

Employees' Savings Plan (ESP)

Frequently Asked Questions

November 2005

#1 How much do I have to contribute?

Participation in the ESP is voluntary. If you choose to participate, you can contribute up to 10% of your eligible earnings (in increments of 2%) through payroll deductions.

#2 My level of contribution is based on my eligible earnings, what does that include and exclude?

Your earnings include your basic rate of pay, incentive payments and commissions but exclude overtime and other forms of supplementary compensation.

#3 What happens if I receive a salary adjustment?

Because your deduction is a percentage of your eligible earnings, the amount deducted from each paycheque will be adjusted automatically.

#4 What happens if I change my mind about how much I wish to contribute during the year?

You may change your level of contribution at any point during the year by completing the ESP "Enrol/Make changes" form.

#5 Can I cancel my participation?

If you cancel your participation in the ESP, you will forfeit the company's contributions for the current plan year up to your date of cancellation. You can choose to leave your shares in the plan and you may re-enrol at any time.

#6 What happens if I go on maternity or parental leave, or take an unpaid leave of absence?

Your payroll deductions and company contributions will be suspended. They will resume automatically when you return to work.

#7 What if I become disabled?

While you are on short-term disability, you and the company will continue contributing to the ESP on your disability benefits with the exception of benefits received under any provincial legislation or from the insurer.

Once you start receiving long-term disability (LTD) benefits, contributions to the ESP will be suspended. You will be entitled to all shares or fraction of a share purchased for your account, including shares purchased by company contributions in the current plan year. You will have the option to leave your shares in the plan until the end of the year following your date of disability, at which time you will have to transfer your shares to your broker, request a share certificate or sell your shares.

#8 What if I leave the company?

If you leave the company, you will be entitled to all vested shares or fraction of a share accumulated to the date of termination of employment, excluding shares purchased by company contributions in the current plan year. You'll have the option to transfer your vested shares to your broker, request a share certificate or sell your shares.

If you request a transfer of shares to your financial institution (broker) and the transfer cannot be processed, you will be issued a share certificate if the Benefits Administrator is unable to contact you within 60 days.

#9 What if I die?

Your estate will receive all shares or fraction of a share purchased in your account, including shares purchased with company contributions in the current plan year. Your estate will have the option to transfer your shares to a broker, request a share certificate or sell your shares.



#10 Do I get the shares purchased on my behalf right away?

You will be able to track the shares purchased on your behalf and the market value of your investment using the interactive features beginning January 2006. However, you may not move these shares out of the account before the end of the calendar year in which they are purchased. After that, you can:

- leave your shares in your ESP account; or
- at any time, use the online interactive features to transfer your available shares to your broker in a non-registered account (and then to your RRSP for tax deferral), sell them or receive a share certificate

#11 Do I have to withdraw my shares within a specific period of time?

No. You may leave your shares in your account as long as you continue working for the company.

#12 How do I receive dividends on shares held in my ESP account?

Dividends on shares held in your ESP account are automatically reinvested as additional BCE common shares. You will be able to view the dividends reinvested into your account with the online ESP tool.

#13 When will we have access to the online account to view our share balance?

In January 2006, you will receive a password in the mail, which you will need every time you want to access your personalized account.

#14 Can I vote my plan shares at the Annual Shareholders' Meeting?

Yes. You will receive a proxy form from Computershare.

#15 What are the processing delays for online ESP transactions?

Depending on the type of transaction and date of request, the following delay applies:

Transfer of shares to a broker	Allow up to two weeks from the date of your request for shares to reach your account at your broker. Remember, it is critical to inform your broker that a transfer is coming in your name.
Sale of shares for cash	If your request is made before 8 a.m. (EST) on a business day, shares will be sold on the same day. Otherwise, shares will be sold on the following business day. <ul style="list-style-type: none">➤ Direct deposit of the proceeds of the sale to your employee account will occur within two weeks of the sale.➤ If you request a cheque, allow two weeks from the date of the sale, plus applicable mailing time, for delivery of your cheque.
Request for share certificate	Allow four weeks from the date of your request, plus applicable mailing time, for delivery of your share certificate.

#16 Is there a charge for selling shares for cash?

The cost to sell shares for cash is \$35 per transaction. There is no cost however for a first transfer to a broker or for the first request for a share certificate.

Who should I call if I still have questions?

For more information, please contact the Benefits Administrator (**Morneau Sobeco**) at 1 866 828-3539.