

80% of its funds are spent on "fellowship" activities designed to ensure ex-employees are not neglected, provides opportunity for community services, organizes picnics and other get-togethers, golf tournaments, etc.

CANADA LIFE INSURANCE CO., TORONTO: This company has no particular programme except to provide each employee with an annual statement of his pension position. However, being a Life Insurance Company, they have experts in estates and financial management, legal affairs such as wills, so that they are available for consultation. After retiring, pensioners are kept on the company rolls and are invited to all company affairs and sent the staff magazine. They claim that some 80% of pensioners participate in these company get-togethers.

I.B.M. (CANADA), TORONTO: Pension plan is non-contributory, maximum about 40%. Compulsory retirement age 65. About 9,000 employees, some 18 - 20 retiring each year, but rising to a maximum 15 to 20 years hence. They have a general booklet prepared for Canadian employees, but based on U.S. format and content (attached). Retirement plan is based on personal counselling, but they will pay fees for any employee wishing to attend a pre-retirement training course on his own time - few elect to do so. They will also arrange in-plant talks if there is sufficient group demand, but will not compete with available outside courses. (They will also pay education expenses for any employee wishing to take evening courses in any relevant subject during his working career) Some time before retirement, the booklet is handed over, and the Personnel Manager goes over the pension plan and the options, explains that group life insurance up to \$25,000 ceases when the pension takes over. At retirement, pension benefits, etc., are explained when the pensioner is also given a letter