



Pension Plan for the Academic & Administrative
Employees of the University of Regina
Defined Contribution (DC)
2022 Annual Report to Members

Plan Overview

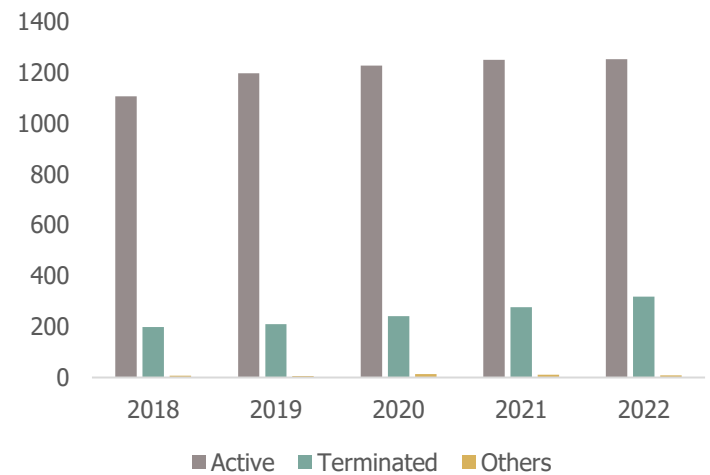
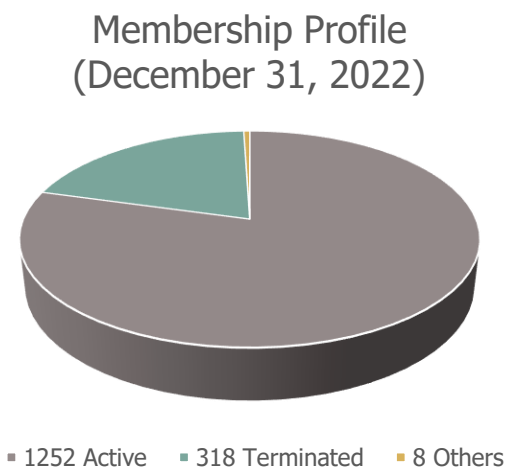
The Academic and Administrative Pension Plan was established on July 1, 1965. Until January 1, 2000, the plan was solely a defined benefit (DB) plan. The University closed the DB component of the pension plan to new members and introduced a defined contribution (DC) component for eligible members who joined the University on or after January 1, 2000.

Effective July 1, 2011, DC members were provided a choice of two investment approaches: a hands-off “help me do it” portfolio made up of target date funds and a “let me do it” portfolio that allows you to create your own portfolio from a list of specially selected funds.

Your pension income at retirement is determined by your contributions, employer contributions plus any return on investment. The Plan provides resources designed to support you with your retirement savings objectives.

Plan Membership

The membership profile at December 31, 2022 along with the membership movement over the past five years has been illustrated below.



Pension Contributions as at January 1, 2022

2022	Pensionable Earnings
Administrative, Professional & Technical (APT) and Out-of-Scope - Employee Paid	7.5%
Administrative, Professional & Technical (APT) and Out-of-Scope - Employer Paid	7.5%
APT/Out-of-Scope Staff - Total Combined	15.0%
Academic (including Sessionals) – Employee Paid	8.0%
Academic (including Sessionals) – Employer Paid	8.0%
Academic Staff - Total Combined	16.0%
The Plan limits the annual pension contributions based on the defined benefit earnings limit (\$171,000 in 2022) for active members.	

Resources Available

A wide variety of resources are available to help you map your journey and reach your financial destination at retirement. You are encouraged to take advantage of the following resources:

Account Information	Secure online pension account information at sunlife.ca/uregina lets you view your account balance 24/7 and review and make changes to your investments. You can make changes on-line or over the phone.
Sun Life Mobile App	The app makes it possible to access your account on the go, and: 1) check your balances; 2) view your most recent plan activity; 3) try some financial planning tools and 4) update your investment choices which is a new feature to the mobile app. The app is free of charge. To learn more, visit sunlife.ca/mobile .
Pension Statement	In addition to viewing detailed account information on-line, Sun Life Financial provides an annual statement at December 31 st each year.
sunlife.ca/uregina	sunlife.ca/uregina is one of the best resources. The site hosts a wealth of information on all aspects of the Plan. Morningstar, a highly respected tool containing details about each investment is made available to you in the Plan. You can access the Asset allocation tool which is designed to help determine risk tolerance and help you make investment decisions. Tools are also available to help you project your retirement income. Sun Life is releasing a new and improved retirement calculator in 2023. Stay tuned for more information.
Education Sessions	Sun Life Financial will be available throughout the year to provide education and information. Online webinars, videos and articles are also available. 2023 webinar topics , dates, times and registration information can be found at sunlife.ca/mymoney
Sun Life Customer Care Centre	Available to answer your general questions about the plan and assist you with any transactions you want to perform on any business day from 8 a.m. to 8 p.m. E.T. by calling 1-866-733-8612 . Service is available in 190 languages.
Sun Life Retirement Consultant	Available to answer your retirement income questions and assist in helping you make a retirement plan on any business day between 8 a.m. and 6 p.m. ET at 1-866-244-3906 (option 1) .
Pension & Benefits, HR, UofR	For questions about your eligibility for retirement, phased retirement or other questions, please contact 306-585-4808 or email pension.benefits@uregina.ca

Your Responsibilities

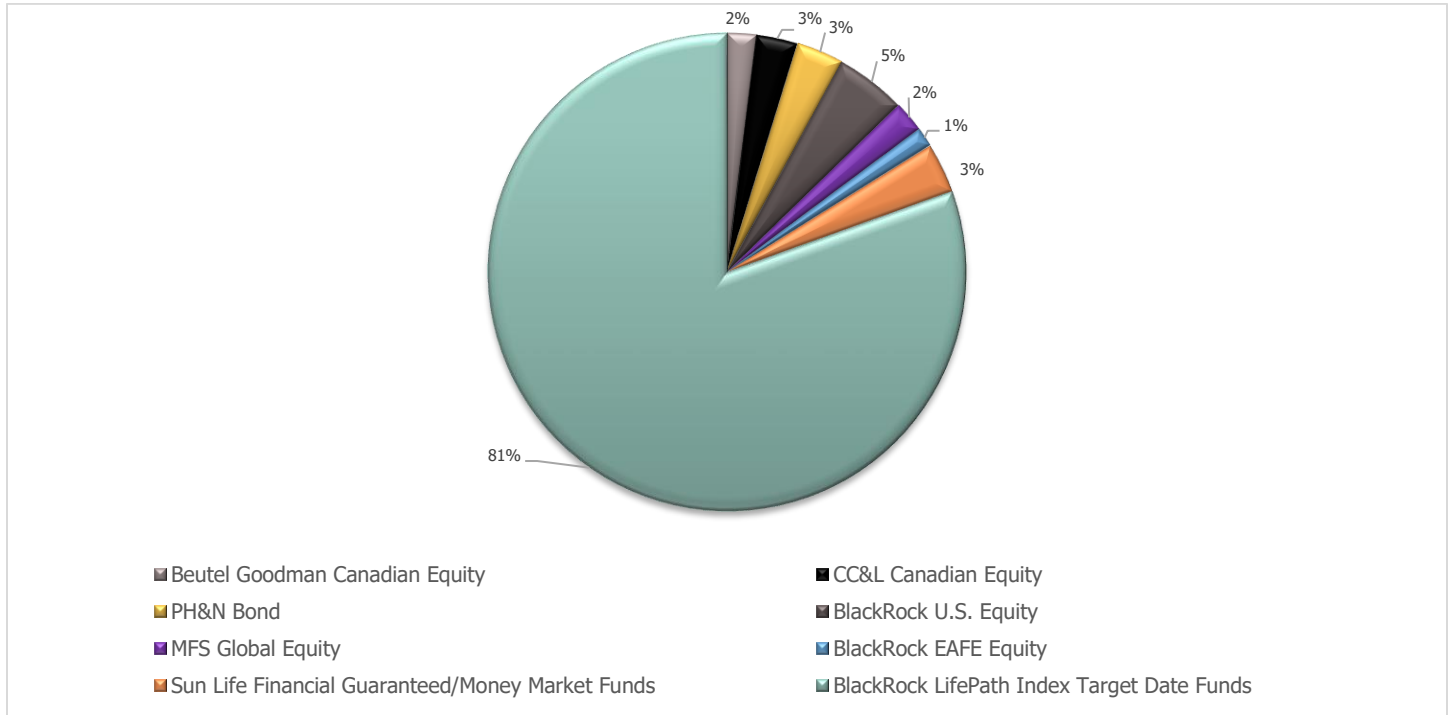
- Understanding and choosing your investments;
- Monitoring your savings and investments;
- Choosing a retirement date;
- Choosing a retirement income vehicle;
- Designating beneficiaries;
- Seeking financial advice as needed.

Pension Plan Investment Options

The Plan offers a suite of target date funds, six investment funds covering the major asset classes and four guaranteed/money market funds offered through the Plan's record keeper, Sun Life. You determine your own investment mix by selecting from the range of options as reviewed and recommended by the Academic and Administrative Benefits Committee (AABC). The investment options offer varying risk/return profiles.

If you do not make an election, contributions will automatically be deposited to the Plan’s default fund. The default fund is the BlackRock LifePath Index Segregated Fund with the maturity date closest to, without exceeding, your normal retirement date. Your normal retirement date, as per the Plan, is June 30th coincident with or next following your 65th birthday.

Distribution of Assets – December 31, 2022



Market Value

The market value of the DC component of the **Academic and Administrative Pension Plan** assets at the end of 2022 totalled **\$249.8 million**.

The Markets

Market turbulence was a strong consistent during the economic landscape in 2022. Geopolitical conflict and 40-year high inflation created rising interest rates and heightened recessionary risks for many economies as financial conditions became increasingly constrained. This turbulence created a significant repricing in fixed income and public equity markets with most markets down greater than 10% for the year. Real estate valuations also cooled in the latter half of 2022.

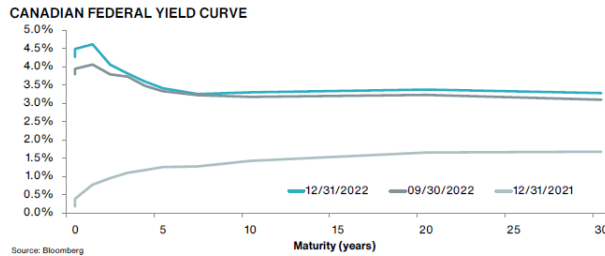
Equities

Global equities generated negative returns over the last 12 months. Equities suffered a sharp sell-off at the beginning of 2022 as geopolitical risk took centre stage with Russia invading Ukraine. Inflation fears were unsettled throughout 2022, leading to significant rate increases across the globe.

US equities were the worst performer over the year, falling 19.5% in local currency terms. Equities sold off sharply in 2022 as elevated inflation and higher interest rate forecasts weighed on the region, leading to the underperformance of sectors such as Information Technology and Consumer Discretionary. In the fourth quarter, easing inflation and investor optimism over the Fed applying the brakes on interest rate hikes helped the market, although volatility remained elevated.

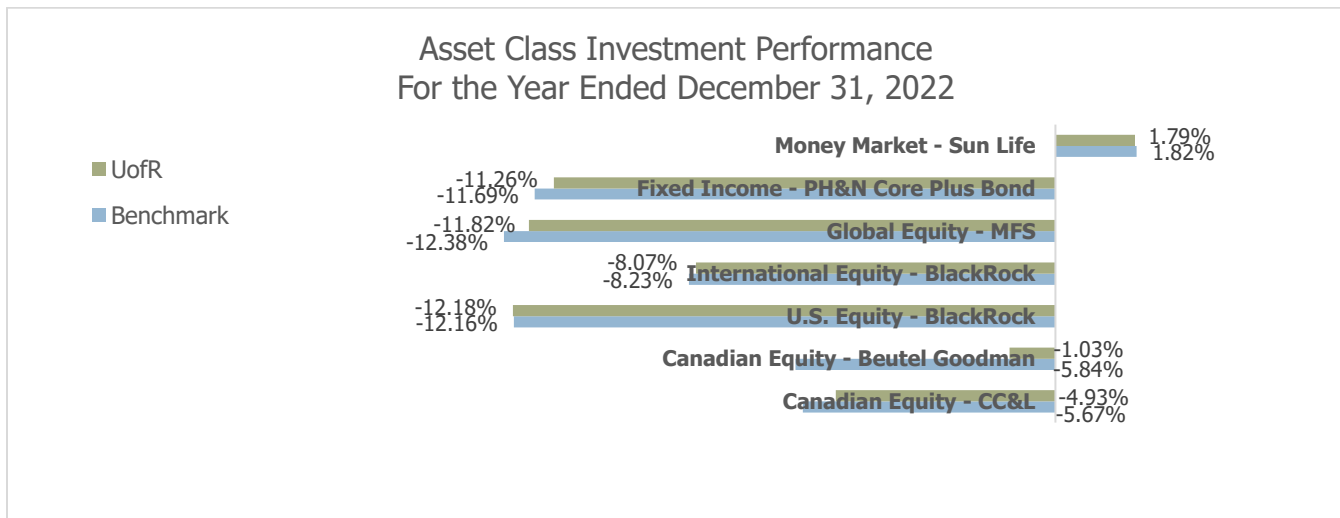
Fixed Income

2022 has been a poor year for bonds, which is unsurprising given the large move in policy interest rates. The substantial move up in yields last year is attributable to the magnitude of rate rises being far bigger than expected at the start of the year. With sensitivity to rising yields greater for longer-termed bonds than shorter-termed bonds, long-term bond returns declined the most exemplified by Government of Canada bonds. Short-term federal bonds declined 3.9% in the year, while long-term federal bonds declined by 24.0%. Overall, the FTSE Canada Universe Bond Index returned -11.3% in 2022.

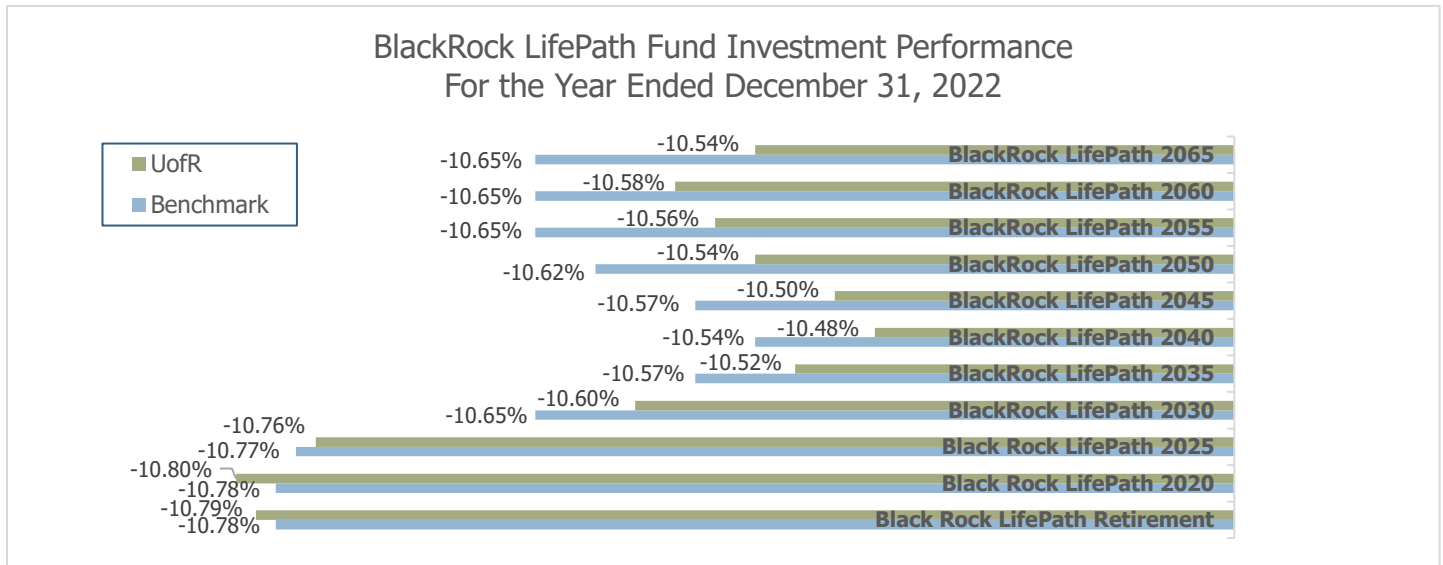


Investment Performance

Your investment returns have a direct impact on the income you can generate at retirement. Your return is based on the performance of the investments you have chosen less fees. Fund management fees include, but are not limited to, fund operating expenses and investment management fees plus applicable sales tax. A University of Regina levy charge is also deducted from your account to cover administrative and consulting costs. The levy charge at December 31, 2022 was 0.02% of plan assets plus a \$50 annual (\$4.17/month) flat rate fee per member.



Approximately 79% of the plan membership was invested in the “help me do it” BlackRock LifePath Funds at December 31, 2022. The BlackRock LifePath Fund investment performance is illustrated below.



University of Regina Group Retirement Fund

When the time comes to convert your retirement savings to retirement income, you can choose to direct your money to the University of Regina customized prescribed retirement income fund (PRIF). You will benefit from paying lower fees than would generally be available to you as an individual investor at a mutual fund company or other financial institution.

You also enjoy access to a licensed retirement consultant at no cost. The Sun Life retirement consultant will provide advice and guidance on the investment funds included in the Plan and assist in meeting your unique retirement goals. Contact a Sun Life retirement consultant for additional information at 1-866-244-3906 (option 1).

The market value of the UofR Group PRIF/RRIF at December 31, 2022 totalled approximately \$15.7 million.

Governance Structure

The Board of Governors is the Plan’s legal administrator and as such accepts the associated fiduciary responsibilities associated with the Plan.

The Board delegates the majority of the governance duties associated with the pension plan to University administration and the Academic and Administrative Benefits Committee (AABC), both of which report on a regular basis back to the Board through the Human Resources and Finance & Facilities Committees.

Academic and Administrative Benefits Committee (AABC)

The AABC is a Board of Governors appointed Committee. Its mandate is to advise the Board on pension and benefit related matters. The AABC consists of three members recommended by URFA, one retired member and three University representatives. At **December 31, 2022**, the AABC consisted of the following members:

Gregory Bawden, Centre for Continuing Education	Gaynor Kybett, URAAPA
Dean Biesenthal, Human Resources	Lamont Stradeski, Financial Services
Peter Douglas, Mathematics and Statistics (Chair)	Dr. Zhou (Joe) Zhang, Business Administration
Nola Joorisity, Business Administration	<i>Recording Secretary: Temple Maurer, Human Resources</i>

Meetings of the Committee

The Committee relies on the expertise of numerous consultants and investment managers in their oversight role. The AABC met on seven occasions (excluding the Joint Pension Investment Committee meetings) throughout 2022. The key DC pension plan activities have been outlined in the following table.

➤ Semi-Annual Investment Performance Review and Investment Manager Evaluation	➤ Reviewed the Administrative Expense Levy
➤ Approved the 2021 Pension Plan Expenses	➤ Reviewed and Approved the 2023 Budget and Workplan.
➤ Recommended the University Initiate an RFP for an Asset Servicing Provider (Custodian)	➤ Reviewed and Recommended the Board approve an updated Statement of Investment Policies & Goals (SIP&G)

Other Agents of the Plan

Actuaries and Pension Consultants	Jacob Schwartz and David Larsen, Aon
Performance Measurement Consultants	Don Olsen and Garret Gaetz, Aon
Asset Servicing Provider (Custodian)	CIBC Mellon Global Securities Services
Record Keeper/Service Provider	Sun Life Financial

The primary purpose of this report is to:

- provide defined contribution plan members an overview of the Plan at December 31, 2022
- review investment options and investment performance in 2022
- report on the 2022 activities of the Academic & Administrative Benefits Committee (AABC)

Please contact the Pension and Benefits unit in Human Resources or any member of the AABC if you have any questions about the items covered in this report.

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The information provided in this report is designed to give you an overview of the Academic & Administrative Pension Plan (defined contribution component) at December 31, 2022. Full details contained in the legal plan documents as well as applicable legislation will govern in all cases.