As a new member, here are some important things to do:

- ✓ Check your pay stub to ensure contributions are being deducted.
- ✓ Consider boosting your pension by transferring or purchasing eligible service.
- ✓ Sign in to SHEPPweb to update personal and spousal information.
- ✓ Sign in to SHEPPweb to designate beneficiaries.
- ✓ Understand how life events impact your pension and learn about your options by reading the Plan Booklet and this brochure.

Visit www.shepp.ca for more information on the Plan including the Plan Booklet and Plan Text.

The Saskatchewan Healthcare Employees' Pension Plan

Established in 1962, the Saskatchewan Healthcare Employees' Pension Plan (SHEPP) is a jointly trusteed, multi-employer pension plan providing retirement security for the province's healthcare sector. SHEPP is a defined benefit pension plan, which means your pension is determined by a formula based on your eligible earnings and service. This defined benefit formula means you don't have to worry about complex investment decisions or outliving your pension. When you retire with a SHEPP pension, you can expect predictable monthly income for life.

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

For more information, visit **www.shepp.ca**.

SHEPP™
People. Pensions. Results.

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Welcome to SHEPP

SHEPP™
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Your SHEPP pension will provide you with **predictable lifetime retirement income** based on your eligible earnings and service as a contributing member of the Plan.

As a SHEPP member, you don't have to worry about complex investment decisions or outliving your pension when you retire. That's because SHEPP is a defined benefit pension plan, which means your pension is determined by a formula based on your eligible earnings and service. When you retire with SHEPP, you can expect predictable monthly income for life.

People. Pensions. Results.

Your Contributions

You contribute to your pension through automatic payroll deductions on pensionable earnings, which are essentially regular pay and do not include overtime. Your employer contributes 112% of what you contribute to the Plan.

MEMBER CONTRIBUTION RATES

Effective January 1, 2025

Pensionable Earnings	
7.3% Up to the YMPE*	**10.4%** Above the YMPE*

* Visit www.shepp.ca for the current YMPE.

Get a Jump Start on Your SHEPP Pension

You earn one month of credited service for any calendar month in which you work and make contributions to the Plan. Credited service is used to determine both your eligibility for, and the amount of, your SHEPP benefits. You can increase your SHEPP pension amount and retire with an unreduced pension earlier by transferring service from your former pension plan, or, if you were a casual or temporary employee prior to joining the Plan, by purchasing the qualifying period as prior service. Keep in mind that, all else being equal, purchasing prior service becomes more expensive as your age and earnings increase.

How Life Events May Affect Your Pension

Changes to your personal circumstances may impact your pension benefit, so it's important to understand your options as you continue along your career path.

Spouse

If you are married or in a common-law relationship, your spouse is entitled to certain benefits under provincial pension legislation, including the pre-retirement death benefit.

If your relationship status should change, it's important to let SHEPP know by signing in to **SHEPPweb** and updating your spousal information.

Separation or Divorce

On the breakdown of a spousal relationship, a calculation of the value of your SHEPP pension may be required to establish the value of family property. This can be done by requesting a Spousal Relationship Breakdown statement from SHEPP. SHEPP may also be required to divide your pension, but can only do so in accordance with a valid inter-spousal agreement or court order.

Maternity and Other Leaves of Absence

If you are going on maternity leave or any other approved leave of absence, no contributions will be remitted to the Plan. As a result, no benefit will accrue during your leave and your early unreduced retirement date will be pushed further into the future. However, you have the option of purchasing your leave as current service while on leave or as prior service when you return to work. This will ensure your pension is not affected.

Disability

If you are receiving full earnings from your employer during a period of disability, contributions to the Plan will continue and you will continue accruing a benefit.

If you are on approved disability, you will continue to build your pension even though no contributions are payable to the Plan.

Change of Employment

The impact on your pension depends on what type of change to your employment status has occurred. As a general rule, as long as you are still making monthly contributions to the Plan and any reduction in earnings doesn't occur in one of your four highest earning years, it will have very little impact on your pension. However, if the change to your employment status will result in a break in contributions for longer than one calendar month, your pension may be impacted. Contact SHEPP if you have questions about changing or terminating employment.

Death (Before Retirement)

If you die before retirement, your spouse is entitled to receive a death benefit equal to at least the commuted value of your pension payable as a taxable lump sum payment, a tax exempt transfer to a retirement account, or as a monthly lifetime pension payment. If you do not have a spouse, the benefit is payable as a taxable lump sum to your designated beneficiaries or your estate.

You may name one or more people or legal entities as your beneficiaries. However, your designated beneficiaries will only receive the pre-retirement death benefit if:

- you are not survived by a spouse; or
- your spouse has previously waived their entitlement to the benefit by submitting the Spouse's Waiver of Pre-Retirement Survivor Benefit form.

If you die after retirement, the payment of death benefits depends on the form of pension you elect at retirement.

Retirement

You are eligible to retire at age 65 with a lifetime pension based on your eligible earnings and credited service at retirement. You may also be eligible to retire earlier, with an unreduced pension and bridge benefit, once you meet the Rule of 80 (age plus years of credited service equals 80 or more). Early retirement with a reduced pension is also an option as early as age 55 with at least two years of service.

Manage Your Pension Information Online

For detailed information on any of the topics covered in this brochure, visit **www.shepp.ca** where you can view the Plan Booklet, browse through Information Sheets on specific topics or download and print forms. You can also sign in to **SHEPPweb**, our secure online pension portal, where you can manage your personal information, access your pension statement and use our pension calculators to help with your planning.