



Employer Newsletter

FALL 2023



Delivering on Our Service Standards

At SHEPP, we're dedicated to delivering accurate, timely, helpful and approachable service to members and employers alike, ensuring they feel important and appreciated.

As part of our service strategy, we recently started post-transaction surveying with members to ensure we're consistently delivering on these service standards.

We're also pleased to offer employer education sessions this November, open to anyone responsible for administering SHEPP benefits in your organization.



Welcome to the Plan!

We'd like to extend a warm welcome to our two newest SHEPP participating employers:

- Rose Garden Hospice joined SHEPP effective August 28, 2023
- The Saskatchewan Healthcare Recruitment Agency joined SHEPP effective September 1, 2023

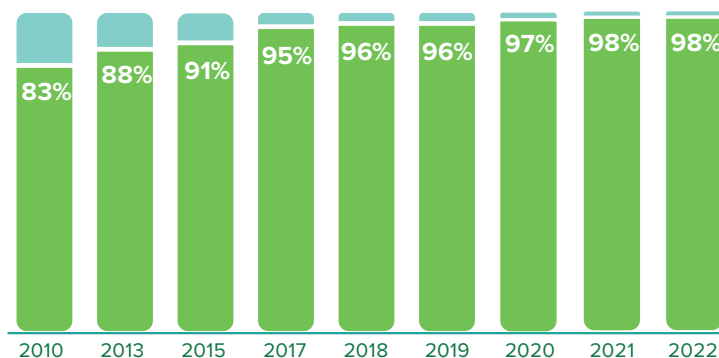
SHEPP now has 50 participating employers. See the full list of **Participating Employers** at shepp.ca.

Funded Status Update

SHEPP's latest actuarial valuation as at December 31, 2022 shows that the Plan is well-funded and in a strong financial position. Here are the highlights:

- ✓ The going-concern funded ratio remained strong at 98%.
- ✓ The going-concern deficit was reduced by \$48 million to \$175 million (from \$223 million in 2021).
- ✓ Contribution rates remain unchanged and stable since 2014.

Going-Concern Funded Ratio
(as at December 31)



The going-concern funded ratio compares the Plan's assets to the Plan's liabilities (benefits payable). SHEPP's funded ratio has progressively improved since 2010 and is expected to reach fully funded status by 2025.

The Board's funding strategy has involved eliminating the current deficit that followed the 2008 global financial crisis while building and effectively using margins to achieve its two main funding objectives:

- ✓ Securing members' benefits
- ✓ Keeping contribution rates stable

To learn more about the Plan's financial position and funding, read our [Valuation Summary](#) and [Annual Report](#) available at shepp.ca.



Service Highlights

We continually aim to provide quality services that meet the needs of your employees and help them better understand their pension.

These include personal service, information sent by mail, and resources available on our secure online portal, **SHEPPweb**.

Here are some service highlights from 2022:



28,374 visits to the SHEPPweb portal by members



4,089 information sheet downloads



21,964 calculations online by members using SHEPPweb calculators



7,706 calculations processed and mailed to members by SHEPP



15,720 phone conversations with members



9,323 emails from members responded to by SHEPP



5,862 pension information updates submitted online by members



SHEPP

People. Pensions. Results.

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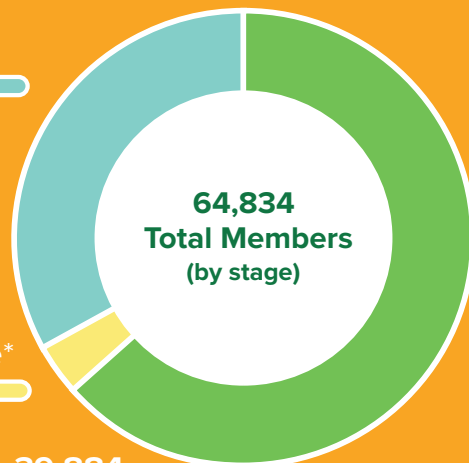
www.shepp.ca

Snapshot of SHEPP's Membership

Plan Membership Profile
(as at September 30, 2023)

21,917
Retired

3,033
Inactive*



39,884
Active

*Inactive includes Deferred and Pending members



43 years old
is the average age of active members

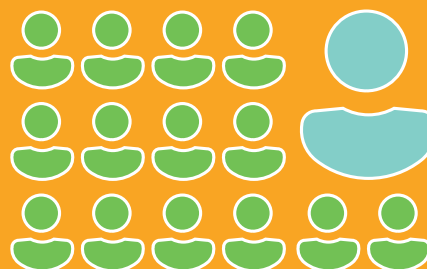


13,693 members
are eligible to retire in the next 10 years



64 percent of members
who retired in 2022,
retired early (under the age of 65)

Proportion of SK Workers in SHEPP



1 in 15
people employed in the province is a member of SHEPP