



## Employer Newsletter

SPRING 2023



### Our Employer Services Team

SHEPP's Employer Services team is here to provide our participating employers with accurate, timely, helpful and approachable service, ensuring your organisation has the resources needed to administer pension benefits in compliance with the Plan terms and conditions.

If you have any questions or need support, please contact us at [employerservices@shepp.ca](mailto:employerservices@shepp.ca), and one of our Employer Services Officers, Katherine Krause or Robyn Derkatch, will get back to you.



### Board of Trustees News

SHEPP's Board of Trustees recently welcomed a newly appointed trustee! Darren Kurmey has taken over the role of Employee Trustee appointed by the Saskatchewan Union of Nurses (SUN), following the retirement of Marg Romanow. We wish Marg the best in her future endeavors and extend a warm welcome to Darren.



Darren Kurmey



Marg Romanow

## Working Together to Deliver a Valuable Benefit to Your Employees

By participating in SHEPP, you provide your employees with a valuable benefit — a secure, predictable pension they'll never outlive. Your partnership with SHEPP is critical to ensuring your employees' retirement eligibility and pension entitlement are accurate, and contributions are remitted as required, avoiding expensive contribution arrears. The following responsibilities are outlined in the Employer Administration Manual.

### Employer Responsibilities

- ✓ Determining employee eligibility;
- ✓ Enrolling eligible employees;
- ✓ Calculating, deducting and remitting contributions;
- ✓ Providing necessary demographic and payroll details for Plan members;
- ✓ Completing and submitting all Plan administrative forms;
- ✓ Calculating and reporting Pension Adjustments (PAs); and
- ✓ Maintaining day-to-day contact with members, answering their questions and distributing Plan materials.



SHEPP is dedicated to assisting employers and ensuring you have the tools to understand your roles and responsibilities. We sincerely appreciate the important work of your organisation and the crucial role you play in helping us provide quality service to your employees by providing us with accurate data.

### Employer Training Coming Fall 2023

We are pleased to announce employer training sessions will be coming this fall. This training aims to equip our participating employers with the knowledge and tools needed to deliver on the responsibilities within the SHEPP Participation Agreement. Stay tuned for more details and updates!

**People. Pensions. Results.**



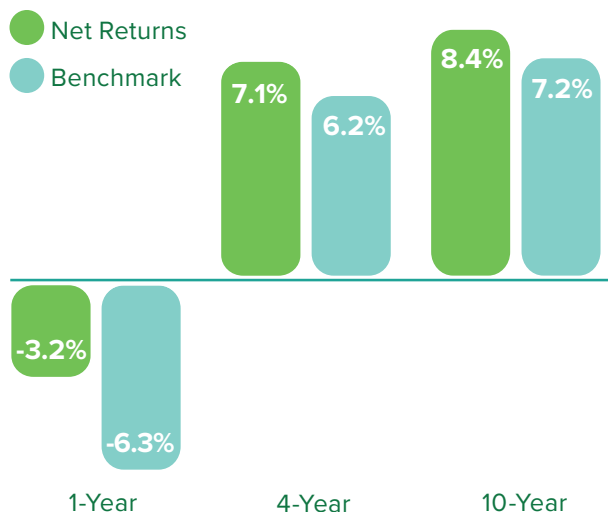
## 2022 Investment Performance

In 2022, high inflation and rising interest rates caused stress on financial markets. SHEPP's investments surpassed expectations in an extremely challenging environment as we continued to focus on long-term strategies and building a resilient investment portfolio.

SHEPP's one year net investment return was -3.2%, resulting in total assets of \$9.3 billion at year-end. While negative returns are never welcome, the Plan held up very well relative to its benchmark return of -6.3%. A defensive asset allocation during the year added value as did active management throughout the portfolio. The result also underscored the benefits of diversification.

### Total Fund Rate of Return

(annualised, net of investment management fees)  
as at December 31, 2022



SHEPP's investment strategy is driven by Plan sustainability objectives. We remain focused on generating sufficient long-term returns while taking on an acceptable level of risk to improve and maintain the Plan's funded position, secure members' benefits and stabilise contributions.



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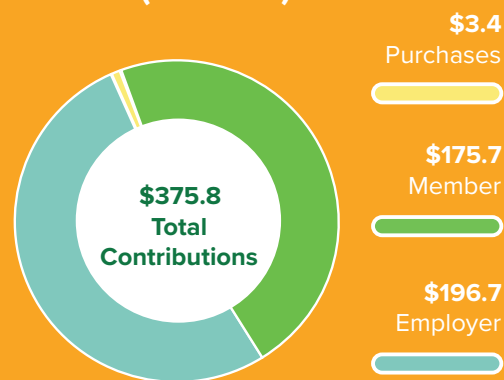
[www.shepp.ca](http://www.shepp.ca)

## 2022 SHEPP Highlights

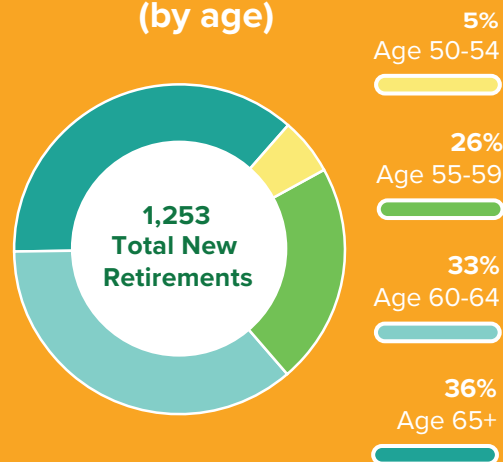


**2.5% growth**  
in active members

### Contributions Remitted (millions)



### New Retirements (by age)



### Total Annual Retirements

