.8	29	--	5	7.9	716	0.8	14	6.3	2,360	2.8
1.50-1.74 " " .....	3	23.1	499	10.0	11	9.9	3,101	3.7	10	15.9	3,363	3.8	43	19.2	18,439	21.7
1.75-1.99 " " .....	—	—	—	—	x	x	2,976	3.5	—	—	—	—	6	2.7	4,054	4.8
2.00-2.49 " " .....	—	—	—	—	11	9.9	15,089	17.9	13	20.6	35	--	27	12.1	4,671	5.5
2.50-2.99 " " .....	x	x	11	0.2	—	—	—	—	—	—	—	—	x	x	123	0.2
3.00 per cent and over .....	x	x	9	0.2	x	x	35	0.1	x	x	x	x	x	x	x	x
Variable percentage .....	—	—	—	—	21	18.9	5,662	6.7	8	12.7	55,313	63.2	44	19.6	9,688	11.4
Rate not specified .....	x	x	36	0.7	4	3.6	93	0.1	x	x	x	x	x	x	x	x
<b>Totals .....</b>	<b>13</b>	<b>100.0</b>	<b>4,999</b>	<b>100.0</b>	<b>111</b>	<b>100.0</b>	<b>84,425</b>	<b>100.0</b>	<b>63</b>	<b>100.0</b>	<b>87,652</b>	<b>100.0</b>	<b>224</b>	<b>100.0</b>	<b>84,889</b>	<b>100.0</b>



**TABLE 12. Flat Benefit Pension Plans—Contributory and Non-contributory: Number of Plans, Membership by Sex and Benefit Rate Group, 1965**

Benefit rate group (monthly pension credit per year of participation)	Non-contributory plans				Contributory plans				All plans			
	Number of plans	Members			Number of plans	Members			Number of plans	Members		
		Male	Female	Total		Male	Female	Total		Male	Female	Total
\$1.00- \$1.49 .....	11	3,304	2,919	6,223	6	863	319	1,182	17	4,167	3,238	7,405
1.50- 1.99 .....	28	3,378	805	4,183	3	9,455	154	9,609	31	12,833	959	13,792
2.00- 2.49 .....	75	11,226	1,359	12,585	10	2,034	122	2,156	85	13,260	1,481	14,741
2.50- 2.99 .....	63	20,323	1,987	22,310	6	3,048	58	3,106	69	23,371	2,045	25,416
3.00- 3.49 .....	69	47,599	4,705	52,304	31	72,732	281	73,013	100	120,331	4,986	125,317
3.50- 3.99 .....	x	1,278	34	1,312	x	1,334	16	1,350	11	2,612	50	2,662
4.00- 4.49 .....	50	71,225	4,142	75,367	5	334	2	336	55	71,559	4,144	75,703
4.50- 4.99 .....	x	2	—	2	x	158	9	167	4	160	9	169
5.00 and over .....	9	1,597	631	2,228	9	3,627	55	3,682	18	5,224	686	5,910
Variable amounts .....	26	7,794	1,673	9,467	6	2,065	23	2,088	32	9,859	1,696	11,555
Not proportionate to length of participation .....	84	34,931	7,885	42,816	183	2,087	359	2,446	267	37,018	8,244	45,262
<b>Totals .....</b>	<b>422</b>	<b>202,657</b>	<b>26,140</b>	<b>228,797</b>	<b>267</b>	<b>97,737</b>	<b>1,398</b>	<b>99,135</b>	<b>689</b>	<b>300,394</b>	<b>27,538</b>	<b>327,932</b>

**TABLE 13. Contributory Pension Plans: Number and Percentage of Plans and Members by Employee Contribution Rate Group, 1965**

Employee contribution rate group	Plans		Members	
	Number	Percentage	Number	Percentage
<b>Percentage of earnings:</b>				
Less than 1.0 per cent .....	3	--	113	--
1.0- 1.99 per cent .....	28	0.2	934	--
2.0- 2.49 " " .....	95	0.8	9,505	0.5
2.5- 2.99 " " .....	92	0.8	7,490	0.4
3.0- 3.49 " " .....	423	3.7	57,751	3.2
3.5- 3.99 " " .....	77	0.7	10,382	0.6
4.0- 4.49 " " .....	544	4.7	131,550	7.2
4.5- 4.99 " " .....	62	0.5	8,247	0.5
5.0- 5.49 " " .....	7,851	67.9	620,151	34.0
5.5- 5.99 " " .....	23	0.2	13,570	0.7
6.0- 6.49 " " .....	379	3.3	412,075	22.6
6.5- 6.99 " " .....	13	0.1	67,190	3.7
7.0- 9.99 " " .....	53	0.5	9,181	0.5
10.0 per cent and over .....	53	0.5	212	--
Variable according to sex .....	54	0.5	214,448	11.8
<b>Sub-totals .....</b>	<b>9,750</b>	<b>84.4</b>	<b>1,562,799</b>	<b>85.7</b>
<b>Flat dollar amounts:</b>				
Less than \$50 per year .....	8	0.1	1,344	0.1
\$ 50- \$ 99 .....	38	0.3	14,676	0.8
100- 149 .....	63	0.6	68,510	3.8
150- 199 .....	25	0.2	1,661	0.1
200- 499 .....	97	0.8	352	--
500- 999 .....	92	0.8	151	--
1,000- 1,499 .....	34	0.3	62	--
1,500 and over .....	461	4.0	1,029	0.1
Variable according to sex .....	27	0.2	70	--
<b>Sub-totals .....</b>	<b>845</b>	<b>7.3</b>	<b>87,855</b>	<b>4.9</b>
<b>Other .....</b>	<b>963</b>	<b>8.3</b>	<b>171,846</b>	<b>9.4</b>
<b>Totals .....</b>	<b>11,558</b>	<b>100.0</b>	<b>1,822,500</b>	<b>100.0</b>

**TABLE 14. Unit Benefit Pension Plans - Final and Final Average Earnings: Employee Contribution Rate Groups, by Benefit Rate Groups, Number of Plans and Members, 1965**

No.	Employee contribution rate group	Benefit rate group							
		Variable percentage		Under 1.00		1.00 - 1.24		1.25 - 1.49	
		Plans	Members	Plans	Members	Plans	Members	Plans	Members
	Contributory plans:	number							
	Percentage of earnings:								
1	Less than 3.0 per cent .....	—	—	—	—	x	581	—	—
2	3.0 - 3.9 per cent .....	—	—	—	—	—	—	—	—
3	4.0 - 4.9 " " .....	x	34	—	—	3	79	x	177
4	5.0 - 5.9 " " .....	x	514	—	—	10	1,006	12	1,465
5	6.0 per cent and over .....	—	—	—	—	x	486	—	—
6	Variable percentage .....	—	—	—	—	—	—	x	12
7	Dollar amounts .....	9	4,881	x	50	x	46	4	222
8	Non-contributory plans .....	21	5,662	x	929	61	60,955	x	29
9	Totals .....	35	11,091	5	979	79	63,153	23	1,905

**TABLE 15. Unit Benefit Pension Plans - Average Best Earnings: Employee Contribution Rate Groups, by Benefit Rate Groups, Number of Plans and Members, 1965**

No.	Employee contribution rate group	Benefit rate group							
		Variable percentage		Under 1.00		1.00 - 1.24		1.25 - 1.49	
		Plans	Members	Plans	Members	Plans	Members	Plans	Members
	Contributory plans:	number							
	Percentage of earnings:								
1	Less than 3.0 per cent .....	—	—	—	—	x	504	x	33
2	3.0 - 3.9 per cent .....	x	210	—	—	—	—	x	443
3	4.0 - 4.9 " " .....	x	43	—	—	—	—	x	267
4	5.0 - 5.9 " " .....	6	17,295	—	—	x	8	3	113
5	6.0 per cent and over .....	4	17,280	—	—	—	—	3	54,463
6	Variable percentage .....	—	—	—	—	—	—	—	—
7	Dollar amounts .....	8	2,883	—	—	—	—	x	3,034
8	Non-contributory plans .....	8	55,313	8	5,177	14	23,027	5	716
9	Totals .....	30	93,024	8	5,177	19	23,539	17	59,069

**TABLE 16. Unit Benefit Pension Plans - Career Average Earnings: Employee Contribution Rate Groups, by Benefit Rate Groups, Number of Plans and Members, 1965**

No.	Employee contribution rate group	Benefit rate group							
		Variable percentage		Under 1.00		1.00 - 1.24		1.25 - 1.49	
		Plans	Members	Plans	Members	Plans	Members	Plans	Members
	Contributory plans:	number							
	Percentage of earnings:								
1	Less than 3.0 per cent .....	3	105	5	421	12	1,082	5	377
2	3.0 - 3.9 per cent .....	4	687	5	939	32	12,753	20	14,281
3	4.0 - 4.9 " " .....	18	21,199	x	4	13	703	19	2,593
4	5.0 - 5.9 " " .....	126	15,756	3	26	88	1,502	77	3,770
5	6.0 per cent and over .....	4	154	—	—	x	86	3	346
6	Variable percentage .....	—	—	—	—	—	—	x	3
7	Dollar amounts .....	136	22,234	x	453	x	473	x	156
8	Non-contributory plans .....	44	9,688	21	17,015	63	28,535	14	2,360
9	Totals .....	335	69,823	37	18,858	221	45,134	142	23,886

**TABLE 14. Unit Benefit Pension Plans - Final and Final Average Earnings: Employee Contribution Rate Groups, by Benefit Rate Groups, Number of Plans and Members, 1965**

Benefit rate group												No.
1.50-1.74		1.75-1.99		2.00-2.49		2.50 and over		Rate not stated		Total		
Plans	Members	Plans	Members	Plans	Members	Plans	Members	Plans	Members	Plans	Members	
number												
x	2,127	—	—	—	—	—	—	x	6	5	2,714	1
x	265	—	—	3	213	—	—	—	—	6	478	2
7	2,624	x	18	x	24	—	—	—	—	17	2,956	3
47	8,697	5	555	22	9,030	x	533	x	7	103	21,807	4
8	3,994	4	1,224	18	122,572	—	—	—	—	31	128,276	5
5	2,191	x	15	x	6,170	—	—	—	—	10	8,388	6
7	4,558	—	—	10	20,957	x	251	x	226	36	31,191	7
14	3,600	x	2,976	11	15,089	3	55	7	129	124	89,424	8
93	28,056	12	4,788	68	174,055	6	839	11	368	332	285,234	9

**TABLE 15. Unit Benefit Pension Plans - Average Best Earnings: Employee Contribution Rate Groups, by Benefit Rate Groups, Number of Plans and Members, 1965**

Benefit rate group												No.
1.50-1.74		1.75-1.99		2.00-2.49		2.50 and over		Rate not stated		Total		
Plans	Members	Plans	Members	Plans	Members	Plans	Members	Plans	Members	Plans	Members	
number												
x	62	—	—	x	6	—	—	—	—	6	605	1
x	85	x	45	4	9,829	—	—	—	—	9	10,612	2
5	650	x	20	x	16,667	—	—	—	—	12	17,647	3
32	20,741	x	338	25	122,823	3	8,901	—	—	72	170,219	4
5	70,217	3	1,909	15	192,324	x	45	—	—	31	336,238	5
x	612	—	—	7	203,578	—	—	—	—	9	204,190	6
x	1,969	x	1,106	22	23,535	x	81	—	—	36	32,608	7
10	3,363	—	—	13	35	4	19	x	2	63	87,652	8
57	97,699	7	3,418	89	568,797	10	9,046	x	2	238	859,771	9

**TABLE 16. Unit Benefit Pension Plans - Career Average Earnings: Employee Contribution Rate Groups, by Benefit Rate Groups, Number of Plans and Members, 1965**

Benefit rate group												No.
1.50-1.74		1.75-1.79		2.00-2.49		2.50 and over		Rate not stated		Total		
Plans	Members	Plans	Members	Plans	Members	Plans	Members	Plans	Members	Plans	Members	
number												
11	1,117	x	9	4	4,061	x	8	—	—	42	7,180	1
71	15,061	8	2,869	20	1,844	x	9	x	43	162	48,486	2
172	47,825	30	9,269	72	28,597	—	—	—	—	325	110,190	3
1,500	113,519	285	83,293	751	113,886	7	226	x	4	2,839	331,982	4
20	1,546	9	3,231	80	13,802	3	5	—	—	120	19,170	5
x	571	x	192	6	518	—	—	—	—	10	1,284	6
46	10,661	x	1,240	23	27,972	4	854	—	—	234	64,043	7
43	18,439	6	4,054	27	4,671	5	125	x	2	224	84,889	8
1,865	208,739	348	104,157	983	195,351	21	1,227	4	49	3,956	667,224	9



**TABLE 17. Money Purchase Pension Plans: Employee Contribution Rate Groups by Employer Contribution Rate Groups, Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965**

Employee contribution rate groups	Employer contribution rate groups															
	Percentage rates															
	Less than 3.0				3.0-3.9				4.0-4.9							
	Plans		Members		Plans		Members		Plans		Members					
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%				
Contributory plans:																
Percentage of earnings:																
Less than 3.0 per cent .....	100	45.4	2,788	17.7	3	1.1	47	0.9	x	x	120	1.9				
3.0-3.9 " " .....	17	7.7	484	3.1	201	74.2	3,929	73.6	4	2.1	117	1.8				
4.0-4.9 " " .....	7	3.2	44	0.3	4	1.5	38	0.7	159	82.0	5,454	84.8				
5.0-5.9 " " .....	81	36.8	1,005	6.4	51	18.8	964	18.1	24	12.4	457	7.1				
6.0-6.9 " " .....	—	—	—	—	2	0.7	122	2.3	3	1.5	31	0.5				
7.0-9.9 " " .....	x	x	x	x	2	0.7	24	0.4	—	—	—	—				
10.0 per cent and over .....	x	x	x	x	—	—	—	—	—	—	—	—				
Variable according to sex ....	—	—	—	—	—	—	—	—	x	x	171	2.7				
Sub-totals .....	207	94.1	4,330	27.5	263	97.0	5,124	96.0	192	99.0	6,350	98.8				
Dollar amounts .....	x	x	10	0.1	—	—	—	—	—	—	—	—				
Other .....	x	x	220	1.4	6	2.2	179	3.4	x	x	28	0.4				
Non-contributory plans .....	9	4.0	11,172	71.0	2	0.8	33	0.6	x	x	55	0.8				
Totals .....	220	100.0	15,732	100.0	271	100.0	5,336	100.0	194	100.0	6,433	100.0				
	5.0-5.9				6.0-6.9				7.0-9.9				10.0 and over			
	Plans		Members		Plans		Members		Plans		Members		Plans		Members	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Contributory plans:																
Percentage of earnings:																
Less than 3.0 per cent .....	9	0.2	142	0.2	3	1.3	76	1.8	5	3.9	27	0.8	3	1.8	17	0.6
3.0-3.9 " " .....	33	0.8	1,467	1.9	9	3.9	77	1.8	8	6.3	279	8.6	—	—	—	—
4.0-4.9 " " .....	13	0.3	318	0.4	16	6.9	490	11.6	14	10.9	576	17.8	—	—	—	—
5.0-5.9 " " .....	3,983	95.7	74,536	94.9	18	7.8	203	4.8	50	39.0	1,272	39.4	50	29.8	2,061	78.0
6.0-6.9 " " .....	x	x	x	x	177	76.3	3,328	78.6	8	6.3	192	5.9	9	5.3	81	3.1
7.0-9.9 " " .....	—	—	—	—	—	—	—	—	31	24.2	780	24.2	2	1.2	5	0.2
10.0 per cent and over .....	x	x	x	x	—	—	—	—	x	x	x	x	38	22.6	94	3.6
Variable according to sex ....	—	—	—	—	—	—	—	—	x	x	x	x	—	—	—	—
Sub-totals .....	4,047	97.2	76,501	97.4	223	96.2	4,174	98.6	118	92.2	3,129	96.8	102	60.7	2,258	85.5
Dollar amounts .....	3	—	9	—	—	—	—	—	x	x	x	x	x	x	x	x
Other .....	26	0.7	483	0.6	5	2.1	16	0.4	—	—	—	—	x	x	x	x
Non-contributory plans .....	86	2.1	1,575	2.0	4	1.7	43	1.0	9	7.0	99	3.1	62	36.9	246	9.3
Totals .....	4,162	100.0	78,568	100.0	232	100.0	4,233	100.0	128	100.0	3,230	100.0	168	100.0	2,642	100.0
	Employer contribution rate groups															
	Dollar amounts				Variable (percentage rates and dollar amounts)				Total							
	Plans		Members		Plans		Members		Plans		Members					
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%				
Contributory plans:																
Percentage of earnings:																
Less than 3.0 per cent .....	7	0.4	209	3.5	16	2.0	201	0.7	147	1.9	3,627	2.4				
3.0-3.9 " " .....	x	x	x	x	10	1.2	431	1.4	287	3.7	6,794	4.4				
4.0-4.9 " " .....	x	x	x	x	14	1.7	230	0.8	228	2.9	7,163	4.7				
5.0-5.9 " " .....	50	3.2	124	2.0	158	19.4	6,314	20.7	4,465	57.6	86,936	56.9				
6.0-6.9 " " .....	5	0.3	12	0.2	4	0.5	60	0.2	216	2.8	3,862	2.5				
7.0-9.9 " " .....	3	0.2	7	0.1	x	x	x	x	42	0.5	827	0.5				
10.0 per cent and over .....	7	0.5	16	0.3	x	x	x	x	49	0.6	123	0.1				
Variable according to sex ....	—	—	—	—	21	2.6	409	1.3	23	0.3	582	0.4				
Sub-totals .....	78	5.0	391	6.5	227	27.9	7,657	25.1	5,457	70.3	109,914	71.9				
Dollar amounts .....	696	44.4	3,631	60.5	45	5.5	939	3.1	747	9.6	4,594	3.0				
Other .....	21	1.3	215	3.6	351	43.1	16,822	55.0	416	5.4	18,098	11.9				
Non-contributory plans .....	774	49.3	1,766	29.4	191	23.5	5,143	16.8	1,138	14.7	20,132	13.2				
Totals .....	1,569	100.0	6,003	100.0	814	100.0	30,561	100.0	7,758	100.0	152,738	100.0				

**TABLE 18. Funding Instrument — Contributory and Non-contributory Pension Plans: Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965**

Funding instrument	Plans		Members					
	Number	Percentage	Male		Female		Total	
			Number	Percentage	Number	Percentage	Number	Percentage
Contributory plans:								
Insurance Company .....	8,738	75.6	265,111	19.0	58,714	13.7	323,825	17.8
Government Annuities .....	373	3.2	4,429	0.3	715	0.2	5,144	0.3
Trusteed .....	1,977	17.1	707,938	50.7	269,098	63.0	977,036	53.6
Insurance Company and Government Annuities .....	253	2.2	30,777	2.2	3,704	0.9	34,481	1.9
Insurance Company and Trusteed .....	139	1.2	24,692	1.8	3,649	0.8	28,341	1.5
Insurance Company, Government Annuities and Trusteed .....	19	0.2	19,675	1.4	3,316	0.8	22,991	1.3
Trusteed and Government Annuities .....	30	0.3	10,906	0.8	5,383	1.3	16,289	0.9
Other .....	29	0.2	331,676	23.8	82,717	19.3	414,393	22.7
Totals .....	11,358	100.0	1,395,204	100.0	427,296	100.0	1,822,500	100.0
Non-contributory plans:								
Insurance Company .....	1,000	47.6	28,411	7.2	8,290	6.5	36,701	7.0
Government Annuities .....	22	1.1	418	0.1	113	0.1	531	0.1
Trusteed .....	1,024	48.7	340,982	86.2	100,283	78.5	441,265	84.4
Insurance Company and Government Annuities .....	5	0.2	3,820	1.0	4,358	3.4	8,178	1.6
Insurance Company and Trusteed .....	38	1.8	4,883	1.2	2,571	2.0	7,454	1.4
Insurance Company, Government Annuities and Trusteed .....	x	x	1,565	0.4	130	0.1	1,695	0.3
Trusteed and Government Annuities .....	x	x	3,839	1.0	839	0.7	4,678	0.9
Other .....	7	0.3	11,479	2.9	11,167	8.7	22,646	4.3
Totals .....	2,102	100.0	395,397	100.0	127,751	100.0	523,148	100.0
All plans:								
Insurance Company .....	9,738	71.3	293,522	16.4	67,004	12.1	360,526	15.4
Government Annuities .....	395	2.9	4,847	0.3	828	0.1	5,675	0.2
Trusteed .....	3,001	22.0	1,048,920	58.6	369,381	66.6	1,418,301	60.5
Insurance Company and Government Annuities .....	258	1.9	34,597	1.9	8,062	1.5	42,659	1.8
Insurance Company and Trusteed .....	177	1.3	29,575	1.6	6,220	1.1	35,795	1.5
Insurance Company, Government Annuities and Trusteed .....	20	0.1	21,240	1.2	3,446	0.6	24,686	1.1
Trusteed and Government Annuities .....	35	0.2	14,745	0.8	6,222	1.1	20,967	0.9
Other .....	36	0.3	343,155	19.2	93,884	16.9	437,039	18.6
Totals .....	13,660	100.0	1,790,601	100.0	553,047	100.0	2,343,648	100.0



TABLE 19. Contributions for the Year Ending December 31, 1965, by Funding Instrument - All Plans

Funding instrument	Employee contributions		Employer contributions						Total	
			Current service		Past service		Total employer contributions			
	\$'000	%	\$'000	%	\$'000	%	\$'000	%	\$'000	%
Insurance Company .....	94,072	18.2	88,706	16.7	20,274	16.8	108,980	16.7	203,052	17.4
Government Annuities .....	1,108	0.2	1,136	0.2	92	0.1	1,228	0.2	2,336	0.2
Trusteed .....	262,670	50.9	280,030	52.6	94,822	78.5	374,852	57.4	637,522	54.5
Insurance Company and Government Annuities .....	9,273	1.8	8,142	1.5	406	0.3	8,548	1.3	17,821	1.5
Insurance Company and Trusteed .....	8,713	1.7	8,805	1.6	1,146	1.0	9,951	1.5	18,664	1.6
Insurance Company, Government Annuities and Trusteed .....	5,773	1.1	8,577	1.6	369	0.3	8,946	1.4	14,719	1.2
Trusteed and Government Annuities .....	4,057	0.8	4,797	0.9	1,249	1.0	6,046	0.9	10,103	0.9
Other .....	130,485	25.3	132,461	24.9	2,387	2.0	134,848	20.6	265,333	22.7
Totals .....	516,151	100.0	532,654	100.0	120,745	100.0	653,399	100.0	1,169,550	100.0

TABLE 20. Contributions for the Year Ending December 31, 1965, by Funding Instrument - Contributory Plans

Funding instrument	Employee contributions		Employer contributions						Total	
			Current service		Past service		Total employer contributions			
	\$'000	%	\$'000	%	\$'000	%	\$'000	%	\$'000	%
Insurance Company .....	93,204	18.4	79,005	17.9	14,805	23.1	93,810	18.6	187,014	18.4
Government Annuities .....	1,105	0.2	1,012	0.2	35	0.1	1,047	0.2	2,152	0.2
Trusteed .....	255,373	50.3	203,632	46.1	44,442	69.4	248,074	49.0	503,447	49.7
Insurance Company and Government Annuities .....	9,172	1.8	8,078	1.8	391	0.6	8,469	1.7	17,641	1.7
Insurance Company and Trusteed .....	8,263	1.6	7,030	1.6	597	0.9	7,627	1.5	15,890	1.6
Insurance Company, Government Annuities and Trusteed .....	5,773	1.2	7,866	1.8	253	0.4	8,119	1.6	13,892	1.4
Trusteed and Government Annuities .....	4,045	0.8	3,620	0.8	1,137	1.8	4,757	0.9	8,802	0.9
Other .....	130,485	25.7	131,686	29.8	2,387	3.7	134,073	26.5	264,558	26.1
Totals .....	507,420	100.0	441,929	100.0	64,047	100.0	505,976	100.0	1,013,396	100.0

TABLE 21. Contributions for the Year Ending December 31, 1965, by Funding Instrument - Non-contributory Plans

Funding instrument	Employee contributions voluntary		Employer contributions						Total	
			Current service		Past service		Total employer contributions			
	\$'000	%	\$'000	%	\$'000	%	\$'000	%	\$'000	%
Insurance Company .....	868	9.9	9,701	10.7	5,469	9.6	15,170	10.3	16,038	10.3
Government Annuities .....	3	--	124	0.1	57	0.1	181	0.1	184	0.1
Trusteed .....	7,297	83.6	76,398	84.2	50,380	88.9	126,778	86.0	134,075	85.9
Insurance Company and Government Annuities .....	101	1.2	64	0.1	15	--	79	--	180	0.1
Insurance Company and Trusteed .....	450	5.2	1,775	2.0	549	1.0	2,324	1.6	2,774	1.8
Insurance Company, Government Annuities and Trusteed .....	—	—	711	0.8	116	0.2	827	0.6	827	0.5
Trusteed and Government Annuities .....	12	0.1	1,177	1.3	112	0.2	1,289	0.9	1,301	0.8
Other .....	—	—	775	0.8	—	—	775	0.5	775	0.5
Totals .....	8,731	100.0	90,725	100.0	56,698	100.0	147,423	100.0	156,154	100.0

**TABLE 22. Employee Voluntary Additional Contributions – Contributory and Non-contributory Plans: Number and Percentage of Plans and Members, by Funding Instrument, 1965**

Funding instrument	Voluntary additional contributions							
	Permitted				Not permitted			
	Plans	%	Members	%	Plans	%	Members	%
<b>Contributory plans:</b>								
Insurance Company .....	6,974	78.2	239,103	31.1	1,443	64.9	81,463	7.8
Government Annuities .....	201	2.3	3,699	0.5	137	6.2	1,298	0.1
Trusteed .....	1,401	15.7	395,227	51.4	533	24.0	580,343	55.3
Insurance Company and Government Annuities .....	192	2.1	26,377	3.4	49	2.2	7,745	0.7
Insurance Company and Trusteed .....	106	1.2	26,674	3.5	32	1.4	1,666	0.2
Insurance Company, Government Annuities and Trusteed .....	12	0.1	4,718	0.6	7	0.3	18,273	1.7
Trusteed and Government Annuities .....	24	0.3	15,682	2.1	4	0.2	602	0.1
Other .....	11	0.1	57,048	7.4	18	0.8	357,345	34.1
<b>Totals .....</b>	<b>8,921</b>	<b>100.0</b>	<b>768,528</b>	<b>100.0</b>	<b>2,223</b>	<b>100.0</b>	<b>1,048,735</b>	<b>100.0</b>
<b>Non-contributory plans:</b>								
Insurance Company .....	627	62.7	9,444	8.1	316	31.4	26,827	6.7
Government Annuities .....	12	1.2	58	0.1	9	0.9	471	0.1
Trusteed .....	332	33.2	92,622	79.8	655	65.1	345,198	85.6
Insurance Company and Government Annuities .....	x	x	8,178	7.1	—	—	—	—
Insurance Company and Trusteed .....	21	2.1	5,509	4.7	16	1.6	1,944	0.5
Insurance Company, Government Annuities and Trusteed .....	—	—	—	—	x	x	1,695	0.4
Trusteed and Government Annuities .....	x	x	211	0.2	x	x	4,467	1.1
Other .....	—	—	—	—	7	0.7	22,646	5.6
<b>Totals .....</b>	<b>1,000</b>	<b>100.0</b>	<b>116,022</b>	<b>100.0</b>	<b>1,006</b>	<b>100.0</b>	<b>403,248</b>	<b>100.0</b>
<b>All plans:</b>								
Insurance Company .....	7,601	76.6	248,547	28.1	1,759	54.5	108,290	7.5
Government Annuities .....	213	2.1	3,757	0.4	146	4.5	1,769	0.1
Trusteed .....	1,733	17.5	487,849	55.2	1,188	36.8	925,541	63.7
Insurance Company and Government Annuities .....	197	2.0	34,555	3.9	49	1.5	7,745	0.5
Insurance Company and Trusteed .....	127	1.3	32,183	3.6	48	1.5	3,610	0.2
Insurance Company, Government Annuities and Trusteed .....	12	0.1	4,718	0.5	8	0.2	19,968	1.4
Trusteed and Government Annuities .....	27	0.3	15,893	1.8	6	0.2	5,069	0.4
Other .....	11	0.1	57,048	6.5	25	0.8	379,991	26.2
<b>Totals .....</b>	<b>9,921</b>	<b>100.0</b>	<b>884,550</b>	<b>100.0</b>	<b>3,229</b>	<b>100.0</b>	<b>1,451,983</b>	<b>100.0</b>
	Not specified				Total			
	Plans	%	Members	%	Plans	%	Members	%
<b>Contributory plans:</b>								
Insurance Company .....	321	77.5	3,259	62.2	8,738	75.6	323,825	17.8
Government Annuities .....	35	8.5	147	2.8	373	3.2	5,144	0.3
Trusteed .....	43	10.4	1,486	28.0	1,977	17.1	977,036	53.6
Insurance Company and Government Annuities .....	12	2.9	359	6.9	253	2.2	34,481	1.9
Insurance Company and Trusteed .....	x	x	x	x	139	1.2	28,341	1.5
Insurance Company, Government Annuities and Trusteed .....	—	—	—	—	19	0.2	22,991	1.3
Trusteed and Government Annuities .....	x	x	x	x	30	0.3	16,289	0.9
Other .....	—	—	—	—	29	0.2	414,393	22.7
<b>Totals .....</b>	<b>414</b>	<b>100.0</b>	<b>5,237</b>	<b>100.0</b>	<b>11,558</b>	<b>100.0</b>	<b>1,822,500</b>	<b>100.0</b>
<b>Non-contributory plans:</b>								
Insurance Company .....	57	59.4	430	11.1	1,000	47.6	36,701	7.0
Government Annuities .....	x	x	x	x	22	1.1	531	0.1
Trusteed .....	37	38.6	3,445	88.8	1,024	48.7	441,265	84.4
Insurance Company and Government Annuities .....	—	—	—	—	5	0.2	8,178	1.6
Insurance Company and Trusteed .....	x	x	x	x	38	1.8	7,454	1.4
Insurance Company, Government Annuities and Trusteed .....	—	—	—	—	x	x	1,695	0.3
Trusteed and Government Annuities .....	—	—	—	—	x	x	4,678	0.9
Other .....	—	—	—	—	7	0.3	22,646	4.3
<b>Totals .....</b>	<b>96</b>	<b>100.0</b>	<b>3,878</b>	<b>100.0</b>	<b>2,102</b>	<b>100.0</b>	<b>523,148</b>	<b>100.0</b>
<b>All plans:</b>								
Insurance Company .....	378	74.1	3,689	40.5	9,738	71.3	360,526	15.4
Government Annuities .....	36	7.1	149	1.6	395	2.9	5,675	0.2
Trusteed .....	80	15.7	4,911	53.9	3,001	22.0	1,418,301	60.5
Insurance Company and Government Annuities .....	12	2.3	359	3.9	258	1.9	42,659	1.8
Insurance Company and Trusteed .....	x	x	x	x	177	1.3	35,795	1.5
Insurance Company, Government Annuities and Trusteed .....	—	—	—	—	20	0.1	24,686	1.1
Trusteed and Government Annuities .....	x	x	x	x	35	0.2	20,967	0.9
Other .....	—	—	—	—	36	0.3	437,039	18.6
<b>Totals .....</b>	<b>510</b>	<b>100.0</b>	<b>9,115</b>	<b>100.0</b>	<b>13,660</b>	<b>100.0</b>	<b>2,345,648</b>	<b>100.0</b>

**TABLE 23. Vesting Conditions: Number of Plans, membership by Sex, Showing Percentage Distribution, 1965**

Vesting conditions	Plans		Members					
			Male		Female		Total <sup>1</sup>	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Immediate full .....	4,675	34.2	144,785	8.1	22,126	4.0	166,911	7.1
Years of service .....	4,712	34.5	853,584	47.7	235,630	42.5	1,089,214	46.4
Years of participation .....	2,619	19.2	160,357	9.0	19,148	3.4	179,505	7.7
Age .....	38	0.3	9,125	0.5	2,813	0.5	11,938	0.5
Service and/or age <sup>1</sup> .....	931	6.8	233,112	13.0	83,067	15.0	316,179	13.5
Participation and/or age <sup>1</sup> .....	103	0.8	21,790	1.2	7,395	1.3	29,185	1.3
No vesting .....	453	3.3	336,548	18.8	180,062	32.4	516,610	22.0
Other .....	129	0.9	31,300	1.7	4,806	0.9	36,106	1.5
<b>Totals .....</b>	<b>13,660</b>	<b>100.0</b>	<b>1,790,601</b>	<b>100.0</b>	<b>555,047</b>	<b>100.0</b>	<b>2,345,648</b>	<b>100.0</b>

<sup>1</sup> Does not include plans amended to conform with the minimum vesting requirements (age 45 and 10 years service or participation) of The Pension Benefits Act, 1965, Ontario, unless amendments also applied to contributions for service prior to January 1, 1965, the qualification date set out in the Act. See text for further details.

**TABLE 24. Vesting: Deferred Full and Graduated Contingent on Years of Service - Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965**

Years of service for full vesting	Plans		Members					
			Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
1 - 4 .....	20	0.4	386	--	212	0.1	598	--
5 .....	166	3.5	151,822	17.8	45,976	19.5	197,798	18.2
6 - 9 .....	59	1.3	987	0.1	179	0.1	1,166	0.1
10 .....	966	20.5	297,594	34.9	85,483	36.3	383,077	35.2
11 - 14 .....	237	5.0	28,136	3.3	3,863	1.6	31,999	2.9
15 .....	923	19.6	131,294	15.4	21,965	9.3	153,259	14.1
16 - 19 .....	416	8.8	11,956	1.4	3,178	1.3	15,134	1.4
20 .....	1,852	39.3	226,275	26.5	72,929	31.0	299,204	27.5
21 - 24 .....	18	0.4	1,370	0.2	726	0.3	2,096	0.2
25 .....	32	0.7	2,535	0.3	612	0.3	3,147	0.3
Over 25 .....	23	0.5	1,229	0.1	507	0.2	1,736	0.1
<b>Totals .....</b>	<b>4,712</b>	<b>100.0</b>	<b>853,584</b>	<b>100.0</b>	<b>235,630</b>	<b>100.0</b>	<b>1,089,214</b>	<b>100.0</b>

**TABLE 25. Vesting: Deferred Full and Graduated Contingent on Years of Participation - Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965**

Years of participation for full vesting	Plans		Members					
			Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
1 - 4 .....	27	1.0	238	0.1	37	0.2	275	0.2
5 .....	205	7.8	12,888	8.0	2,334	12.2	15,222	8.5
6 - 9 .....	56	2.2	68,282	42.5	276	1.4	68,558	38.2
10 .....	603	23.0	26,307	16.4	4,590	24.0	30,897	17.2
11 - 14 .....	117	4.5	2,951	1.8	890	4.6	3,841	2.1
15 .....	377	14.4	11,416	7.1	2,175	11.4	13,591	7.6
16 - 19 .....	230	8.8	4,928	3.0	1,169	6.1	6,097	3.4
20 .....	990	37.8	33,146	20.6	7,622	39.8	40,768	22.7
21 - 24 .....	x	x	25	--	--	--	25	--
25 .....	x	x	81	--	26	0.1	107	--
Over 25 .....	6	0.2	95	0.5	29	0.2	124	0.1
<b>Totals .....</b>	<b>2,619</b>	<b>100.0</b>	<b>160,357</b>	<b>100.0</b>	<b>19,148</b>	<b>100.0</b>	<b>179,505</b>	<b>100.0</b>



**TABLE 26. Vesting: Deferred Graduated, Contingent on Years of Service - Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965**

Years of service in which vesting starts	Years of service in which vesting is completed	Plans		Members					
				Male		Female		Total	
		Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Immediate .....	1-5	x	x	4,234	1.7	102	0.2	4,336	1.4
	6-10	x	x	x	--	x	--	x	--
	11-15	--	--	--	--	--	--	--	--
	16-20	x	x	x	--	x	--	x	--
	21-25	--	--	--	--	--	--	--	--
	Over 25	--	--	--	--	--	--	--	--
Sub-totals .....		5	0.2	4,250	1.7	105	0.2	4,355	1.4
1- 5 years .....	1-5	27	0.8	280	0.1	49	0.1	329	0.1
	6-10	419	11.8	14,757	5.8	3,224	5.2	17,981	5.7
	11-15	337	9.5	18,474	7.3	3,308	5.3	21,782	6.9
	16-20	206	5.8	9,178	3.6	2,469	4.0	11,647	3.7
	21-25	8	0.2	141	0.1	34	0.1	175	--
	Over 25	5	0.1	46	--	3	--	49	--
Sub-totals .....		1,002	28.2	42,876	16.9	9,087	14.7	51,963	16.4
6-10 years .....	6-10	69	1.9	1,801	0.7	386	0.6	2,187	0.7
	11-15	578	16.3	49,627	19.6	8,833	14.2	58,460	18.6
	16-20	818	23.0	90,486	35.8	31,611	50.6	122,097	38.8
	21-25	16	0.4	670	0.3	128	0.2	798	0.3
	Over 25	8	0.2	440	0.2	315	0.5	755	0.2
Sub-totals .....		1,489	41.8	143,024	56.6	41,273	66.1	184,297	58.6
11-15 years .....	11-15	32	0.9	3,370	1.3	590	0.9	3,960	1.3
	16-20	981	27.6	54,993	21.8	9,872	15.8	64,865	20.6
	21-25	19	0.5	2,916	1.2	1,153	1.8	4,069	1.3
	Over 25	5	0.1	160	0.1	49	0.1	229	0.1
Sub-totals .....		1,037	29.1	61,459	24.4	11,664	18.6	73,123	23.3
16-20 years .....	16-20	10	0.3	311	0.1	127	0.2	438	0.1
	21-25	6	0.2	143	0.1	23	--	166	--
	Over 25	3	0.1	452	0.2	140	0.2	592	0.2
Sub-totals .....		19	0.6	906	0.4	290	0.4	1,196	0.3
21-25 years .....	21-25	--	--	--	--	--	--	--	--
	Over 25	x	x	111	--	--	--	111	--
Sub-totals .....		x	x	111	--	--	--	111	--
Over 25 years .....	Over 25	--	--	--	--	--	--	--	--
Sub-totals .....		--	--	--	--	--	--	--	--
Totals .....		3,554	100.0	252,626	100.0	62,419	100.0	315,045	100.0



**TABLE 27. Vesting: Deferred Graduated, Contingent on Years of Participation—Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965**

Years of participation in which vesting starts	Years of participation in which vesting is completed	Vesting by length of participation							
		Plans		Members					
				Male		Female		Total	
				Number	Percentage	Number	Percentage	Number	Percentage
Immediate .....	1-5	x	x	6	--	3	--	9	--
	6-10	3	0.1	125	0.2	3	--	128	0.2
	11-15	x	x	4	--	--	--	4	--
	16-20	--	--	--	--	--	--	--	--
	21-25	--	--	--	--	--	--	--	--
	Over 25	--	--	--	--	--	--	--	--
Sub-totals .....		6	0.3	135	0.2	6	--	141	0.2
1-5 years .....	1-5	37	1.8	535	0.9	110	0.8	645	0.8
	6-10	348	16.8	10,067	16.0	2,011	15.1	12,078	15.8
	11-15	169	8.2	2,824	4.5	935	7.0	3,759	4.9
	16-20	191	9.2	8,285	13.1	2,621	19.7	10,906	14.3
	21-25	4	0.2	48	0.1	x	x	50	0.1
	Over 25	4	0.2	56	0.1	17	0.1	73	0.1
Sub-totals .....		753	36.4	21,815	34.7	5,696	42.7	27,511	36.0
6-10 years .....	6-10	48	2.3	3,977	6.3	493	3.7	4,470	5.9
	11-15	261	12.6	8,904	14.1	1,378	10.4	10,282	13.5
	16-20	395	19.1	9,173	14.6	2,032	15.3	11,205	14.7
	21-25	x	x	50	0.1	24	0.2	74	0.1
	Over 25	--	--	--	--	--	--	--	--
Sub-totals .....		706	34.1	22,104	35.1	3,927	29.6	26,031	34.2
11-15 years .....	11-15	18	0.9	720	1.1	408	3.1	1,128	1.5
	16-20	573	27.7	17,917	28.4	3,210	24.2	21,127	27.7
	21-25	x	x	5	--	--	--	5	--
	Over 25	--	--	--	--	--	--	--	--
Sub-totals .....		592	28.7	18,642	29.5	3,618	27.3	22,260	29.2
16-20 years .....	16-20	9	0.4	294	0.5	49	0.4	343	0.4
	21-25	--	--	--	--	--	--	--	--
	Over 25	x	x	14	--	--	--	14	--
Sub-totals .....		10	0.5	308	0.5	49	0.4	357	0.4
21-25 years .....	21-25	--	--	--	--	--	--	--	--
	Over 25	--	--	--	--	--	--	--	--
Sub-totals .....		--	--	--	--	--	--	--	--
Over 25 years .....	Over 25	--	--	--	--	--	--	--	--
Sub-totals .....		--	--	--	--	--	--	--	--
Totals .....		2,067	100.0	63,004	100.0	13,296	100.0	76,300	100.0

**TABLE 28. Vesting: Deferred Full, Contingent on Years of Service—Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965**

Years of service	Plans		Members					
			Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
1-4 .....	19	1.6	384	0.1	212	0.1	596	0.1
5 .....	138	11.9	147,310	24.5	45,825	26.5	193,135	25.0
6-9 .....	12	1.0	195	--	35	--	230	--
10 .....	523	45.2	281,813	46.9	82,015	47.4	363,828	47.0
11-14 .....	11	1.0	15,472	2.6	1,756	1.0	17,228	2.2
15 .....	202	17.5	72,487	12.1	11,341	6.5	83,828	10.8
16-19 .....	x	x	914	0.1	13	--	927	0.1
20 .....	246	21.2	82,348	13.7	32,014	18.5	114,362	14.8
21-24 .....	--	--	--	--	--	--	--	--
25 .....	x	x	35	--	--	--	35	--
Over 25 .....	--	--	--	--	--	--	--	--
Totals .....	1,158	100.0	600,958	100.0	173,211	100.0	774,169	100.0

**TABLE 29. Vesting: Deferred Full, Contingent on Years of Participation - Number of Plans, Membership by Sex, Showing Percentage Distribution, 1965**

Years of participation	Plans		Members					
			Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
1-4 .....	22	4.0	201	0.2	30	0.5	231	0.2
5- .....	171	31.0	12,384	12.7	2,228	38.1	14,612	14.2
6-9 .....	10	1.8	66,763	68.6	83	1.4	66,846	64.8
10 .....	250	45.3	13,657	14.0	2,276	38.9	15,933	15.4
11-14 .....	x	x	150	0.2	23	0.4	173	0.2
15 .....	42	7.6	1,765	1.8	321	5.5	2,086	2.0
16-19 .....	-	-	-	-	-	-	-	-
20 .....	52	9.4	2,405	2.5	879	15.0	3,284	3.2
21-24 .....	-	-	-	-	-	-	-	-
25 .....	x	x	3	--	-	-	3	--
Over 25 .....	x	x	25	--	12	0.2	37	--
<b>Totals .....</b>	<b>552</b>	<b>100.0</b>	<b>97,353</b>	<b>100.0</b>	<b>5,852</b>	<b>100.0</b>	<b>103,205</b>	<b>100.0</b>

**TABLE 30. Provisions for Disposition of Employee Contributions on Termination of Service Prior to Retirement: Number of Plans and Members by Type of Plan, 1965**

Type of plan	No refund <sup>1</sup>		Refund with forfeiture of vesting		Refund with vesting retained		Not stated		Total	
	Plans	Members	Plans	Members	Plans	Members	Plans	Members	Plans	Members
Unit benefit:										
Final earnings .....	3	781	22	17,413	6	241	-	-	31	18,435
Final average earnings .....	x	534	137	172,366	37	4,473	x	2	177	177,375
Average best earnings .....	x	413	138	752,939	35	18,767	-	-	175	772,119
Career average earnings .....	92	35,365	2,871	497,170	758	49,681	11	119	3,732	582,335
Level percentage of earnings .....	x	7	16	428	57	317	-	-	75	752
Money purchase .....	550	13,889	2,424	67,750	3,626	50,733	20	234	6,620	132,606
Profit sharing .....	7	1,236	157	7,052	107	11,906	-	-	271	20,194
Flat benefit .....	64	655	118	96,006	85	2,474	-	-	267	99,135
Composite .....	x	13	172	15,872	35	3,588	x	76	210	19,549
<b>Totals .....</b>	<b>723</b>	<b>52,893</b>	<b>6,055</b>	<b>1,626,996</b>	<b>4,746</b>	<b>142,180</b>	<b>34</b>	<b>431</b>	<b>11,558</b>	<b>1,822,500</b>

<sup>1</sup> Usually the employee contributions are "locked-in" to provide a deferred pension.

**TABLE 31. Retirements: Pension Plan Members Who Retired during Year Ending December 31, 1965, by Sex, Type of Retirement and Place of Employment in Year Prior to Retirement**

Type of retirement/sex	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T. and Yukon	U.S.A.	Other countries	Not stated
Normal .....	M. 11,762	110	45	281	263	2,616	5,584	630	385	625	1,173	14	22	13	1
	F. 3,546	19	13	158	83	777	1,769	138	82	154	347	4	2	—	—
	T. 15,308	129	58	439	346	3,393	7,353	768	467	779	1,520	18	24	13	1
Early (other than disability)...	M. 3,118	50	11	69	63	508	1,565	179	118	188	352	3	6	6	—
	F. 886	—	3	18	47	131	444	64	16	73	89	—	—	1	—
	T. 4,004	50	14	87	110	639	2,009	243	134	261	441	3	6	7	—
Disability .....	M. 1,556	33	13	81	37	385	659	65	77	99	105	—	—	1	—
	F. 343	6	3	15	15	62	159	20	23	18	22	—	—	—	—
	T. 1,899	39	16	96	52	447	818	85	100	117	127	—	—	1	1
Deferred or postponed .....	M. 1,619	6	—	91	31	327	849	49	66	52	142	1	3	2	—
	F. 655	2	—	16	4	101	414	37	44	17	18	—	—	2	—
	T. 2,274	8	—	107	35	428	1,263	86	110	69	160	1	3	4	—
Other .....	M. 138	1	—	1	5	28	39	7	—	45	10	—	—	2	—
	F. 159	—	—	1	3	13	110	4	2	15	11	—	—	—	—
	T. 297	1	—	2	8	41	149	11	2	60	21	—	—	2	—
Totals .....	M. 18,193	200	69	523	399	3,864	8,696	930	646	1,009	1,782	18	31	24	2
	F. 5,589	27	19	208	152	1,084	2,896	263	167	277	487	4	2	3	—
	T. 23,782	227	88	731	551	4,948	11,592	1,193	813	1,286	2,269	22	33	27	2

**TABLE 32. Retirements: Age at Retirement - Pension Plan Members Who Retired during Year Ending December 31, 1965,  
by Age, Sex and Type of Retirement**

Age at retirement /sex	Type of retirement					
	Normal	Early	Deferred	Disability	Other	Total
<b>Male:</b>						
Under 50 years .....	10	96	-	152	11	269
50-54 years .....	47	74	-	194	15	330
55-59 " .....	155	458	11	502	28	1,154
60 years .....	344	417	10	132	3	906
61 " .....	226	328	22	99	6	681
62 " .....	190	437	34	94	6	761
63 " .....	179	499	14	134	3	829
64 " .....	202	560	12	115	5	894
65 " .....	7,171	127	190	42	28	7,558
66 " .....	970	25	378	10	2	1,385
67 " .....	550	28	250	12	1	841
68 " .....	641	14	176	10	4	845
69 " .....	328	14	134	4	2	482
70 " and over .....	596	4	371	3	9	983
Age not stated .....	153	37	17	53	15	275
<b>Totals .....</b>	<b>11,762</b>	<b>3,118</b>	<b>1,619</b>	<b>1,556</b>	<b>138</b>	<b>18,193</b>
<b>Female:</b>						
Under 50 years .....	2	13	-	52	10	77
50-54 years .....	42	75	-	71	53	241
55-59 " .....	351	282	11	137	36	817
60 years .....	496	165	8	19	25	713
61 " .....	140	60	25	13	4	242
62 " .....	202	75	23	14	3	317
63 " .....	174	76	25	12	5	292
64 " .....	135	86	18	8	3	250
65 " .....	1,192	28	53	2	13	1,288
66 " .....	258	8	148	-	1	415
67 " .....	152	3	79	1	2	237
68 " .....	109	4	55	1	1	170
69 " .....	78	3	47	1	1	130
70 " and over .....	174	4	159	1	2	340
Age not stated .....	41	4	4	11	-	60
<b>Totals .....</b>	<b>3,546</b>	<b>886</b>	<b>655</b>	<b>343</b>	<b>159</b>	<b>5,589</b>
<b>Both sexes:</b>						
Under 50 years .....	12	109	-	204	21	346
50-54 years .....	89	149	-	265	68	571
55-59 " .....	506	740	22	639	64	1,971
60 years .....	840	582	18	151	28	1,619
61 " .....	366	388	47	112	10	923
62 " .....	392	512	57	108	9	1,078
63 " .....	353	575	39	146	8	1,121
64 " .....	337	646	30	123	8	1,144
65 " .....	8,363	155	243	44	41	8,846
66 " .....	1,228	33	526	10	3	1,800
67 " .....	702	31	329	13	3	1,078
68 " .....	750	18	231	11	5	1,015
69 " .....	406	17	181	5	3	612
70 " and over .....	770	8	530	4	11	1,323
Age not stated .....	194	41	21	64	15	335
<b>Totals .....</b>	<b>15,308</b>	<b>4,004</b>	<b>2,274</b>	<b>1,899</b>	<b>297</b>	<b>23,782</b>

TABLE 33. Normal Retirements: Pension Plan Members Who Retired during Year Ending December 31, 1965,  
by Age, Sex and Place of Employment in Year Prior to Retirement

Age at retirement/sex	Canada	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T. and Yukon	U.S.A.	Other countries	Not stated
<b>Male:</b>															
Under 50 years .....	10	—	—	—	—	4	3	—	1	1	—	1	—	—	—
50-54 years .....	47	—	—	—	3	29	8	2	3	—	1	1	—	—	—
55-59 " .....	155	—	—	1	2	97	28	—	7	3	17	—	—	—	—
60 years .....	344	2	1	11	8	73	140	11	14	10	69	—	2	3	—
61 " .....	226	3	1	9	6	63	95	3	10	8	27	—	—	1	—
62 " .....	190	1	1	1	4	48	83	4	5	17	24	1	—	1	—
63 " .....	179	—	—	3	2	41	82	4	8	9	30	—	—	—	—
64 " .....	202	1	1	3	6	55	79	11	6	9	26	—	2	3	—
65 " .....	7,171	75	20	182	176	1,692	3,022	461	264	462	794	4	14	4	1
66 " .....	970	7	7	35	23	151	493	86	28	60	75	3	2	—	—
67 " .....	550	1	6	13	9	88	350	14	9	19	39	2	—	—	—
68 " .....	641	1	2	9	7	78	491	11	11	6	23	1	1	—	—
69 " .....	328	4	2	5	5	48	221	9	6	8	20	—	—	—	—
70 " and over .....	596	15	4	9	12	94	395	10	13	13	28	1	1	1	—
Age not stated .....	153	—	—	—	—	55	94	4	—	—	—	—	—	—	—
<b>Totals .....</b>	<b>11,762</b>	<b>110</b>	<b>45</b>	<b>281</b>	<b>263</b>	<b>2,616</b>	<b>5,584</b>	<b>630</b>	<b>385</b>	<b>625</b>	<b>1,173</b>	<b>14</b>	<b>22</b>	<b>13</b>	<b>1</b>
<b>Female:</b>															
Under 50 years .....	2	—	—	—	—	—	1	—	1	—	—	—	—	—	—
50-54 years .....	42	—	—	—	—	22	18	—	2	—	—	—	—	—	—
55-59 " .....	351	—	—	8	13	197	110	—	4	—	19	—	—	—	—
60 years .....	498	5	1	26	5	142	216	13	7	16	85	—	—	—	—
61 " .....	140	—	—	5	6	27	77	1	1	2	21	—	—	—	—
62 " .....	202	—	—	14	7	37	109	2	2	6	25	—	—	—	—
63 " .....	174	1	—	7	1	32	88	8	8	7	22	—	—	—	—
64 " .....	135	1	1	8	3	27	68	3	1	2	20	—	1	—	—
65 " .....	1,192	8	4	45	30	210	528	82	47	107	128	2	1	—	—
66 " .....	258	1	3	10	3	31	157	22	2	3	26	—	—	—	—
67 " .....	152	—	2	7	5	20	100	2	3	3	10	—	—	—	—
68 " .....	109	—	—	11	—	10	76	3	—	7	2	—	—	—	—
69 " .....	78	1	—	1	4	10	56	1	1	—	4	—	—	—	—
70 " and over .....	174	2	2	16	6	11	125	1	3	1	5	2	—	—	—
Age not stated .....	41	—	—	—	—	1	40	—	—	—	—	—	—	—	—
<b>Totals .....</b>	<b>3,546</b>	<b>19</b>	<b>13</b>	<b>158</b>	<b>83</b>	<b>777</b>	<b>1,769</b>	<b>138</b>	<b>82</b>	<b>154</b>	<b>347</b>	<b>4</b>	<b>2</b>	<b>—</b>	<b>—</b>
<b>Both sexes:</b>															
Under 50 years .....	12	—	—	—	—	4	4	—	2	1	—	1	—	—	—
50-54 years .....	89	—	—	—	3	51	26	2	5	—	1	1	—	—	—
55-59 " .....	506	—	—	9	15	294	138	—	11	3	36	—	—	—	—
60 years .....	840	7	2	37	13	215	356	24	21	26	134	—	2	3	—
61 " .....	366	3	1	14	12	90	172	4	11	10	48	—	—	1	—
62 " .....	392	1	1	15	11	85	192	6	7	23	49	1	—	1	—
63 " .....	353	1	—	10	3	73	170	12	16	16	52	—	—	—	—
64 " .....	337	2	2	11	9	82	147	14	7	11	46	—	3	3	—
65 " .....	8,363	83	24	227	206	1,902	3,550	543	311	569	922	6	15	4	1
66 " .....	1,228	8	10	45	26	182	650	108	30	63	101	3	2	—	—
67 " .....	702	1	8	20	14	108	450	16	12	22	49	2	—	—	—
68 " .....	750	1	2	20	7	88	567	14	11	13	25	1	1	—	—
69 " .....	406	5	2	6	9	58	277	10	7	8	24	—	—	—	—
70 " and over .....	770	17	6	25	18	105	520	11	16	14	33	3	1	1	—
Age not stated .....	194	—	—	—	—	56	134	4	—	—	—	—	—	—	—
<b>Totals .....</b>	<b>15,308</b>	<b>129</b>	<b>58</b>	<b>439</b>	<b>346</b>	<b>3,393</b>	<b>7,353</b>	<b>768</b>	<b>467</b>	<b>779</b>	<b>1,520</b>	<b>18</b>	<b>24</b>	<b>13</b>	<b>1</b>



**TABLE 34. Normal Retirements: Pension Plan Members Who Retired during Year Ending December 31, 1965, by Annual Pension Group, Years of Pensionable Service Group and Sex**

Annual pension group	Years of pensionable service group											
	Less than 10			10-19			20 and over			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Less than \$600 .....	643	313	956	226	182	408	395	81	476	1,264	576	1,840
\$ 600- \$ 999 .....	228	71	299	556	370	926	484	144	628	1,268	585	1,853
1,000- 1,499 .....	129	18	147	724	329	1,053	816	272	1,088	1,669	619	2,288
1,500- 1,999 .....	22	3	25	616	76	692	1,105	425	1,530	1,743	504	2,247
2,000- 2,499 .....	6	4	10	182	21	203	1,293	335	1,628	1,481	360	1,841
2,500- 2,999 .....	12	—	12	61	7	68	1,009	262	1,271	1,082	269	1,351
3,000- 3,499 .....	9	6	15	24	3	27	1,025	206	1,231	1,058	215	1,273
3,500- 3,999 .....	4	10	14	13	—	13	592	114	706	609	124	733
4,000- 4,499 .....	4	8	12	11	—	11	392	135	527	407	143	550
4,500- 4,999 .....	7	—	7	6	1	7	283	44	327	296	45	341
5,000- 5,499 .....	5	1	6	5	—	5	213	31	244	223	32	255
5,500- 5,999 .....	5	2	7	4	—	4	152	27	179	161	29	190
6,000 and over .....	17	3	20	6	—	6	460	35	495	483	38	521
Not stated .....	4	4	8	6	2	8	8	1	9	18	7	25
<b>Totals .....</b>	<b>1,095</b>	<b>443</b>	<b>1,538</b>	<b>2,440</b>	<b>991</b>	<b>3,431</b>	<b>8,227</b>	<b>2,112</b>	<b>10,339</b>	<b>11,762</b>	<b>3,546</b>	<b>15,308</b>

**TABLE 35. Normal Retirements: Annual Pension as a Percentage of Final Annual Earnings — Pension Plan Members Who Retired during Year Ending December 31, 1965, by Sex and Annual Earnings Group**

Annual earnings group	Pension as a percentage of final annual earnings																	
	Under 10.0			10.0- 19.9			20.0- 29.9			30.0- 39.9			40.0- 49.9			50.0- 59.9		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Less than \$2,500 .....	23	33	56	67	44	111	26	45	71	27	36	63	19	32	51	10	22	32
\$ 2,500- \$ 2,999 .....	29	41	70	44	93	137	38	83	121	31	47	78	31	27	58	7	18	25
3,000- 3,499 .....	48	23	71	89	83	172	65	69	134	60	68	128	49	33	82	31	32	63
3,500- 3,999 .....	122	24	146	246	140	386	290	173	463	193	130	323	193	99	292	81	47	128
4,000- 4,499 .....	135	14	149	199	55	254	251	99	350	254	104	358	278	117	395	165	56	221
4,500- 4,999 .....	119	10	129	205	32	237	256	68	324	376	83	459	280	76	356	205	46	251
5,000- 5,499 .....	105	5	110	134	13	147	247	32	279	277	41	318	273	37	310	209	38	247
5,500- 5,999 .....	45	2	47	97	10	107	150	21	171	197	41	238	217	46	263	172	42	214
6,000- 6,999 .....	53	4	57	128	9	137	212	27	239	312	44	356	277	62	339	228	56	284
7,000- 7,999 .....	25	4	29	79	10	89	101	17	118	156	15	171	187	21	208	117	71	188
8,000- 8,999 .....	13	2	15	21	3	24	46	7	53	88	10	98	122	16	138	86	24	110
9,000- 9,999 .....	11	—	11	15	—	15	34	9	43	67	9	76	95	6	101	74	21	95
10,000- 10,999 .....	10	1	11	15	—	15	28	—	28	37	2	39	50	5	55	41	21	62
11,000- 11,999 .....	4	—	4	7	—	7	11	3	14	16	—	16	25	3	28	38	13	51
12,000- 12,999 .....	2	—	2	10	—	10	10	—	10	24	2	26	34	—	34	33	2	35
13,000- 13,999 .....	1	—	1	7	—	7	9	1	10	15	—	15	18	—	18	10	1	11
14,000- 14,999 .....	2	—	2	1	—	1	6	1	7	9	—	9	15	—	15	16	—	16
15,000 and over .....	11	—	11	19	—	19	35	—	35	42	—	42	61	1	62	37	—	37
Not stated .....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
<b>Totals .....</b>	<b>758</b>	<b>163</b>	<b>921</b>	<b>1,383</b>	<b>492</b>	<b>1,875</b>	<b>1,815</b>	<b>655</b>	<b>2,470</b>	<b>2,181</b>	<b>632</b>	<b>2,813</b>	<b>2,224</b>	<b>581</b>	<b>2,805</b>	<b>1,560</b>	<b>510</b>	<b>2,070</b>

**TABLE 35. Normal Retirements: Annual Pension as a Percentage of Final Annual Earnings - Pension Plan Members Who Retired during Year Ending December 31, 1965, by Sex and Annual Earnings Group - Concluded**

Annual earnings group	Pension as a percentage of final annual earnings														
	60.0-69.9			70.0-79.9			80.0 and over			Not stated			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Less than \$2,500 .....	14	10	24	5	3	8	51	6	57	1	2	3	243	233	476
\$ 2,500-\$ 2,999 .....	5	8	13	4	2	6	10	1	11	-	-	-	199	320	519
3,000- 3,499 .....	15	10	25	4	8	12	13	1	14	1	2	3	375	329	704
3,500- 3,999 .....	39	18	57	17	5	22	11	2	13	2	-	2	1,194	638	1,832
4,000- 4,499 .....	68	64	132	73	18	91	20	1	21	2	-	2	1,445	528	1,973
4,500- 4,999 .....	99	69	168	50	9	59	12	3	15	1	1	2	1,603	397	2,000
5,000- 5,499 .....	204	22	226	27	5	32	4	1	5	2	-	2	1,482	194	1,676
5,500- 5,999 .....	106	31	137	31	16	47	4	2	6	1	-	1	1,020	211	1,231
6,000- 6,999 .....	157	49	206	60	7	67	8	-	8	2	1	3	1,437	259	1,696
7,000- 7,999 .....	129	12	141	33	2	35	2	-	2	1	-	1	830	152	982
8,000- 8,999 .....	69	4	73	15	2	17	1	-	1	-	-	-	461	68	529
9,000- 9,999 .....	40	9	49	5	-	5	-	-	-	-	-	-	341	54	395
10,000- 10,999 .....	37	5	42	10	-	10	-	-	-	-	-	-	228	34	262
11,000- 11,999 .....	15	-	15	4	1	5	-	-	-	-	-	-	120	20	140
12,000- 12,999 .....	23	2	25	4	-	4	1	-	1	1	-	1	142	6	148
13,000- 13,999 .....	13	1	14	4	-	4	-	-	-	-	-	-	77	3	80
14,000- 14,999 .....	6	-	6	6	-	6	-	-	-	-	-	-	61	1	62
15,000 and over .....	24	-	24	12	-	12	-	-	-	1	-	1	242	1	243
Not stated .....	-	-	-	-	-	-	-	-	-	262	98	360	262	98	360
<b>Totals .....</b>	<b>1,063</b>	<b>314</b>	<b>1,377</b>	<b>364</b>	<b>78</b>	<b>442</b>	<b>137</b>	<b>17</b>	<b>154</b>	<b>277</b>	<b>104</b>	<b>381</b>	<b>11,762</b>	<b>3,546</b>	<b>15,308</b>

## TECHNICAL NOTES

### Methodology

Questionnaires were mailed to 16,608 respondents and a total of 13,660 completed returns were received. Of the balance 940 plans were superseded by or merged with other plans; 112 indicated that the pension plan became effective after the survey date of December 31, 1965; there was no response from 496 plans covering an estimated 3,000 employees; 1,394 respondents reported that their pension plan had been terminated. A follow-up letter was sent to all respondents reporting termination of their plan to determine the reason for termination. The results of this inquiry were tabulated and appear in the "Review of Survey Results".

In this report double counting of pension plan membership was virtually eliminated in Tables 2 and 3. To a lesser extent Tables 4 and 5 show unduplicated data for contributory and non-contributory plans respectively. In these latter tabulations it was impossible to completely eliminate double counting of members covered by two or more plans in the same category. For the balance of the statistical tables in this report it was not possible nor necessarily desirable to eliminate double counting.

It should be emphasized that this report is based on the completed returns received for 13,660 pension plans. All tabulations and data are based on these returns and no attempt was made to adjust the data for the non-response of approximately 500 plans since this involved only 3,000 members, an average of 6 members per plan.

The following types of pension and savings arrangements were specifically excluded from this survey:

- (1) Any registered retirement savings plan arrangement for a group of employees, whether or not the employer pays any part of the employee's premium.
- (2) Any profit sharing arrangement where the distribution of profits is not applied toward the purchase of pensions for its members.

### Plans and Coverage - Tables 1-5

#### Definition of a Pension Plan

A pension plan is an arrangement for providing retired employees with a regular income for life, and is often referred to as a retirement or superannuation plan or scheme. It is generally an arrangement between an employer and his employees for the systematic accumulation of funds during the employee's working years and the distribution of these funds to the employee in the form of a pension after he retires.

A pension plan either defines the contribution rates or the benefit formula. Under the defined contribution arrangement employer and employee contribution rates are generally fixed and the amount of pension depends upon such factors as amount of contributions made, the employee's sex and age,

etc. Under the defined benefit arrangement the amount of the pension may be predetermined by a formula.

### Contributory and Non-contributory Plans

Benefits under a pension plan may be purchased entirely by employer contributions in which case the plan is described as being "non-contributory". If both the employer and the employee are required to make contributions, the plan is said to be "contributory".

### Types of Plans - Tables 6-12

Pension plans may be divided into the following broad categories according to the formula for determining pension benefits:

#### 1. Unit Benefit

Under a unit benefit plan the pension benefit is related to the employee's earnings. This category may be sub-divided as follows:

- (a) **Final earnings.** - The unit of pension for each year of service is a fixed percentage of the employee's earnings at the time of retirement.
- (b) **Average final earnings.** - The unit of pension for each year of service is a fixed percentage of the employee's average earnings during a specified period immediately preceding retirement. For example, the unit of pension might be 1½ per cent of his average earnings for the five years just before retirement.
- (c) **Average best earnings.** - The unit of pension for each year of service is a fixed percentage of the employee's average earnings during a specified period of best earnings. For example, the unit of pension might be 1½ per cent of the average of his five highest years of earnings in the ten-year period just before retirement.
- (d) **Career average earnings.** - Each year the employee earns a unit of pension equal to a percentage of his earnings in that year, e.g., a pension of 1½ per cent of earnings for each year of service. The benefit formula may be expressed as a fixed percentage of average earnings over the entire period of the member's participation in the plan, for each year of service, or expressed as a percentage of the employee's total contributions.
- (e) **Level percentage of earnings.** - The pension benefit at retirement is equal to a specified percentage of the employee's earnings at a specified time generally without regard to years of service. For example, the pension benefit might be 25 per cent of the employee's earnings at date of entry into the plan. The pension benefit may also be expressed as a fixed dollar amount related to the employee's earnings at a specified time.



## 2. Money Purchase

A money purchase plan defines the contribution rates, generally expressed as a percentage of the employee's earnings, and the contributions together with interest are applied to provide whatever pension benefits can be purchased.

## 3. Profit Sharing

A profit sharing pension plan is essentially a money-purchase plan except that employer contributions are related to profits. While the employer contributions are not fixed by formula, usually a minimum annual contribution, such as 1 per cent of covered payroll, is required whether or not a profit was earned.

## 4. Flat Benefit

Under a flat benefit plan the pension benefit is usually expressed as a fixed dollar amount independent of earnings for each year of service. For example, the benefit might be \$3.00 per month for each year of service. In some plans the pension benefit is simply a fixed dollar amount independent of service and earnings, e.g., \$100 per month.

## 5. Composite

In a composite plan the pension benefit is based on some combination of the above categories. The most common is a combination of "money-purchase" and "unit benefit".

Some plans provide more than one formula within the same broad category, e.g., career average and final earnings. For purposes of this survey, these plans were classified in accordance with the predominate formula.

### Contributions and Benefit Rates – Tables 13-17

These tabulations relate employee contributions to benefit rates and provide a comparison of benefit rates between the various types of unit benefit plans. For money purchase plans the tabulations relate employee to employer contributions.

### Funding Instruments – Tables 18-22

Pension plan contributions are generally accumulated with an underwriter or trustee under a variety of contractual arrangements, such as group contracts and trust agreements. For purposes of this survey the funding agency in the case of insured plans and the trustee in the case of non-insured plans are referred to as the "Funding Instrument".

Insured plans may be underwritten by a variety of individual and group contracts with an insurance company or with the Government Annuities Branch. Contracts with an insurance company may range from the fully insured arrangement whereby the

pension benefits for which payments have been made are guaranteed by the insurer, to the deposit administration or segregated fund arrangement whereby the adequacy of the fund to meet the cost of the pension benefits is not guaranteed. Contracts with the Government Annuities Branch are all of the fully insured type.

Trusted plans are covered by agreements either with personal trustees or with trust companies. Under the trust approach there is no guarantee that the funds on hand will meet the cost of accrued pension benefits which is the basic difference between the fully insured and trusted approaches.

### Vesting – Tables 23-29

Vesting is the employee's right, on termination of employment before retirement, to all or part of the employer's contributions paid on behalf of the employee either in the form of a deferred pension or cash.

Vesting applies only to the employer's contributions since in almost all plans, except those underwritten by the Government Annuities Branch, the employee has a right to his own contributions in cash on termination of employment. However, under many plans the vesting of employer contributions is conditional upon the employee leaving his own contributions in the fund (to provide him with a deferred pension).

The Pension Benefits Act of Ontario requires that pension plans provide for the vesting of the employer contributions for service after January 1, 1965, in the form of a deferred pension for employees who leave employment after the attainment of age 45 and the completion of ten years of service. Many plans were amended accordingly. However, since the impact of this vesting condition was extremely limited at December 31, 1965, these amendments are not reflected in the data unless the amended vesting condition applied retroactively to contributions for service prior to January 1, 1965, as well.

Vesting may be divided into three types, as follows:

- (a) **Immediate full.** – The employer contributions are fully vested in the employee when paid, without regard to age, length of service or participation.
- (b) **Deferred full.** – The employer contributions become fully vested in the employee after he has fulfilled or met the conditions stipulated in the plan.
- (c) **Deferred graduated.** – A specified percentage of the employer contributions becomes vested in the employee upon the fulfilment of specified minimum conditions with the percentage increasing on a sliding scale as additional conditions are met until full vesting is reached.



### **Vesting Conditions**

Except for plans that provide for immediate full vesting, certain conditions must be met before the employee, upon termination of employment, is entitled to all or part of the employer contributions. These conditions may be:

- (1) a minimum number of years of service,
- (2) a minimum number of years of participation in the plan,
- (3) the attainment of a certain age,
- (4) any combination of the above conditions.

### **Disposition of Employee Contributions on Termination of Employment – Table 30**

Most contributory plans permit the employee to withdraw his contributions in a single lump sum upon termination of employment before retirement date. Usually this involves the forfeiture of any vested employer contributions. Refund arrangements do not apply to contributions on deposit with the Government Annuities Branch since Government Annuities do not include cash withdrawal privileges, except where the employee's paid-up pension is less than \$10 per month.

The Pension Benefits Act of Ontario requires the locking-in of contributions for service after January 1, 1965, where termination of service occurs after the employee attains age 45 and completes 10 years of service, unless the accrued pension is less than \$10. per month. Since this locking-in feature had little impact at the survey date, it is not reflected in Table 30.

### **Retirements – Tables 31-35**

The tabulations on retirements appearing in this section were designed to provide some insight into the characteristics of pension plan members who qualify for and receive pension benefits as well as some indication of the amount of the pensions received. These data, however, should be treated with caution because they are subject to a number of limitations.

These data apply to a single year and include only those pension plan members who retired during the calendar year ending December 31, 1965. Statistically this single observation cannot be a basis for calculating trends but merely provides some indication of incidence and range of both earnings and pensions received.

Although the questionnaire asked for annual pension benefits, some respondents provided the monthly benefit. In a number of cases it was difficult to determine whether the pension given was annual or monthly. Similarly, the questionnaire asked for the annual rate of earnings in the last year before retirement but some employers provided the actual earnings received. For example, for members retiring in the middle of the year, some respondents

indicated the actual earnings received for the six-month period rather than the annual rate. As much as possible these discrepancies were corrected but no doubt some inaccuracies were not detected.

A further limitation to the data on pension benefits was that these payments represented only those received from the last employer prior to retirement. It was impossible to show any pension benefits the retired employee may have received from previous employers.

Specifically excluded from the tabulations in this section were the retirements from the armed forces. It was felt that the pattern of retirement for this group was quite different from the population as a whole, and therefore would distort the results.

Subject to these limitations, however, the tabulations do provide an indication of some of the characteristics of plan members who retired in 1965.

Under the majority of plans, the employee is entitled to receive full retirement benefits upon the attainment of a specified age. Most plans provide some flexibility in retirement age by permitting optional retirement before the specified retirement age and some plans permit retirement after that age. The various retirement arrangements may be defined as follows:

- (a) **Normal retirement age.** – Normal retirement age is usually the earliest age at which eligible employees become entitled to full retirement benefits. It is not necessarily the age at which the employee actually leaves the service of the employer. In this survey retirements at normal retirement age are referred to as "Normal Retirements".
- (b) **Early retirement.** – Early retirement is retirement before normal retirement age. Most plans provide for retirement before normal retirement age generally subject to the attainment of a specified age and, in some cases, the completion of a minimum period of service. The pension on early retirement may be reduced to the actuarial equivalent of the pension accrued up to date of retirement.
- (c) **Disability retirement.** – Disability retirement is similar to early retirement and is generally taken in the event of total and permanent disability. Under some plans the accrued pension is not actuarially reduced. If the employee recovers and returns to work the pension payments may be stopped.
- (d) **Postponed retirement.** – Postponed retirement is the deferment of pension payments beyond normal retirement age until the employee actually leaves the service of the employer. Often the employee receives only the amount of pension to which he was entitled at normal retirement age. However, in some cases the pension payable at normal retirement date is actuarially increased and in other cases the employee earns additional retirement credits for service after normal retirement age.



DATE DUE  
DATE DE RETOUR

MAY 20 1981  
MAI

SEP 24 1982

OCT 24 1983

LOWE-MARTIN No. 1137





