



INFORMATION SHEET

Plan at a Glance

The Pension Plan

Established in 1962, the Saskatchewan Healthcare Employees' Pension Plan (SHEPP) has grown into the largest defined benefit pension plan in Saskatchewan and the only industry-wide pension plan serving the healthcare sector. SHEPP is a multi-employer defined benefit pension plan with 49 participating employers and over 65,000 members either receiving or entitled to a pension benefit under the Plan today.

The Plan is jointly trustee, with equal representation from employers and employees, at the Partner Committee level and the Board of Trustees. SHEPP is governed by the Agreement and Declaration of Trust and administered in compliance with the Plan Text, the *Pension Benefits Act, 1992* (Saskatchewan) and the *Income Tax Act* (Canada).

SHEPP has 65 employees located in our Regina office.

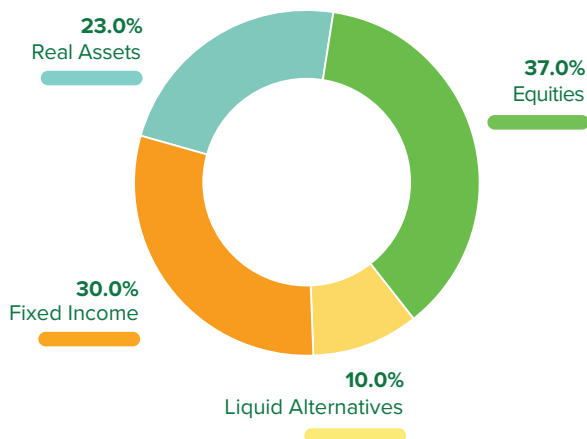
The Plan is funded by contributions from Plan members and participating employers, and by the investment earnings of the Plan's assets.

Investments

Securing the benefits promised to members is a top priority of SHEPP's Board of Trustees, followed closely by stabilizing contribution rates. To accomplish this, the Board employs a prudent investment policy focused on earning sufficient returns without excessive risk and volatility. SHEPP's assets are invested in accordance with the provisions of the *Pension Benefits Act, 1992* (Saskatchewan) and the Board of Trustees' investment

objectives and philosophy, which are set out in its Statement of Investment Policies and Procedures.

Long-term Target Asset Mix



Funded Status

SHEPP's latest actuarial valuation, as of December 31, 2023, confirms that the Plan is fully funded at 102% on a going-concern basis, with assets of \$9.97 billion and a surplus of \$228 million.

The Plan successfully eliminated the unfunded liability incurred in 2010 two years ahead of the legislated deadline of December 31, 2025, primarily due to strong investment returns that accelerated funding progress. An actuarial valuation must be filed at least every three years.

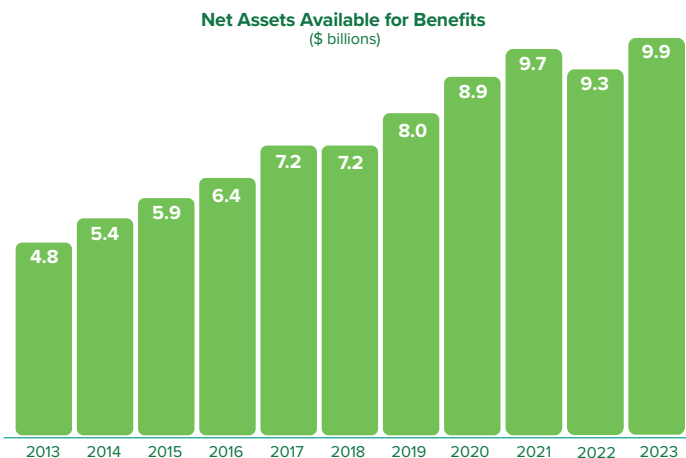
Full funding strengthens the security of pension benefits, ensuring the Plan has sufficient assets to cover current



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and future obligations, with margins to protect against market fluctuations and ensure long-term stability.



Contribution Rates

Your contributions lower your overall taxable income for the year, meaning you pay less tax on each paycheck with no extra effort on your part. Pension contributions are deducted from gross pensionable earnings, which is essentially regular pay and does not include overtime. Contributions are limited based on the maximum pensionable earnings limit in the Plan, which is \$209,223.50 in 2025.

The required member and employer contribution rates are set through actuarial valuations, conducted at least every three years, to establish the Plan's long-term funding needs.

The cost of funding the Plan is shared between members and employers, at a 1:1.12 ratio, with employers contributing \$1.12 for every \$1.00 contributed by members.

Member & Employer Contribution Rates

As a result of SHEPP's December 31, 2023, valuation,

contribution rates for members and employers decreased effective January 1, 2025, reflecting SHEPP's improved financial health and fully funded status. The cost continues to be shared by members and employers, maintaining the 1:1.12 ratio.

Previous rates (January 1, 2014 - December 31, 2024)

	Pensionable Earnings	
	< YMPE*	> YMPE*
Member	8.1%	10.7%
Employer	9.07%	11.98%

*The YMPE refers to the Year's Maximum Pensionable Earnings.

New rates (effective January 1, 2025)

	Pensionable Earnings	
	< YMPE*	> YMPE*
Member	7.3%	10.4%
Employer	8.18%	11.65%

*The Year's Maximum Pensionable Earnings (YMPE) is \$71,300 in 2025.

Eligible Employees

Membership in the Plan is mandatory if you work as a permanent full-time or permanent part-time employee of a SHEPP participating employer. Casual and temporary employees become eligible to join SHEPP:

- by working at least 780 hours in the immediately preceding calendar year; or
- by working at least 700 hours in each of the two immediately preceding calendar years.

Once enrolled in the Plan, membership continues until employment has been terminated with all SHEPP employers.

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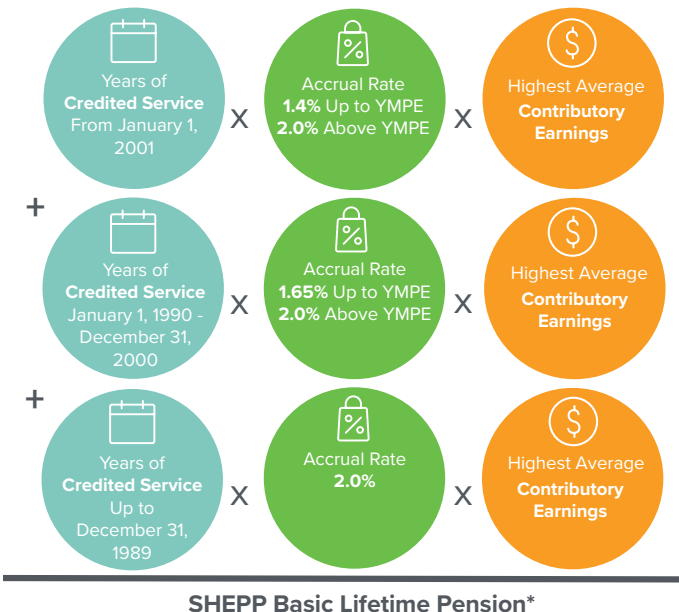
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Pension Benefit

In a defined benefit pension plan like SHEPP, members receive a monthly pension for the rest of their life following retirement. Their pension amount is determined by a formula that takes into consideration their 4-year highest average contributory earnings and years of credited service. This means as their eligible earnings and service grow, so does their pension.

SHEPP's basic lifetime pension is calculated using this formula:



*Gross annual amount, based on Single Life form of pension where payments are guaranteed for five years and the member's life thereafter.

Retirement Eligibility

Members become eligible to retire at different milestones, and the pension they are entitled to depends on which milestone they have reached when they choose to retire.

Normal Retirement:

At age 65 members become eligible to retire with a basic lifetime pension.

Early Retirement (Unreduced):

When a member's age plus years of credited service total 80 or more, they become eligible to retire (earlier than age 65) with an unreduced basic lifetime pension, plus a bridge benefit paid to them from retirement to age 65.

Early Retirement (Reduced):

You can retire early with a reduced pension any time after age 55 with at least two years of service. The reduction applied to your basic lifetime pension depends on your years of continuous or credited service.

Postponed Retirement:

On December 1 of the year a member turns 71, they must begin collecting a basic lifetime pension, even if they continue to work past that date.

Portability and Service Purchases

SHEPP offers portability transfer and service purchase options to active Plan members. This provides members the opportunity to voluntarily transfer eligible service credits from a former employer's pension plan, or purchase eligible prior or current service in SHEPP, for the purpose of increasing their pension benefit and qualifying for early retirement with an unreduced pension sooner.

Combining Active and Deferred Memberships

If you have an active and deferred membership with SHEPP, all of your service and earnings will be combined to determine your SHEPP benefit and your eligibility to receive that benefit.

The combining of memberships will happen automatically when SHEPP receives your new active enrolment and will occur no matter what length of time has lapsed between the end of your deferred membership and your enrolment date of your new active membership.

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Disability

Members who are eligible for SHEPP-approved disability status will continue to earn credited service and build their pension throughout the approved disability period, even though no member or employer contributions are payable to the Plan.

Leaving the Plan

Upon termination of employment from all SHEPP participating employers, members who are not yet eligible for an unreduced pension and are under age 55 will receive a termination benefit. The benefit payable will depend upon their years of service and may include the option to defer their basic lifetime pension or transfer their benefit out of the Plan.

Upon a member's death, a death benefit may be payable to the surviving spouse, and if no spouse, to the beneficiaries or estate.