

The primary purpose of this report is:

- * to review investments and investment performance of the Plan in 2016
- * to provide membership data information
- * to report on the activities of the Research Pension Plan Committee

▣ INVESTMENTS of the PENSION PLAN at December 31, 2016

Market Value of Pension Plan Assets

By Investment Fund	2016 (\$000)	% of Market Value
<i>Money Market Fund</i>	\$ 1,951	2.1
<i>Universe Bond Index Fund</i>	1,748	1.9
<i>Conservative Life Cycle Fund</i>	1,956	2.2
<i>Balanced Life Cycle Fund</i>	69,047	76.0
<i>Aggressive Life Cycle Fund</i>	6,258	6.9
<i>Canadian Equity Fund</i>	4,505	5.0
<i>U.S. Equity Index Fund</i>	3,428	3.8
<i>International Equity Fund</i>	2,006	2.2
Total Market Value	\$ 90,899	100.0

By Investment Manager	2016 (\$000)	% of Market Value
<i>Sun Life – Money Market</i>	\$ 1,951	2.1
<i>BlackRock Asset Management</i>	61,085	67.2
<i>Mawer Investment Management</i>	17,782	19.6
<i>Triasima</i>	10,082	11.1

Investment Performance

As Plan members have differing risk preferences, the Plan makes several investment options available to members. These options allow members to select segregated funds with a mix of underlying assets that meets their investment needs.

Members are reminded of their responsibility to review periodically the portfolio structure of their participation in the Plan and to revise it as appropriate given their needs.

The investment risk profile, provided on the Sun Life member website (mysunlife.ca), helps to determine the type of investor you are, and provides information to help you understand risk, the benefits of diversification and develop an investment mix to match your goals.

The following is a summary of the Plan's annual investment performance as at December 31, 2016 exclusive of Plan expenses:

Investment Performance by Fund	2016	Last 4 years
Money Market		
Return	0.6%	0.9%
Benchmark	0.5%	0.8%
Bond Fund		
Return	1.6%	3.1%
Benchmark	1.7%	3.1%
Conservative Life Cycle Fund		
Return	2.7%	5.5%
Benchmark	3.1%	5.4%
Balanced Life Cycle Fund		
Return	4.7%	10.2%
Benchmark	5.9%	10.0%
Aggressive Life Cycle Fund		
Return	5.7%	12.5%
Benchmark	7.3%	12.3%
Canadian Equity		
Return	14.4%	9.3%
Benchmark	21.1%	8.5%
U.S. Equity		
Return	8.0%	23.1%
Benchmark	8.1%	23.2%
International Equity		
Return	-2.0%	12.4%
Benchmark	-2.5%	12.0%

The benchmark portfolios for each of the funds have been determined using the actual returns of the market indexes such as the FTSE TMX 91-Day Treasury Bills, the FTSE TMX Universe Bond Index, the S&P/TSX Capped Composite Index, Standard and Poor's 500 U. S. Stock Index and Morgan Stanley's Europe, Australia and Far East Index.

MEMBERSHIP DATA at December 31, 2016

Plan Member distribution:	
Active members	842
Other members (inactive, deferred, pending transfers)	383
Total Plan Membership	1,192

This communication, future communications and other pension plan information are available online at:
www.usask.ca/fsd/faculty_staff/pension_plans

❖ **EDUCATION and COMMUNICATION to MEMBERS**

As part of the University's ongoing education and communication strategy, the Pensions and Treasury Office together with Sun Life organized four **enrolment and investment information sessions** (including one webinar), two interactive investment workshops, as well as one on one consultation sessions in November 2016 to familiarize members with the structure of the Plan and the principles of building an investment portfolio, respectively. The Pensions & Treasury Office also partnered with Sun Life to hold five **retirement planning workshops** in March 2017, as well as one-on-one consultation sessions with a qualified Sun Life Retirement Specialist to offer in-person individual pre-retirement support to the members. The one-on-one sessions filled up so quickly that another full day of sessions with two Sun Life Retirement Specialists was added.

❖ **RESEARCH PENSION COMMITTEE**

Committee Members

Plan Member Representatives:

Olena Schemenauer, Northern Medical Services

Keith DeMong, CLS

Lorne Vanin, VIDO

Board of Governor Representatives:

Steve Laycock, Human Resources

Heather Fortosky, Treasurer and Director, Pensions

Jeff Hepp, Human Resources

Recording Secretary: Nimco Moumin

Meetings of the Committee

The Research Pension Plan Committee met 4 times during the year. Acting in its capacity as managing fiduciary; the Committee is responsible for the oversight of the Research Pension Plan operations, including investments, administration, and overall governance of the Plan. The Committee activities over the past year in fulfilling these responsibilities are outlined in the following table.

Meeting Date	Time allocated	Purpose
<i>September 16, 2016</i>	<i>3.5 hours</i>	<i>*Quarterly Investment Performance Review to June 30th</i> <i>*Investment Manager Presentation: BlackRock</i> <i>* Investment Manager Presentation: Triasima</i>
<i>November 18, 2016</i>	<i>2.5 hour</i>	<i>*Quarterly Investment Performance Review to Sept 30th</i> <i>*Statement of Investment Policies & Procedures Review</i>
<i>February 16, 2017</i>	<i>3.0 hours</i>	<i>*Quarterly Investment Performance Review to Dec 31st</i> <i>*Investment Manager Presentation: Mawer</i> <i>*Statement of Investment Policies & Procedures Review</i>
<i>June 7, 2017</i>	<i>3.0 hours</i>	<i>*Financial Statements to December 31, 2016</i> <i>*Quarterly Investment Performance Review to Mar 31st</i> <i>*Annual Newsletter Review</i> <i>*Investment Presentation: Sun Life Financial</i>

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www.usask.ca/fsd/faculty_staff/pension_plans*



RESEARCH PENSION PLAN INFORMATION

Plan Documents

Copies of the following documents are on file in the Pensions and Treasury office (Financial Services). They are available for inspection by any member of the Plan during regular working hours by prior arrangements.

- * Plan Text
- * Financial Statements
- * Auditor's Report
- * Committee meeting agendas and minutes

Sun Life Financial Member web site: www.mysunlife.ca

- * Investment risk profile
- * Investment performance information
- * Account balance
- * Asset allocation and transaction decisions
- * Quarterly statements

Other Agents of the Plan

Investment Consultant: Aon Hewitt
Record Keeper: Sun Life Financial

Pension Administration & Support

Pensions and Treasury Office, Financial Services
Room E180, Administration Building, 105 Administration Place
306-966-6633
pensions.inquiries@usask.ca
www.usask.ca/fsd/faculty_staff/pension_plans

Please contact the Pensions and Treasury Office at 306-966-6633 or any member of the Research Pension Plan Committee if you have any questions about the items covered in this newsletter.