



SHEPP

SASKATCHEWAN HEALTHCARE
EMPLOYEES' PENSION PLAN



Active Member Newsletter

April 2013

Your 2012 Member's Annual Statement Has Arrived!

We are pleased to enclose your December 31, 2012 SHEPP Member's Annual Statement.

Providing you with your Member's Annual Statement is one of the highlights of our year and is one of the strongest connections we have with you throughout the period you are building your SHEPP pension.

We encourage you to read your statement carefully and refer to the guide to understanding your statement located on the reverse side of your statement. This guide provides you with important information regarding the details of your statement.

If you have any questions or concerns or need to provide us with updated information please contact a Pension Officer at 306.751.8300 (in Regina) or 1.866.394.4440 (toll-free).

Information Your Employer Needs to Update

If you have changes to any of the following information, please contact your employer who will ensure the updated information is passed on to SHEPP:

- name;
- address;
- affiliation (CUPE, HSAS, SEIU-WEST, SUN, Out-of-Scope, etc.); and
- date of hire.

Definition of a Spouse

In defining a spouse, SHEPP uses the Saskatchewan *Pension Benefits Act, 1992* definition which states a spouse is someone to whom:

- you are legally married; or
- if not married, a person with whom you are cohabiting as spouses at the relevant time and who has been cohabiting continuously with you as your spouse for at least one year prior to the relevant time.

The relevant time means "at date of death" with respect to the pre-retirement survivor benefit and "at the date of retirement" with respect to post-retirement survivor benefit.

It is important to ensure SHEPP has your correct marital status including information regarding your spouse, i.e. name and age, as it is an important factor in determining your SHEPP benefit. If you have to make any changes to your marital status information, please contact a Pension Officer at 306.751.8300 (in Regina) or 1.866.394.4440 (toll-free) or via e-mail at sheppinfo@shepp.ca.

We have moved

Effective immediately
our new address is:



**#201 - 4581 Parliament Ave
Regina, SK S4W 0G3**

Contact us at:

Toll-Free: 1.866.394.4440
Phone: 306.751.8300 (in Regina)
Fax: 306.751.8301
E-mail: sheppinfo@shepp.ca
Website: www.shepp.ca

We look forward to serving you from our new location.

SHEPP Services

SHEPP's mission is to serve the best pension interests of our members.

In support of this, we are committed to providing members with a variety of service options to meet your needs. Whether you are close to retirement and looking for a pension estimate, or you are new to the Plan and have questions about your pension benefits, we are here to help and provide you with the information you need. For more information regarding the services we provide to members, visit www.shepp.ca, call us at 1.866.394.4440 (toll-free) or 306.751.8300 (in Regina) or e-mail us at sheppinfo@shepp.ca.



Your Member's Annual Statement is Just the Beginning

To learn more about SHEPP visit **SHEPPWeb** at www.shepp.ca. **SHEPPWeb** is the secure online portal available to active Plan members. You can access the portal by entering your username and password in the *Secure Portal Access* section at www.shepp.ca.



Through **SHEPPWeb** you can:

- perform unlimited pension projection calculations;
- perform unlimited prior service purchase cost estimate calculations;
- view and print your most recent Member's Annual Statement;
- view and update your SHEPP beneficiary designation and other key portions of your SHEPP member record; and
- request pension estimates, prior service purchase and spousal relationship breakdown calculations.

To access **SHEPPWeb** you will require your SHEPP member number, which is printed on the top of your Member's Annual Statement. This number will be your username. You will also require your password. If you have lost or forgotten your password, please contact SHEPP at **1.866.394.4440** or in Regina call **306.751.8300**. For security and privacy reasons, we cannot confirm your member number or provide you a new temporary password via e-mail.

SHEPP Funded Status

The primary objective of the Board of Trustees is to secure members' benefits. To achieve that objective it is necessary for the Board of Trustees to carefully monitor the Plan's funded status and, if and when necessary, adjust contribution rates. Due to concerns over the 2011 investment performance of the Fund, the Board of Trustees commissioned the Plan Actuary to perform an actuarial assessment of the Plan as at December 31, 2011. The assessment was to determine the extent to which the Plan was able to withstand the 2011 investment under-performance and would be able to withstand similar under-performance over the next four years. Based on the results of the assessment, the Plan Actuary recommended to the Board of Trustees that member and employer contribution rates be increased by a combined 1% of payroll, effective the first pay period in 2014. In accordance with the terms of the SHEPP Trust Agreement, the Board of Trustees approved the recommendation and the increased contribution rates are set out in the following table:

<i>Contribution Rate</i>	Active Members		Participating Employers	
	<i>Present Rate</i>	<i>New Rate Effective First Pay Period in the 2014 Payroll Year</i>	<i>Present Rate</i>	<i>New Rate Effective First Pay Period in the 2014 Payroll Year</i>
Pensionable Earnings up to the YMPE	7.7%	8.1%	8.62%	9.07%
Pensionable Earnings over to the YMPE	10.0%	10.7%	11.2%	11.98%

YMPE is the Year's Maximum Pensionable Earnings under the Canada Pension Plan. The 2013 YMPE is \$51,100.

The January 2014 contribution rate increase is a temporary increase for the specific purpose of initiating funding of the 2011 investment return funding loss sooner and to add extra protection against potential adverse experience in the near future. The combined contribution rate effective January 2014 is 18.3% of payroll.

Combined Contribution Rate	
Normal Cost	13.09%
Temporary Cost to Amortize Unfunded Liability	5.21%
Total Cost	18.3%

SHEPP Fund Performance

The SHEPP Fund rate of return for 2012 was 11.8% and the Fund's assets at December 31, 2012 totalled \$4,050,791,000.

