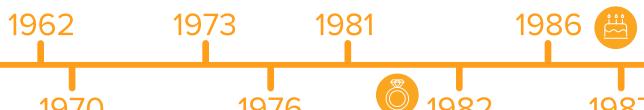




The Royal University and Pasqua Hospitals join the Plan.

Maximum enrolment age changed to under 64. Previously employees had to be under age 55 to be enrolled in the Plan.

Rule of 80 early retirement introduced. Previously, minimum age to retire was age 62 with at least 20 years of credited service. Voluntary contributions are no longer permitted and the concept of Prior Service is introduced.



become eligible for Plan membership. to the Saskatchewan Health-Previously, only permanent full-time

Plan administration is allocated The minimum required form of Care Association and the Plan is renamed the Saskatchewan Health-Care Association Retirement Plan.



pension changes for retiring members with a spouse. They must now choose a form of pension that quarantees lifetime payments to their surviving spouse.

Special care homes receive pension funding and join the Plan en masse.



Government of Canada changes lockingin rule to two years of pensionable service. Previously, members were locked-in when their age plus continuous service (min. one year) totalled 45 years. Also, Saskatoon City Hospital transfers 900 employees into the Plan.

Bridge Benefit introduced for members who have met the Rule of 80 and retire before age 65

Government of Canada introduces Pension Adjustments (PA) to level the playing field for all working Canadians tax-sheltering savings for retirement.

Government of Canada introduces Pension Adjustment Reversals (PAR) designed to make the tax-assisted retirement savings system more effective for people who change iobs or move in and out of the workforce.

Saskatchewan Health-Care Association, the Saskatchewan Association of Special Care Homes and the Saskatchewan Home Care Association amalgamate and form the Saskatchewan Association of Health Organizations (SAHO). The Plan is renamed the SAHO Retirement Plan and membership is extended to employees of SAHO members, including various agencies and associations that provide health education and regulation services in Saskatchewan. The Health Districts Act consolidates employers to approximately 120

(previously over 200). Casual and Temporary employees become eligible for Plan membership once they have met minimum requirements.

Mandatory enrolment for permanent full-time and part-time employees is implemented. Previously. employers were permitted to apply a one-year waiting period. Home care receives pension funding and ioins the Plan en masse.

Plan amendment: changed to An Agreement and Declaration of Trust to best 4-year average earnings jointly trustee the Plan, between SAHO and (previously 5-year); remove six healthcare unions, takes effect. The Plan minimum age 55 from Rule of

is renamed the Saskatchewan Healthcare Employees' Pension Plan (SHEPP). A Board of eight Trustees becomes the Plan Administrator.

Services provided by SAHO are transitioned to 3sHealth. Labour relations services, including collective bargaining, remain with SAHO. SHEPP moves its office to Parliament Avenue, Regina.



80; and formula changed to

full 2% for pre-1990 service.

Plan amendment: formula changed to 1.65%/2% step rate accrual for service between 1990 and 2000. SAHO and six healthcare unions sign a second agreement further defining the principles under which the Plan will be jointly trusteed.

SHEPP staff move to independent office space on Henderson Drive, Regina.

SHEPP is the largest defined benefit plan in Saskatchewan, with approximately \$9.3 billion in assets, over 63,000 members and 49 employers.