

Start building for tomorrow, today.

If you become a SHEPP member, here are just a few of the benefits you would receive:

- ✓ Predictable pension payments for life.
- ✓ Flexible retirement options.
- ✓ Options if you change employment.
- ✓ Survivor benefits upon your death.
- ✓ Tax-effective savings for retirement.
- ✓ Planning tools and other resources.
- ✓ Support from a friendly and knowledgeable team.

Visit www.shepp.ca for more reasons to join SHEPP.

This document is being provided for information only, and does not replace the terms of the Plan Text. While every effort has been made to ensure the contents are accurate, the terms of the Plan Text will prevail if this document conflicts with any of the Plan Text provisions.



The Saskatchewan Healthcare Employees' Pension Plan

Established in 1962, the Saskatchewan Healthcare Employees' Pension Plan (SHEPP) is a jointly trustee, 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.



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SHEPP
Plan Summary



A SHEPP pension will provide you with predictable **lifetime retirement income** based on your eligible earnings and service as a member of the Plan, so **start contributing today.**



Eligible Employees

Membership in the Plan is mandatory if you work as a permanent full-time or permanent part-time employee at a SHEPP participating employer. If you're a casual or temporary employee, you 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, your membership continues until employment has been terminated with all SHEPP participating employers.

Contribution Rates

As a member, you are required to make contributions through payroll deduction on pensionable earnings, which are essentially regular pay and do not include overtime. SHEPP's contribution rates are determined by an actuarial valuation and split by pensionable earnings below the Year's Maximum Pensionable Earnings (YMPE) versus pensionable earnings above. The YMPE is set every year by the federal government and is a measure of the average wage in Canada.

Your contributions lower your overall taxable income for the year, meaning you pay less tax on each paycheque with no extra effort on your part. Contributions are limited based on the maximum pensionable earnings limit in the Plan, as prescribed by the *Income Tax Act*.

Employers are required to contribute 112% of member contributions. So for every dollar you contribute toward your pension, your employer contributes \$1.12.

MEMBER CONTRIBUTION RATES

Effective January 1, 2025

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



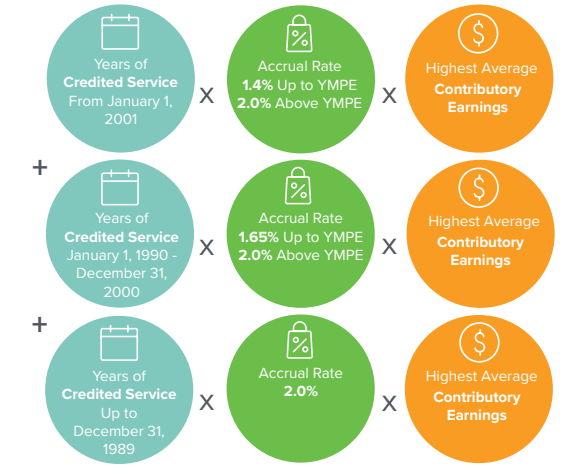
Pensionable Earnings

Pension Benefit

In a defined benefit pension plan like SHEPP, you build your pension benefit through the eligible earnings and

service you earn by making contributions each month. On your retirement date (or date of termination or death, if prior to retirement), the eligible earnings and credited service you've earned to that date will be used to calculate your basic lifetime pension and determine the benefit payable from SHEPP.

SHEPP's basic lifetime pension benefit formula uses your 4-year highest average contributory earnings and years of credited service as follows:



SHEPP Basic Lifetime Pension*

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

Retirement

Members become eligible to retire at different milestones. Your pension entitlement depends on which milestone you've reached when you retire.

Normal Retirement: At age 65, you become eligible to retire with a basic lifetime pension.

Early Retirement (Unreduced): When your age plus years of credited service total 80 or more, you become eligible to retire (earlier than age 65) with a basic lifetime pension, plus a bridge benefit paid to you 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: You must begin collecting a basic lifetime pension on December 1 of the year you turn

71 years old, even if you continue to work past that date.

At retirement, you choose one of SHEPP's forms of pension, each of which provides you with monthly income for life. The options available to you will depend on your marital status at retirement.

Transferring and Buying Service

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

Disability

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

Employment Changes

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

Death

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

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