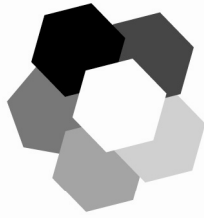


Regina Civic Pension Plan Sponsors



August 17, 2011

To: All Members, Regina Civic Employee Pension Plan

During the summer, work has continued to address the long-term health of your pension plan. Recently, discussions resumed between the plan sponsors, which includes the Pension and Benefits Committee representing all employees and representatives from the five employers. The negotiations are intended to develop joint solutions and changes to the pension to ensure its long-term financial health. We plan to meet regularly through the summer and fall.

The group met on July 22 and July 29 and agreed to a number of items. The first point of agreement was that the sponsors will communicate with you jointly to provide you with updates on our ongoing meetings, areas of agreement between the sponsors, progress of our talks and future items of discussion. This is the first of what we hope will become regular updates on our progress.

Another extremely important point of agreement – we reaffirmed that we are not pursuing changes to the benefits you have already earned. This is an important point for all members of the plan - both the employee and employer representatives agree we are not pursuing changes to these benefits.

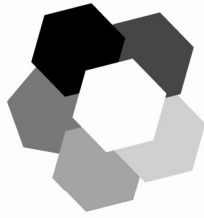
We also agreed that the overall goal of the negotiations is to attempt to reduce the overall cost of the plan. Ultimately, the objective is to have a pension plan that is more affordable and provides good retirement benefits for employees.

As well, we agreed to establish an “actuarial review” process to discuss and recommend changes to the plan assumptions and methods used to determine the value of the existing plan, and future costs. A group of experts working with us and potentially the pension administrators will review the current assumptions and methods, and recommend potential changes which could have an impact on the financial forecasts for the plan, and the future contribution rates required to fund it.

Any recommendations regarding assumptions and methods will go to the Pension Administration Board for review. It’s important to note the plan sponsors do not set the assumptions and methods for the valuation of the plan. The Board holds the final authority to set these assumptions and methods, taking into consideration the advice of the actuary as part of the plan valuation process.

The Regina Civic Pension Plan Sponsors is a committee representing employees and employers within the plan. The mandate is to review and recommend potential changes to the plan that will increase the long-term financial health of the plan and ensure an attractive retirement benefit for employees.

Regina Civic Pension Plan Sponsors



During the meetings, we were also presented with a number of options for potential changes to the pension plan, as well as costs associated with each change. This information will help us in our future discussions regarding potential changes to the plan.

We will do our best to communicate with you in a timely way, through a variety of channels. Watch for updates in your mailbox at home, and visit Reginapension.ca to find more information.

As the sponsors of your pension plan, we encourage you to continue to get informed, ask questions and participate fully in any processes when you have the opportunity.

Regards,

Brent Sjoberg
Kirby Benning
On behalf of the Pension Plan Sponsors