



Fund of the Retirement Plan for Non-Teaching Employees of the St. James-Assiniboia School Division

Report to Members

Recent Events

- The gross rate of return of the Fund was 16.6% in 2021 (based on unaudited financial statements), 7.4% in 2020, and 15.1% in 2019.
- The School Division is exempt from the solvency and transfer deficiency provisions of the Manitoba Pension Benefits Act and Regulation under the Solvency Exemption for Public Sector Pension Plans.
- Nevertheless, the School Division has contributed an additional \$1.8 million in the last 10 years above matching employee contributions. These additional contributions will revert back to the School Division at such date as a corresponding surplus is revealed.
- Sustainability of the current defined benefit Plan in the midst of the current global financial markets presents challenges. Possible future Plan design changes to promote Fund stability may be considered.
- Based on the information available, the Retirement Plan Committee does not expect changes to the pension plan resulting from proposed Bill 64 The Education Modernization Act, as the Bill has been abandoned.
- The current required contribution rates to the pension plan are 8.20% on eligible Canada Pension Plan earnings, and 9.80% on earning in excess of eligible Canada Pension Plan earnings. Eligible Canada Pension Plan earnings are \$64,900 in 2022.
- In 2021 the Plan Members and the St. James-Assiniboia School Division each contributed \$1,759,100 to the Fund.

Commencing your Pension

The general process of applying for, and commencing to receive, your monthly pension from The Retirement Plan for Non-Teaching Employees of the St. James-Assiniboia School Division involves only a few steps.

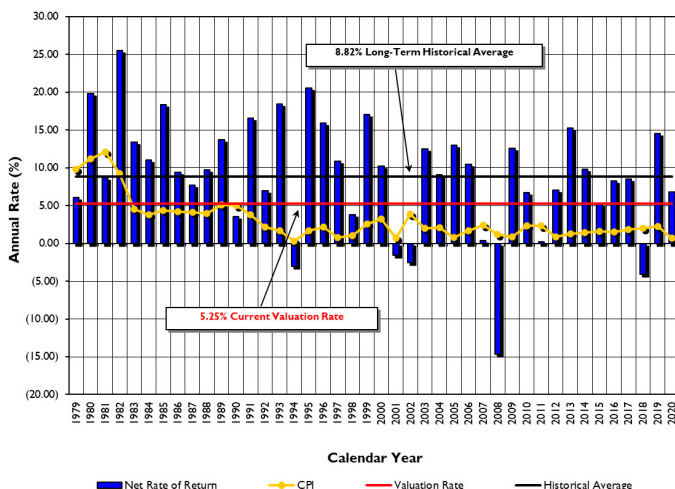
You may wish to obtain a pension quote once you have identified potential retirement dates; this will provide you with additional information regarding the forms of pension available to you and an estimate of your monthly pension amount.

Once you have made your decision to retire and you have notified your employer of the effective date, you will receive a letter, a pension application form, and the TD1 Income Tax forms to complete and provide to the Plan Consultant (Ellement Consulting Group).

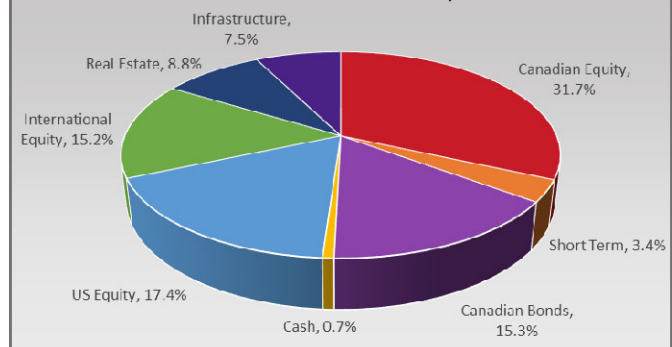
On receipt of your completed pension application by the Plan Consultant, a package of pension information will be prepared and mailed to you for review. All necessary forms are enclosed. You are encouraged to ask any questions that you may have regarding the information provided to you prior to completing your forms and returning them to the Plan Consultant.

Your pension payments are made on the last day of each month. For example, if your last day of employment is June 30, your pension commencement date is July 1, with the first payment falling due on July 31. A T4A slip is issued each year at the end of February for your income tax return.

Historical Rates of Return (ROR) and Inflation (CPI): 1997-2020



Asset Mix at December 31, 2021



Plan Benefits

Retirement Dates

- You may retire and receive an unreduced pension if you are:
 - age 65 and older, or
 - age 60 or older and have completed at least 10 years of Service, or
 - age 55 or older and your age plus years of Service total 80 or more.
- You may retire and receive a reduced pension if you are:
 - Between the ages of 55 and 65 and have not satisfied the above criteria.

Retirement Benefits

- Annual Pension =
 - 1.4% of the average of your 6 years of highest Canada Pension Plan earnings (chosen from your last 12 years of Service)

PLUS

 - 2% of the average of your 6 years of highest earnings, if any, which are in excess of the Canada Pension Plan earnings (chosen from your last 12 years of Service)
- MULTIPLIED BY
- Your years of Contributory Service

Termination of Employment

- A termination benefit is paid to you if your employment Service with the School Division ceases prior to your attainment of age 55.
- You will be offered the following 3 options from the Plan:
 - A deferred pension payable from the Plan, and/or
 - A transfer, out of the Plan, of the value of the pension you accrued to the date your Service ceased. This benefit may be transferred to a locked-in account established in your name, or to a registered pension plan of your subsequent employer, and/or
 - A taxable lump-sum cash payment equal to those contributions which are not locked-in.

Death Prior to Retirement

- If you die prior to retirement, a death benefit will be paid from the Plan.
- If you have a Spouse, your Spouse will receive a monthly pension or a locked-in transfer of the commuted value of the pension you accrued to your date of death.
- If you do not have a Spouse, the value of your monthly pension will be paid as a taxable lump-sum cash payment to your beneficiary or estate.

All rights and benefits are determined in accordance with the Plan Text.

TOTAL MEMBERSHIP COUNT AS AT DECEMBER 31, 2021

	<u>Male</u>	<u>Female</u>	<u>Total</u>
Retired Members	90	251	341
Active Members	168	343	511
Inactive Members	5	18	23
Deferred Members	<u>79</u>	<u>139</u>	<u>218</u>
	342	751	1,093

Member Services

The following services are offered to members and their families:

- ◆ Individual Meetings
- ◆ Personal and General Enquiries

You may make an appointment to view Plan documents including, but not limited to, the following at the Administration Office:

- ◆ The Plan Text and any Amendments
- ◆ The latest Actuarial Valuation Report
- ◆ The Statement of Investment Policies and Procedures

If you have any questions, please contact the Administration Office:

Ellement Consulting Group
1345 Taylor Avenue
Winnipeg MB R3M 3Y9

Telephone: 204.954.7300
 Fax: 204.954.7310
 Toll-Free: 888.840.1045
 E-mail: contact.us@ellement.ca

Retirement Plan Committee Members

Craig Glennie, Committee Chair
 School Board Trustee

Carrie Melville
 Secretary-Treasurer

Bob Guenther
 C.U.P.E. Representative

Bruce Chegus
 School Board Trustee

Cindy Labaty
 Manager, Human Resources

Martha Wiebe
 M.A.N.T.E. Representative

Professionals

Actuary: Ellement Consulting Group

Auditor: PricewaterhouseCoopers

Custodian: Canadian Western Trust

Investment Consultant: Ellement Consulting Group

Investment Managers:

- ◆ Addenda Capital Inc.
- ◆ Jarislowsky, Fraser Ltd.
- ◆ BlackRock Asset Management Canada Ltd.
- ◆ Letko, Brosseau & Associates Inc.
- ◆ GWL Investment Management Ltd.
- ◆ IFM