# Power Corporation Superannuation Plan

**Annual Report 2012**

SaskPower
*Powering the future*

# Year at a glance

- A pension benefit increase of 1.95% became effective April 1, 2012, representing 70% of the increase in the consumer price index (CPI) for Saskatchewan.
- During 2012, the Plan paid $59 million in pension obligations.
- The Plan's actual return in 2012 was 11.6% compared to 9.2% for the benchmark return.
- The Plan ended 2012 with an accounting deficit of $290 million.

# Fact

- According to the 2012 Canadian Pension Fund Overview published by the Canadian Institutional Investment Network, the Plan is ranked 159th in Canada in net assets and is the 8th largest defined benefit pension plan in Saskatchewan.

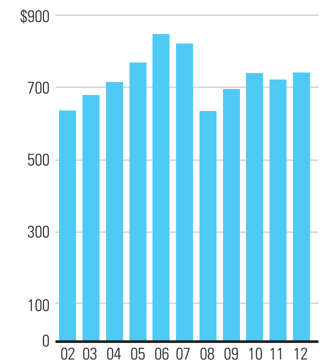
## Mission statement

To provide continuous pension benefits for Plan members through prudent stewardship of assets and liabilities, as well as effective plan administration in accordance with current legislation.

# Overview

## Financial highlights

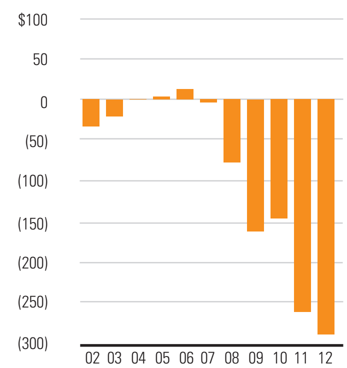
| (in millions) | 2012 | 2011 |
|---|---|---|
| **Investments** | | |
| Short-term | **$ 3** | $ 5 |
| Bonds | **262** | 260 |
| Equities | **389** | 383 |
| Real estate | **49** | 44 |
| Infrastructure | **38** | 30 |
| **Receivables** | **3** | 4 |
| **Cash** | **4** | 2 |
| **Total assets** | **748** | 728 |
| **Liabilities** | **2** | 1 |
| **Net assets available for benefits** | **746** | 727 |
| **Pension obligations, end of year** | **1,036** | 988 |
| **Deficit** | **$ (290)** | $ (261) |




NET ASSETS AVAILABLE FOR BENEFITS
AS AT DECEMBER 31 (millions)

## Changes in net assets available for benefits

| (in millions) | 2012 | 2011 |
|---|---|---|
| **Increases:** | | |
| Investment income | **$ 22** | $ 23 |
| Increase in fair value of investments | **56** | – |
| Increase in fair value of currency hedging | **3** | – |
| Contributions | **–** | 28 |
| | **81** | 51 |
| **Decreases:** | | |
| Decrease in fair value of investments | **–** | 3 |
| Decrease in fair value of currency hedging | **–** | 8 |
| Pension obligation payments | **59** | 55 |
| Administration expenses | **3** | 3 |
| | **62** | 69 |
| **Changes in net assets** | **$ 19** | $ (18) |




SURPLUS/(DEFICIT)
AS AT DECEMBER 31 (millions)

## Investment performance

| Rates of return (%) | 2012 | 2011 |
|---|---|---|
| Plan actual rate of return | **11.6** | 1.5 |
| Plan benchmark | **9.2** | 4.5 |
| Four-year rolling average return | **9.0** | 1.0 |
| Four-year rolling benchmark | **9.2** | 2.2 |

## CONTENTS



This report summarizes certain provisions of the **Power Corporation Superannuation Plan** (the Plan). This report does not create any rights to benefits not provided for in the actual terms of the Plan. In the event of any conflicts or omissions the legal requirements of the Plan will govern in all cases.

# **Chair's** message

It is my pleasure to present to you the Power Corporation Superannuation Plan Annual Report for the year ending December 31, 2012. It is intended to provide Plan members with relevant information pertaining to their pensions.

Markets performed very well in 2012. All asset classes generated strong returns with asset class returns ranging from 6% to 20%. Despite all the news about issues in Europe and the USA, equity returns from those countries were strong. The Plan's Canadian equities were the poorest performing of the Plan's equities in 2012 but are still very good at 9%. Global equities were the strongest at 20%, in large part due to the strong performance of the investment manager. Real estate and infrastructure were also areas of the portfolio that performed very well.

With respect to interest rates, 2012 was a year that saw new lows for long-term interest rates in Canada. This allowed the Plan's fixed income portfolio to perform very well seeing a strong return of about 6%. Fixed income has been a consistently strong performer in the Plan's portfolio over the past 10 years given the longer-term decline in long-term interest rates. Many market participants feel long-term interest rates are at their lows and are likely to move up gradually from here, which will provide negative pressure on fixed income returns going forward.

Falling long-term interest rates have also been pushing the Plan's reported accounting deficit higher. In 2012, the deficit increased by $29 million to $290 million. But if interest rates move higher, as many expect, this will contribute to a reduction in this deficit in the future. Although the accounting valuation does show a significant deficit for the Plan, in fact the Plan's funded status is very good. A funding valuation is carried out annually for the Plan and the most recent valuation shows the funded status to be just over 95%, which reflects a deficit of about $36 million. This shows that the Plan continues to be financially sound and well situated to provide benefits into the future.

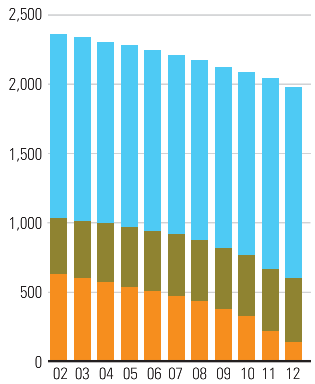
In managing your Plan, the Board seeks a diversified portfolio to spread risk over a variety of asset classes. During the year, an asset mix study was carried out to review the asset mix of the Plan. This work resulted in a small change to the asset mix target, removing 5% from equities and adding 5% to real estate. This adjustment will occur gradually over a number of years.

In the years ahead, the Plan will continue to face significant financial pressure as it relies on investment returns to fund pension obligations. Benefit payments are expected to peak in the next few years and 2013 may be the year that sees the last of the remaining active members retire with only 134 remaining active members going into 2013. The Board will continue to monitor investment choices through this period and work with its consultants to ensure assets of the Plan are prudently invested.

I thank the Board and staff for their work in 2012 and for their continued support as we move forward.

**Grant Ring, FCMA**
Chair
Power Corporation Superannuation Board

# The 2012 financial year




PLAN MEMBERSHIP (number of members)

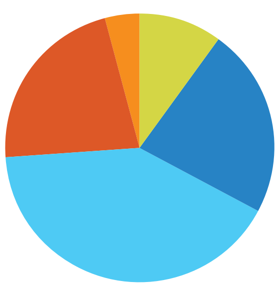
SUPERANNUATES AND DEFERRED
SURVIVORS
ACTIVE

## Plan profile

The Power Corporation Superannuation Plan (the Plan) originated with the passing of *The Power Commission Superannuation Act* in 1944. This defined benefit pension plan is governed by *The Power Corporation Superannuation Act* (the Act) of 1950 and *The Superannuation (Supplementary Provisions) Act*. The Power Corporation Superannuation Board is responsible for administering the Act. The Plan comprises members who were hired prior to October 1, 1977, and who did not elect to transfer to the defined contribution plan before October 1, 1978.

In accordance with the Act, the Saskatchewan Power Corporation (SaskPower) shall pay each member's basic pension, regardless of the financial status of the Plan. The value of the basic pension depends on a number of factors, including salary and years of service at retirement. Optional pension forms, such as joint life and 75% or 100% and enhanced bridging, require the consideration of additional factors, such as a member's age and the spouse's age.

The Plan holds a well-diversified portfolio of debt, equity, real estate and infrastructure investments. Net assets totalled $746 million at year-end, an increase of $19 million over the previous year. Of this total, approximately $437 million or 58% of assets were invested in Canadian bonds, equities, and real estate while the remaining 42% was invested in 22 different countries throughout the world. This diversification helps to maximize the return on assets and minimize the impact of volatility in individual markets.



2012 PENSIONERS BY AGE

UNDER 60 **10%**
60-69 **23%**
70-79 **41%**
80-89 **22%**
90 AND OVER **4%**

## Plan demographics

The Plan has been substantially closed to new members since October 1, 1977. As a result, the number of active members has decreased steadily, primarily through retirement.

Approximately 93% of total members are receiving benefits. At December 31, 2012, there were 1,833 receiving a pension, 9 eligible for a deferred pension and 134 active members.

Included in the Plan's active membership are SaskPower employees, as well as employees of SaskEnergy and other corporations that have been designated institutions by the Lieutenant Governor in Council. Effective June 28, 2001, these institutions were required to make contributions at a rate recommended by the Plan actuary.

Both members and employers (SaskPower and designated institutions) have contributed to funding. Since inception, the cumulative total of contributions is $329 million: cumulative employer contributions total 39%, or $130 million; cumulative 2009 binding court settlement payments by SaskPower total 25%, or $81 million; and cumulative employee contributions total 36%, or $118 million. During the year, the Plan paid $59 million in benefits, compared to $55 million in 2011.

At a minimum, an actuarial valuation for funding purposes is prepared every three years in accordance with Canada Revenue Agency guidelines. The SaskPower Board, in late 2011, approved a Power Corporation Superannuation Plan Funding Policy. SaskPower uses this policy as a guideline to ensure that the Plan is adequately funded. In accordance with the policy, no contributions were made by SaskPower during 2012.

The cost of future benefits is increasing as pensioners live longer and the current low interest rate environment is limiting prospects for investment returns, thereby driving up projected pension liabilities.

## Significant communications and events

### Annual benefits statements

During 2012, benefit statements were distributed for the year ending December 31, 2011, to all active and deferred members. These statements reflect basic pension information and are distributed annually.

### Annual report

The Power Corporation Superannuation Plan Annual Report is also provided to all members.

### Pension communications

A Pension Communication Committee comprising superannuate, union and management representation helps improve members' understanding of Plan provisions while disseminating significant legislative changes in a timely manner. During the past 12 years, the committee has distributed the *Pension Update* newsletter to all members at least once a year.

### Indexation

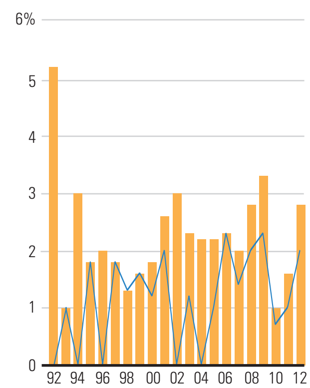
In the fall of 2006, the provincial government introduced legislation to set indexing for the Plan and other related provincial plans to 70% of the increase in the Saskatchewan consumer price index (CPI). Based on this methodology, an increase of 1.95% was granted in 2012.

### Consistent investment performance

The Plan's overall return in 2012 was 11.6% compared to the benchmark of 9.2%. The Plan's investment managers continue to add value over a 10-year cycle with a 6.9% return versus the benchmark return of 6.3%.

### Change to the Plan's asset mix

There was a change in the Plan's target asset mix during 2012, as a result of the asset/liability study completed during the year. The Power Corporation Superannuation Plan Board approved a 5% increase to the real estate allocation and a 4% and 1% decrease to Canadian and global equity respectively. Implementation of the change is to occur over time as real estate returns are reinvested; the process may take a couple of years.




PENSION BENEFIT INCREASES

CONSUMER PRICE INDEX (PRIOR YEAR)

AD HOC/PENSION BENEFIT INCREASES (MAY BE AN AVERAGE OF A GRADUATED SCALE)

## Plan governance

### Authority

The Power Corporation Superannuation Plan Board is responsible for the overall governance and administration of the Plan. Board Members are appointed by the Lieutenant Governor in Council pursuant to *The Power Corporation Superannuation Act*. The priority of the Board is to ensure that all members receive the secure benefits to which they are entitled. To deliver this pension promise, the Board serves as a vital check to verify that the Plan's assets are managed prudently. Board Members are required to ensure compliance with the provisions of *The Power Corporation Superannuation Act*, *The Superannuation (Supplementary Provisions) Act* and *The Superannuation Acts Uniform Regulations*.

### Role of the Board

The Board selects the Plan's actuary, custodian and investment managers, and sets the investment policy. The Board is also responsible for stewardship; overseeing the identification and management of principal risks; reviewing performance of investment managers; and adopting procedures that provide effective communication and maintain the integrity of internal controls. In addition, the Board is responsible for the sound investment and professional administration of the Plan on behalf of members, superannuates and sponsors. It reviews investment policies and performance, evaluates pension liabilities and ensures that the financial statements are audited by an independent auditor.

The Board bases its decisions on comprehensive research and input from expert advisors. It also monitors the Plan's overall administration to satisfy itself that members, superannuates and survivors receive the benefits to which they are entitled by governing legislation.

| Board composition<br>*As at December 31, 2012* | | |
|---|---|---|
| **Grant Ring**<br>Chair<br>Vice-president<br>Business Development<br>SaskPower | **Ken Pielak**<br>Employee representative<br>Communications, Energy and Paperworkers (CEP)<br>SaskEnergy | **Kerry Friesen**<br>Superannuate<br>Power Pioneers Association<br>SaskPower |
| **Rachelle Verret Morphy**<br>Vice-chair<br>Vice-president<br>Law, Land and Regulatory Affairs<br>General Counsel and Assistant Secretary<br>SaskPower | **Dairen Beblow**<br>Treasurer<br>Finance<br>SaskPower | |
| **Robert Haynes**<br>SaskEnergy representative<br>Vice-president, Human Resources and Corporate Affairs<br>SaskEnergy | **Brian Ross**<br>Employee representative<br>International Brotherhood of Electrical Workers (IBEW)<br>SaskPower | |

### Board Member training

Board Members bring forward the benefits associated with diverse experiences and a variety of professional attributes. However, it is important they are knowledgeable in pension related matters and that they remain current with respect to the many issues surrounding prudent management of a pension plan. To this end, an annual training, development and maintenance budget of $42 thousand (including travel and related costs) was established for the Board. These fees are paid for by the Plan. In 2012, Board Member training costs totalled $29 thousand.

These costs do not include any Board Member training that may have been paid by SaskPower or any other institution. Board Members do not receive compensation for their services.

### Board and management

Although the Board is responsible for overseeing the administration of the Plan, SaskPower is responsible for its day-to-day operations. SaskPower staff that work with the Plan are expected to act within Board-approved policies and directives.

On a monthly basis, SaskPower staff members are involved in monitoring the activities of the investment managers and reviewing the asset mix. They are also the primary contacts for member inquiries. SaskPower staff report to the Board on a regular basis, providing summarized information relating to financial transactions, investments, retirement benefit activity and overall performance.

## Independent experts

The Plan's Statement of Investment Policies and Procedures (SIP&P) provides guidelines for investment and monitoring assets. These principles were established to earn the best possible return on investments based on a level of risk acceptable to the Board. The Board reviews the policies annually and changes are made as necessary. The policies outline a governance structure that allows the Board to retain the services of independent experts to assist it in fulfilling its responsibilities. The Board contracts independent actuarial and investment professionals, as well as a custodian.

The Board is required to meet at least annually with the investment advisor and each of the investment managers to discuss past performance, strategies and expected future performance. As well, the Board reviews valuation results with the actuary. It also meets with the Plan's external auditor before and after the annual audit of the financial statements. In 2012, the Board met quarterly to review financial results, performance and retirement benefit activity.

### Investment managers

Investment managers at December 31, 2012, were:

| Asset class | Investment manager |
|---|---|
| Canadian equity | Jarislowsky Fraser Limited |
| Canadian equity, bond and real estate | Greystone Managed Investments Inc. |
| Global equity | Templeton Management Limited |
| International equity | Greystone Managed Investments Inc. delegated to Hansberger Global Investors |
| U.S. equity | Lord, Abbett and Co. LLC (replaced BlackRock Asset Management Canada Limited in April 2011) |
| Infrastructure | Macquarie Capital Markets Canada Limited |
| Currency hedging | Mesirow Financial Investment Management Inc. |

Investment managers are chosen based on their expertise and investment style within a particular asset class. The Board has a formal agreement with each investment manager that contains a mandate formulated to optimize the risk/return profile for each asset class. The investment managers report results to the Board on a regular basis.

### Investment consultant

Aon Hewitt is the Plan's investment consultant and provides an analytical review of the total fund, asset classes and investment managers' performance. This assessment is completed relative to peer and plan benchmarks, as well as each manager's style and risk characteristics. The investment advisor subsequently comments on the acceptability of performance, while advising the Board on overall investment policy and management that would best achieve objectives.

### Custodian

RBC Investor Services (RBC IS) serves as custodian. In this role, RBC IS holds custody of assets and is responsible for executing investment transactions while collecting income. The custodian also provides record-keeping services and monitors investments to ensure they are in compliance with both individual investment manager mandates and the SIP&P.

### Actuary

Aon Hewitt prepares annual actuarial valuations for accounting purposes. Every three years or as requested, Aon Hewitt also provides valuations for funding purposes. In addition to the valuations, the actuary provides the Board with information regarding administration, and makes recommendations related to benefit policies. The Actuarial Opinion and Cost Certificate is found on page 10.

### Auditors

An external auditor, Deloitte LLP, was contracted to perform the 2012 annual audit of the Plan's financial statements. The audit is conducted in accordance with Canadian generally accepted auditing standards. Deloitte LLP's professional opinion on the financial statements is found in its Independent Auditor's Report, attached to the financial statements. On an annual basis, the Provincial Auditor reviews the external auditor's work on the financial statements, overall governance, internal controls and legislative compliance. The Independent Auditor's Report is found on page 12.

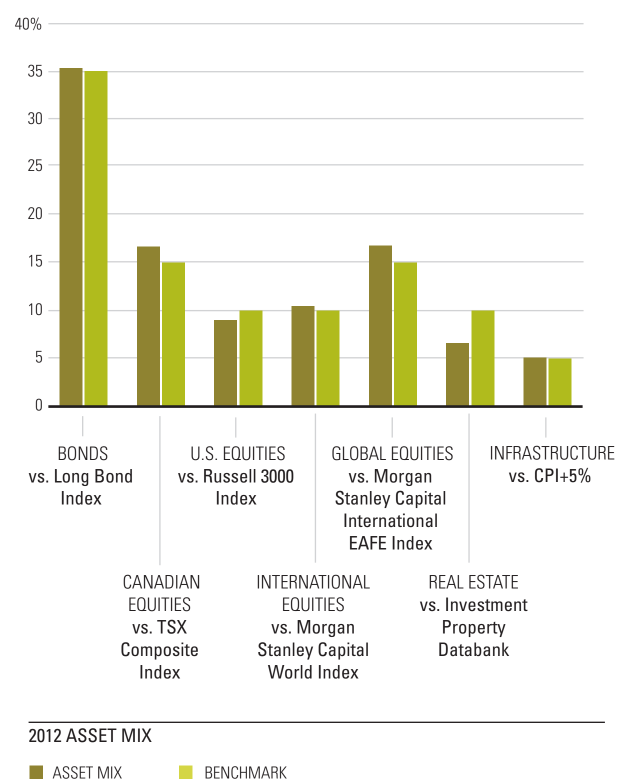
## Investment highlights

### Investment strategy

The investment objective of the Plan is to meet current and future pension payment obligations. As a result, assets are invested in a diversified portfolio; the funds are placed with a number of investment managers for investment in a wide range of securities and asset classes. Managers are assigned specific mandates and their performance is monitored against pre-determined benchmarks. By holding a combination of different types of investments in a portfolio, the negative effect of fluctuations in the markets is minimized and the risk of having a large loss is reduced.

### Investment policies

The Plan's Statement of Investment Policies and Procedures (SIP&P) is approved by the Power Corporation Superannuation Plan Board. The SIP&P communicates a philosophy of diversification and protection of capital to investment managers with an objective of optimizing the Plan's risk/return relationship. To achieve acceptable levels of diversification and risk control, the SIP&P sets out guidelines for asset mix, individual equity/bond holdings, industrial sector holdings, debt ratings and bond duration.



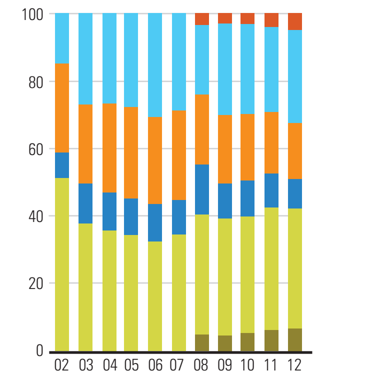

2012 ASSET MIX

At present, the target asset mix is 50% equity, 35% debt (bonds), 10% real estate and 5% infrastructure. However, the actual mix at any one time may differ from this target due to fluctuations in the market. The Plan's asset mix at the end of the year was in compliance with the guidelines laid out in the SIP&P.

The SIP&P is consistent with *The Power Corporation Superannuation Act* and *The Superannuation (Supplementary Provisions) Act* and *The Superannuation Acts Uniform Regulations.*

The Plan's primary investment objective is to achieve a return higher than the asset mix benchmark. A secondary objective is to achieve a long-term rate of return of the average increase in the CPI for Canada plus 4% per annum. These two objectives should be viewed as an average annual compound rate to be sought over one or more complete capital market cycles or over a four to 10-year period.

Monitoring performance is a key activity in supporting the investment objectives. The policies outline a benchmark portfolio comprising market index assets weighted at the same asset allocation that is normal for the Plan. While broadly diversified, the benchmark portfolio emphasizes equity over bond investments on the basis of substantial evidence that, over time, equities provide superior returns.

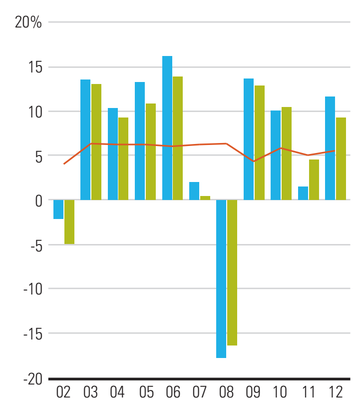



**Investment performance**

The Plan's performance is measured by comparing its return to the benchmark portfolio. During 2012, the Plan achieved a rate of return of 11.6%, compared to the benchmark return of 9.2%.

A common standard within the pension fund industry is to calculate performance on a four-year cycle and, where possible, on a 10-year cycle. These longer-term measures have greater relevance and lower volatility than a one-year measurement. Over the period 2009-2012, the Plan averaged an annual return of 9.0%, compared to the benchmark average of 9.2%. Over the past 10 years, the Plan has averaged an annual return of 6.9% compared to the benchmark of 6.3%.

While returns fluctuate from year to year, the underlying volatility of individual asset class returns is even more pronounced. Because the investment policies set out a diversification strategy designed to mitigate the effects of volatility, the Plan's returns have historically been more stable than the returns of any single asset class.



## Financial highlights

During the year, equity markets rebounded significantly as the world economy appeared to be stabilizing. Overall, the Plan ended the year with net assets available for benefits totalling $746 million, an increase of $19 million over the previous year. Over the past four years, the Plan has seen net assets available for benefits increase by $106 million while paying out $212 million in benefits.

In 2010, the Board hired a currency manager to help offset some of the volatility that foreign currency has on the Plan's asset values. During 2012, there were continuing concerns over European and Middle East stability. As well, there was apprehension over U.S. policy and initiatives which contributed to high volatility in most currencies.

In 2012, the Plan paid $59 million in benefits and $3 million in administrative expenses. The administrative expenses represent fees paid to the investment managers and custodian for managing and recording investments. These fees are based on the fair value of assets under management.

## Actuarial valuation

The obligation of any defined benefit pension plan is to fulfill its pension promise — a commitment to provide lifetime periodic payments to eligible retired members. Meeting this pledge requires a sound financial base. To assess the financial status of the Plan, two methods are used to value the Plan:

- An actuarial valuation for accounting purposes is performed annually as at December 31. This valuation is based on best estimates and only takes into account the benefits already earned to date by current retirees and inactive and active members, as well as contributions already received by the Plan.
- An actuarial valuation for funding purposes is required to be prepared every three years. It determines the long-term financial health of the Plan at current contribution rates. In preparing the funding valuation, the actuary projects the Plan's benefit costs (including inflation protection) and compares them to plan assets. Future contributions from active members and employers are then added using approved assumptions.

In 2012, the Plan recognized an actuarial deficit of $290 million for accounting purposes (financial statement reporting), compared to a $261 million deficit at the previous year end. The pension obligations increased by $48 million, due largely to the decrease in the discount rate. Net assets available for benefits increased by $19 million.

| **Actuarial surplus (deficit)** (in millions) | **2012** | 2011 |
|---|---|---|
| Net assets available for benefits | **$ 746** | $ 727 |
| Pension obligations | **1,036** | 988 |
| **Deficit** | **$ (290)** | $ (261) |

### Actuarial methodology and assumptions

In completing an actuarial valuation, certain future events must be considered. A number of assumptions are made and future events are deemed to occur according to these assumptions. This methodology is called a *best estimate actuarial valuation* and it attempts to arrive at the most likely outcome. The economic assumptions are based on published five-year forecasts, investment policy and specific characteristics of the Plan membership, with extrapolation to the end of the benefit period. To value the liabilities, the actuary examines the Plan's demographics — the age, length of service and salary ranges of the membership. Information is processed on active members, deferred members and pensioners, and surviving spouses who receive benefits. In addition, mortality, disability and termination of employment data are reviewed and factored into the valuation assumptions.

| **Best estimate valuation economic assumptions** | **2012** | 2011 |
|---|---|---|
| Discount rate | **3.75%** | 4.25% |
| Long-term rate of compensation increases | **2.00%** | 3.50% |
| Long-term inflation rate | **2.50%** | 2.50% |
| Pension benefit increases (% of CPI) | **70.00%** | 70.00% |

The following illustrates the sensitivity of some of the major assumptions used in preparing the December 31, 2012, actuarial valuation:

**Retirement age:** Assuming a retirement age equal to the earliest age that a member can retire with a reduced pension would not change the deficit.

**Discount rate:** An increase in the discount rate of 0.5% (from 3.75% to 4.25%) would decrease liabilities, reducing the plan deficit by $55.2 million.

**Salary:** A decrease to the real salary increase assumption of 0.5% (from 2.00% to 1.50%) would not change the deficit.

**Inflation:** An inflation rate assumption that is 0.5% lower than the assumed rate (2.50% to 2.00%) would increase the deficit by $17.9 million. A lower inflation rate reduces both the discount rate and future pension obligation increases. The impact of the lower discount rate, which increases the pension obligations, more than offsets the reductions that result from lower future benefit increases.

**CPP at 67:** By increasing the retirement age under the CPP to age 67 from age 65, the offset at age 65 under the Plan is effectively delayed for two years to age 67. This results in two years worth of increased pension payments, payable from the Plan, thus increasing the past and future service liabilities under the Plan, and increasing the deficit by $1.5 million.

# **Actuarial Opinion** and Cost Certificate

Aon Hewitt was retained by the Power Corporation Superannuation Board (the "Board") to perform an actuarial valuation of the assets and the liabilities of the Power Corporation Superannuation Plan (the "Plan") as at December 31, 2012, for accounting information purposes. The accounting valuation was performed in accordance with the accounting valuation under Chapter 19 – "Employee Benefits" (IAS 19) of the International Accounting Standards Board (IASB).

With the important exception of the discount rate, our valuation results have been determined using actuarial assumptions which may be considered "management's best estimate," with equal likelihood that over time the true liabilities will prove to be greater than or less than the amounts we have determined. The discount rate has been determined in accordance with International Financial Reporting Standards, IAS 19.

The valuation of the Plan's actuarial liabilities was based on:

- membership data provided by the Saskatchewan Power Corporation as at September 30, 2012;
- methods prescribed by the International Financial Reporting Standards, IAS 19; and
- assumptions about future events (for example, future rates of inflation) which represent management's best estimate of these events.

The objective of the financial statements is to fairly represent the financial position of the Plan on December 31, 2012, as a going concern. While the actuarial assumptions used to estimate liabilities for the Saskatchewan Power Corporation's financial statements represent management's best estimate of future events with the important exception of the discount rate, and, while we do not render a specific opinion on these assumptions, they are not unreasonable when considering the circumstances of the Plan and the purpose of the valuation. The Plan's future experience will inevitably differ, perhaps significantly, from these actuarial assumptions. Any differences between the actuarial assumptions and future experience will emerge as gains or losses in future valuations.

We have tested the data for reasonableness and consistency, and we believe it to be sufficient and reliable for the purposes of the valuation. We also believe that the methods employed in the valuation are appropriate for the purpose of the valuation. Our valuation has been performed, in accordance with accepted actuarial practice.

The results of our accounting actuarial valuation disclosed total actuarial liabilities of $1,035,998,000 in respect of benefits accrued for service prior to December 31, 2012. The total value of assets was $746,001,000 at December 31, 2012. The accounting actuarial deficit as of December 31, 2012, is $289,997,000. The total cost of benefits to be accrued in the 12 months following December 31, 2012, is $60,000 as at December 31, 2012.

David Larsen

**David R. Larsen**
Fellow, Society of Actuaries
Fellow, Canadian Institute of Actuaries
February 1, 2013

# **Report** of Management

The financial statements of the Power Corporation Superannuation Plan are the responsibility of management and have been prepared in accordance with Canadian accounting standards for pension plans, applied on a basis consistent with that of the preceding year. The preparation of financial statements necessarily involves the use of estimates based on management's best judgment, particularly when transactions affecting the current period cannot be finalized with certainty until future periods. In management's opinion, the financial statements have been properly prepared within the framework of selected accounting policies summarized in the financial statements and incorporate, within reasonable limits of materiality, information available up to March 14, 2013. The financial information presented elsewhere in the annual report is consistent with that of the financial statements.

Management maintains appropriate systems of internal control which provide assurance that the Plan's assets are safeguarded and appropriately accounted for, that financial records are relevant, reliable and accurate and that transactions are executed in accordance with management's authorization. These systems include policies and procedures, as well as the appropriate delegation of authority and segregation of responsibilities. An internal audit function independently evaluates the effectiveness of these controls and reports its findings to the Saskatchewan Power Corporation Board of Directors.

The Power Corporation Superannuation Board of Directors (the Board) is responsible for ensuring that management fulfills its responsibility for financial reporting and internal control. At regular meetings the Board reviews audit, internal control and financial matters with management and the external auditors to satisfy itself that each is properly discharging its responsibilities. The annual report, financial statements and the Independent Auditor's Report have been reviewed and approved by the Board. The external auditor has full and open access to the Board with and without the presence of management.

The financial statements have been examined by Deloitte LLP, Chartered Accountants, as appointed by the Lieutenant Governor in Council and approved by the Crown Investments Corporation of Saskatchewan. The external auditor's responsibility is to express its opinion on whether the financial statements are fairly presented in accordance with Canadian accounting standards for pension plans. The Independent Auditor's Report, which follows, outlines the scope of its examination and sets forth its opinion.

On behalf of management,

Jolene Beblow

**Jolene Beblow, CA, CFE**
Supervisor, Treasury Accounting
SaskPower
March 14, 2013

Sandeep Kalra

**Sandeep Kalra**
Vice-president and Chief Financial Officer
SaskPower

# **Independent Auditor's** Report

To the Members of the Legislative Assembly of Saskatchewan:

We have audited the accompanying financial statements of the Power Corporation Superannuation Plan which comprise the statement of financial position as at December 31, 2012, and the statement of changes in net assets available for benefits and the statement of changes in pension obligations for the year then ended, and a summary of significant accounting policies and other explanatory information.

### Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting principles used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Power Corporation Superannuation Plan as at December 31, 2012, and the changes in its net assets available for benefits and changes in its pension obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

Deloitte LLP

**Chartered Accountants**
March 14, 2013
Regina, Saskatchewan

# Statement of financial position

(in thousands)

| As at December 31 | 2012 | 2011 |
|---|---|---|
| **Assets** | | |
| **Investments** *(Note 3)* | | |
| Short-term | **$ 2,761** | $ 5,047 |
| Bonds | **261,986** | 260,225 |
| Equities | **389,251** | 382,818 |
| Real estate | **49,452** | 43,950 |
| Infrastructure | **37,689** | 29,909 |
| | **741,139** | 721,949 |
| **Receivables** | | |
| Accrued investment income | **2,051** | 2,431 |
| Currency hedging *(Note 4)* | **(107)** | 1,322 |
| Other receivables | **1,059** | 362 |
| Employees' contributions | **2** | 8 |
| Sponsors' contributions | **2** | 10 |
| | **3,007** | 4,133 |
| **Cash** | **3,500** | 2,045 |
| **Total assets** | **747,646** | 728,127 |
| **Liabilities** | | |
| Accounts payable and other liabilities | **1,645** | 1,565 |
| **Net assets available for benefits** | **$ 746,001** | $ 726,562 |
| **Pension obligations and deficit** | | |
| Pension obligations | **$ 1,035,998** | $ 988,393 |
| Deficit | **(289,997)** | (261,831) |
| **Pension obligations and deficit** | **$ 746,001** | $ 726,562 |

*See accompanying notes*

On behalf of the Board

Grant Ring, FCMA
Chair

Dairen Beblow, CFA
Director

# Statement of changes in net assets available for benefits

(in thousands)

| For the year ended December 31 | 2012 | 2011 |
|---|---|---|
| **Increase in net assets** | | |
| Investment income | | |
| Interest | | |
| Short-term | **$ 365** | $ 107 |
| Bonds | **10,336** | 12,103 |
| | **10,701** | 12,210 |
| Dividends | **11,503** | 10,391 |
| | **22,204** | 22,601 |
| Increase in fair value of investments | **56,179** | – |
| Increase in fair value of currency hedging | **3,160** | – |
| Contributions *(Note 1)* | | |
| Employees' | **104** | 379 |
| Sponsors' | **50** | 137 |
| Other – sponsor | **–** | 27,079 |
| | **154** | 27,595 |
| **Total increase in net assets** | **81,697** | 50,196 |
| **Decrease in net assets** | | |
| Decrease in fair value of investments | **–** | 3,039 |
| Decrease in fair value of currency hedging | **–** | 7,608 |
| Pension obligation payments | **58,614** | 54,710 |
| Refunds and transfers | **467** | 118 |
| Administrative expenses *(Note 8)* | **3,177** | 2,847 |
| **Total decrease in net assets** | **62,258** | 68,322 |
| **Changes in net assets** | **19,439** | (18,126) |
| **Net assets available for benefits, beginning of year** | **726,562** | 744,688 |
| **Net assets available for benefits, end of year** | **$ 746,001** | $ 726,562 |

*See accompanying notes*

# Statement of changes in pension obligations

(in thousands)

| For the year ended December 31 | 2012 | 2011 |
|---|---|---|
| **Increase in pension obligations** | | |
| Change in actuarial assumptions | **$ 55,239** | $ 101,774 |
| Interest on obligations | **40,827** | 45,519 |
| Benefits accrued | **1,865** | 3,189 |
| Experience gains | **8,755** | 1,242 |
| | **106,686** | 151,724 |
| **Decrease in pension obligations** | | |
| Benefits paid | **58,614** | 54,710 |
| Refunds and transfers | **467** | 118 |
| | **59,081** | 54,828 |
| **Pension obligations, beginning of year** | **988,393** | 891,497 |
| **Pension obligations, end of year** | **$ 1,035,998** | $ 988,393 |

*See accompanying notes*

# Notes to the financial statements

*In thousands*
*As at December 31, 2012*

## 1. Description of the Plan

The following description of the Power Corporation Superannuation Plan (the Plan) is a summary only. For more complete information, reference should be made to *The Power Corporation Superannuation Act*, *The Superannuation (Supplementary Provisions) Act* and *The Superannuation Acts Uniform Regulations*.

### (a) General

The Plan is a defined benefit pension plan maintained by Saskatchewan Power Corporation (the Corporation; SaskPower) for those employees who were hired prior to October 1, 1977, and who did not elect to transfer to the Public Employees Pension Plan, a defined contribution plan, before October 1, 1978. The Plan is administered by a seven-person Board appointed by the Lieutenant Governor in Council.

### (b) Employees' contributions

Plan members contribute a percentage of their salary at a rate based on the age when they last became a contributor to the Plan and any agreements for an employee group, less a reduction for Canada Pension Plan integration.

An employee makes no further contributions after 35 years of pensionable service.

### (c) Sponsors' contributions

In accordance with *The Power Corporation Superannuation Act*, the Corporation contributes such amounts as are necessary to fund the payments provided by the Plan. Some Plan members are employees of other corporations that have been designated by the Lieutenant Governor in Council as institutions. For these corporations, an actuary determines the required employer contribution for their active Plan members.

### (d) Other contributions

SaskPower had a commitment to make payments to the Plan as a result of a binding court settlement from a legal action that was commenced in 1996 by an individual, in a representative capacity, on behalf of members of the Plan. The settlement required the Corporation to pay $81,237 into the Plan in three equal instalments. The first payment of $27,079 was made in December 2009. The second payment was made in June 2010 and the final payment was made in June 2011. Payments are recorded in the Plan's financial statements when they are received from the Corporation.

### (e) Retirement allowances

The Plan provides an unreduced retirement allowance at age 65 with at least five years pensionable service, at age 60 with at least 20 years pensionable service, or upon completion of 35 years pensionable service. Retirement allowances are based on 2% of the best five-year average annual salary multiplied by the years of pensionable service, up to a maximum of 35 years, subject to Canada Revenue Agency maximums. At age 65, the retirement allowance is reduced due to integration with the Canada Pension Plan for pensionable service from January 1, 1966.

Employees may retire with an early-reduced retirement allowance at age 55 with at least 30 years pensionable service, or at age 60 with at least 15 years pensionable service. Both age and service criteria must be met to be eligible for an early-reduced retirement.

Pension obligations are increased at a rate equal to 70% of the increase in the consumer price index (CPI) for Saskatchewan in the preceding calendar year. Increases are subject to the maximum increase permitted under the *Income Tax Act* (Canada).

### (f) Survivors' allowances

Death benefits are available to a qualifying surviving spouse in the form of a survivor allowance. A qualifying surviving spouse is the spouse at the time of retirement. The retirement allowance paid to the spouse will be based upon the member's selection at retirement or at the time of conversion. Effective June 27, 2003, retired members who have had a change in marital status after retirement may apply to convert their retirement allowance to recognize their new spouse, provided certain criteria are met.

Members may select the basic retirement allowance that will pass 60% of the retirement allowance that they would have received to their spouse. Effective June 25, 1996, for death prior to age 65, the surviving spouse will receive 60% of the deceased member's lifetime retirement allowance, plus 60% of the bridge benefit (the amount due to Canada Pension Plan integration payable until the member would have turned age 65).

Alternatively, members may select the 75% (effective April 1, 2002) or the 100% option. The spouse will receive 75% or 100% of the lifetime retirement allowance, plus 75% or 100% of the bridge benefit, the amount due to Canada Pension Plan integration, until the member would have turned age 65.

On and after June 28, 2001, and in the event of pre-retirement death, the spouse will receive a retirement allowance based upon the member's credited service as of the date of death. The survivor's allowance would be based on the greater of the basic retirement allowance of 60% plus any children's payments, or 100% actuarial equivalent. The spouse would receive the applicable percentage of the members' lifetime pension plus the bridge benefit.

Additional survivor benefits for dependent children may apply.

If no one is eligible to receive a survivor's allowance from the Plan, then the total of the member's contributions, plus legislated interest, less any retirement allowances paid up to the member's time of death, will be paid to the member's estate.

**(g) Deferred allowances**

An employee who is at least 30 years of age and has at least 10 years continuous pensionable service may elect to receive a deferred allowance upon ceasing employment.

Subject to re-employment limitations pursuant to *The Superannuation (Supplementary Provisions) Act*, the earliest that a deferred member with at least 10 years pensionable service and up to 20 years pensionable service may commence an unreduced retirement allowance, is at age 65. The earliest that a deferred member with greater than 20 years pensionable service may commence an unreduced retirement allowance, is at age 60.

**(h) Refunds and transfers**

Upon ceasing employment and prior to becoming eligible to receive an unreduced retirement allowance, Plan members may elect to receive a refund of their contributions plus legislated interest as a lump-sum payment less statutory deductions; as a transfer to their registered retirement savings plan; or as a transfer pursuant to the terms of an existing reciprocal agreement with another registered pension plan. Once a refund or transfer has been processed, the member has no further claim against the Plan.

**(i) Other benefits**

Under certain circumstances, members may purchase additional credited service in the Plan.

**(j) Income taxes**

The Plan is a registered pension plan as defined in the *Income Tax Act* (Canada) and is not subject to income taxes. Retirement allowances paid from the Plan are subject to source deductions that are withheld by RBC Investor Services on behalf of the Corporation and remitted to the Canada Revenue Agency.

## 2. Summary of significant accounting policies

The financial statements for the year ended December 31, 2012, have been prepared in accordance with Canadian accounting standards for pension plans as outlined in Part IV of the CICA Handbook, Section 4600, *Pension Plans*. For matters not addressed in Section 4600, IFRS (International Financial Reporting Standards) have been followed. These financial statements are presented in the Plan's functional currency, Canadian Dollars. The financial statements were authorized and issued by the Board on March 14, 2013.

**(a) Use of estimates and judgments**

In preparing the Plan financial statements, management makes judgments, estimates and assumptions that primarily affect the reported values of assets and liabilities. Significant estimates are used primarily in the determination of pension obligations and the fair value of investments and investment related receivables and liabilities. Actual results could differ from those estimates, which may impact the results reported in the future periods.

**(b) Investments**

Investments are recorded as of the trade date and are stated at fair value. Fair value is the consideration that would be agreed upon in an arm's length transaction between knowledgeable, willing parties who are under no compulsion to act. Investments recorded at fair value are categorized into levels within a fair value hierarchy based on the nature of inputs used in the valuation (*Note 3*).

Level 1 – Quoted prices are readily available from an active market for identical assets.

Level 2 – Inputs, other than quoted prices included in level 1, which are observable either directly or indirectly.

Level 3 – Inputs are not based on observable market data.

Investments in equities are recorded at fair value, which is determined using year-end market prices from recognized security dealers. Investments in bonds are recorded at fair value, which is determined using mid-market prices from a recognized security dealer. Transactions in bonds and equities are recorded as of the trade date.

Pooled funds are recorded based on the net asset value per unit of the underlying investments determined using year-end market prices at December 31. Short-term investments are recorded at fair value. Real estate and infrastructure funds are recorded at fair value as estimated by independent appraisals.

Investments denominated in foreign currency are translated at the exchange rate in effect at year end. Investment transactions and realized gains and/or losses are translated at the exchange rate in effect at the transaction date. Unrealized gains and losses resulting from exchange differences are included in the determination of the change in fair value of investments.

**(c) Currency hedging**

Investments in derivative financial instruments, including forward contracts, are valued at year-end quoted market prices.

**(d) Investment income**

Investment income consists of interest on bonds and short-term securities (which is recognized as it accrues) and dividend income (which is recognized as of the ex-dividend date).

**(e) Transaction costs**

Commissions and other transaction costs are recognized in the statement of changes in net assets available for benefits in the period incurred.

**(f) Foreign currency translation**

Assets and liabilities denominated in foreign currency are translated into Canadian dollars at the exchange rate in effect at year end. Investments, revenues and expenses are translated at the exchange rate in effect at the transaction date. Gains and losses arising on translation are included in the current period change in market value of investments.

**(g) Fair value**

Accounts receivable and accounts payable and other liabilities are all short-term in nature and as such their carrying value approximates fair value.

**(h) New standards and interpretations not yet adopted**

A number of new standards, and amendment to standards and interpretations, are not yet effective for the year ended December 31, 2012, and have not been applied in preparing these financial statements. In particular, following are the new and amended standards which become effective for annual periods beginning on or after the dates indicated in brackets following the standard:

- IFRS 9, *Financial Instruments* (January 1, 2015)
- IFRS 13, *Fair Value Measurement* (January 1, 2013)
- IAS 19, *Employee Benefits* (January 1, 2013)

The extent of the impact on adoption of these standards is not known at this time, but is not expected to be material.

## 3. Investments

**Schedule of investments**

The investment objectives of the Plan are to ensure the Plan has sufficient assets to optimize the risk/return relationship of the Plan and to generate sufficient cash flows to meet pension payments. Due to the long-term horizon of the Plan's liabilities, the Plan takes a long-term investment perspective. The strategy employed to achieve these objectives is to invest the Plan's assets into a diversified pool of investments, such as Canadian and foreign equities, money market securities, bonds and alternative investments. The Plan's target asset mix is 50% equity, 35% debt (bonds), 10% real estate and 5% infrastructure. The schedule below summarizes the Plan's investments as at December 31:

| | **2012** | 2011 |
|---|---|---|
| **Short-term** | | |
| Canadian | **$ 2,761** | $ 5,047 |
| | **2,761** | 5,047 |
| **Bonds** | | |
| Government of Canada and federally-guaranteed | **51,375** | 42,838 |
| Provincial and provincially-guaranteed *(Note 7)* | **143,728** | 130,083 |
| Corporate | **66,883** | 87,304 |
| | **261,986** | 260,225 |
| **Equities** | | |
| Canadian | **122,649** | 129,692 |
| Global equities | **123,933** | 115,841 |
| Non-North American | **78,428** | 64,863 |
| U.S. | **64,241** | 72,422 |
| | **389,251** | 382,818 |
| **Alternatives** | | |
| Real estate | **49,452** | 43,950 |
| Infrastructure | **37,689** | 29,909 |
| | **87,141** | 73,859 |
| **Total investments** | **$ 741,139** | $ 721,949 |

Short-term

The Plan's short-term investments are highly rated by a rating agency with respect to likelihood of repayment (R1 rated by Dominion Bond Rating Service or equivalent for other rating agencies) in accordance with the Plan's Statement of Investment Policies and Procedures. At December 31, 2012, the majority of the Plan's short-term investments mature within 2 to 115 days (2011 - 3 to 117 days) at a yield of 0.2% (2011 – 0.8%).

Bonds

The Plan's bond portfolio is invested as follows:

| | | **2012** | | 2011 | |
|---|---|---|---|---|---|
| | Years to maturity | **Fair value** | **Average coupon yield (%)** | Fair value | Average coupon yield (%) |
| **Federal bonds** | 1-5 | **$ –** | **–** | $ – | – |
| | 6-10 | **2,724** | **1.50** | – | – |
| | 11-15 | **–** | **–** | – | – |
| | 16-20 | **28,487** | **5.75** | – | – |
| | 20+ | **20,164** | **4.25** | 42,838 | 5.15 |
| | | **51,375** | | 42,838 | |
| **Provincial bonds** | 1-5 | **–** | **–** | – | – |
| | 6-10 | **11,672** | **0.00** | – | – |
| | 11-15 | **10,006** | **6.00** | 19,939 | 6.00 |
| | 16-20 | **82,149** | **6.10** | 73,388 | 6.30 |
| | 20+ | **39,901** | **4.90** | 36,756 | 5.33 |
| | | **143,728** | | 130,083 | |
| **Corporate bonds** | 1-5 | **–** | **–** | – | – |
| | 6-10 | **–** | **–** | – | – |
| | 11-15 | **3,283** | **6.93** | 4,045 | 7.74 |
| | 16-20 | **10,261** | **7.23** | 14,126 | 6.67 |
| | 20+ | **53,339** | **5.90** | 69,133 | 6.17 |
| | | **66,883** | | 87,304 | |
| **Total bonds** | | **$ 261,986** | | $ 260,225 | |

### Equities

The Plan's equity investments are held as portfolio investments. In 2012, the Plan held $389,251 in equities. Of this total, 32% or $122,649 of the Plan's equities were invested in Canada, with the remaining 68% or $266,602 invested in mandates outside of Canada. In 2011 the Plan held $382,818 in equities. Of this total, 34% or $129,692 of the Plan's equities were invested in Canada, with the remaining 66% or $253,126 invested in mandates outside of Canada.

Investments are generally limited to stocks that are publicly traded on a recognized stock exchange. The Plan's equities include common shares that have no fixed maturity date and are generally not directly exposed to interest rate risks. Dividends are generally declared on a quarterly basis.

### Real estate

The Plan's real estate portfolio is a Canadian-based pooled fund that is diversified through all parts of Canada and holds office, retail and industrial properties.

### Infrastructure

The Plan's infrastructure portfolio is split between two funds, one based primarily in Europe and the other focused on the United States and Canada.

| | **2012** | | | | 2011 | |
|---|---|---|---|---|---|---|
| | **Capital commitment** | **Net cash contributed** | **Undrawn capital commitment** | **Undrawn capital commitment CDN** | Fair value of investment CDN | Fair value of investment CDN |
| Macquarie Infrastructure Partners II Fund | **$ 15,000 U.S.** | **$ 13,931 U.S.** | **$ 1,069 U.S.** | **$ 1,063** | $ 17,953 | $ 13,101 |
| Macquarie European Infrastructure Fund III | **11,250 EUR** | **11,250 EUR** | **– EUR** | **–** | 19,736 | 16,808 |
| **Total** | | | | **$ 1,063** | $ 37,689 | $ 29,909 |

Infrastructure managers use internal valuation policies to establish a fair value for the underlying assets within their portfolios. The valuations are prepared quarterly and take into account several variables:

- Purchase price
- Market conditions (e.g., interest rates, exchange rates, inflation)
- Discounted cash flows
- Macroeconomic factors
- Operational factors

The above variables involve various economic, operational, and financial assumptions.

## Pooled funds

A pooled fund contains funds from many individual investors that are aggregated for the purpose of investment. The unit price of the pooled fund is determined by the overall performance of each of the assets in the fund. The pooled funds breakdown follows:

| | | **2012** | | 2011 | |
|---|---|---|---|---|---|
| | Asset class | **Fair value** | **% of Plan investments** | Fair value | % of Plan investments |
| Greystone Managed Investments Inc. [1] | International equity | **$ 78,428** | **10.6** | $ 64,863 | 9.0 |
| Greystone Managed Investments Inc. | Real estate | **$ 49,452** | **6.7** | $ 43,950 | 6.1 |
| Jarislowsky Fraser [2] | Canadian equity | **5,813** | **0.8** | 4,671 | 0.6 |
| **Total pooled fund assets** | | **$ 133,693** | **18.1** | $ 113,484 | 15.7 |

1. Greystone Managed Investments Inc. has delegated the management of these funds to Hansberger Global Investors.
2. The Jarislowsky Fraser Special Equity Pooled fund is managed by Jarislowsky Fraser Ltd. and used to purchase less liquid, smaller or special Canadian equity positions.

The following table categorizes the Plan's financial instruments, by level *(Note 2 b)*:

| | **2012** | | | | 2011 | | | |
|---|---|---|---|---|---|---|---|---|
| | **Level 1** | **Level 2** | **Level 3** | **Total** | Level 1 | Level 2 | Level 3 | Total |
| Short-term | **$ 2,761** | **$ –** | **$ –** | **$ 2,761** | $ 5,047 | $ – | $ – | $ 5,047 |
| Bonds | **–** | **261,986** | **–** | **261,986** | – | 260,225 | – | 260,225 |
| Equities | **305,010** | **84,241** | **–** | **389,251** | 313,284 | 69,534 | – | 382,818 |
| Real estate | **–** | **–** | **49,452** | **49,452** | – | – | 43,950 | 43,950 |
| Infrastructure | **–** | **–** | **37,689** | **37,689** | – | – | 29,909 | 29,909 |
| Currency hedging | **–** | **(107)** | **–** | **(107)** | – | 1,322 | – | 1,322 |
| **Total** | **$ 307,771** | **$ 346,120** | **$ 87,141** | **$ 741,032** | $ 318,331 | $ 331,081 | $ 73,859 | $ 723,271 |

During the year ended December 31, the reconciliation of investments measured at fair value using unobservable inputs (level 3) is presented as follows:

| | **2012** | | | 2011 | | |
|---|---|---|---|---|---|---|
| | **Real estate** | **Infrastructure** | **Total** | Real estate | Infrastructure | Total |
| Beginning balance, January 1 | **$ 43,950** | **$ 29,909** | **$ 73,859** | $ 38,658 | $ 23,678 | $ 62,336 |
| Purchases | **–** | **3,601** | **3,601** | – | 4,167 | 4,167 |
| Return of capital | **–** | **(210)** | **(210)** | – | (452) | (452) |
| Change in unrealized gains/(losses) | **5,502** | **4,389** | **9,891** | 5,292 | 2,516 | 7,808 |
| **Ending balance, December 31** | **$ 49,452** | **$ 37,689** | **$ 87,141** | $ 43,950 | $ 29,909 | $ 73,859 |

## 4. Currency hedging (forward contracts)

The Plan implemented currency hedging in 2010 to manage the currency exposures inherent in the Plan's foreign investments. The Plan has entered into foreign exchange forward contracts to hedge some of its foreign currency exposure in foreign equity and infrastructure. Foreign exchange forward contracts are obligations in which two counterparties agree to exchange one currency for another at a specified price for settlement on a predetermined date in the future.

The Plan's objective for the active currency manager is to limit the Plan's losses relating to currency movements, while realizing currency driven gains. The Board has approved a benchmark hedge ratio of 50% of the designated portfolio, although the manager has the discretion to hedge between 0% and 100% of the designated portfolio. The designated portfolio is typically updated monthly and is a minimum of 85% of the Plan's total foreign currency exposure.

At December 31, 2012, the Plan's total foreign currency exposure, before currency hedging, was $307,695 (2011 - $283,035).

The following summarizes the Plan's use of foreign exchange forward contracts within the currency hedging program:

| | **2012** | | | 2011 | | |
|---|---|---|---|---|---|---|
| **Currency** | **Notional value** | **Fair value gain/(loss)** | **Designated portfolio net exposure %** | Notional value | Fair value gain/(loss) | Designated portfolio net exposure % |
| United States dollar | **$ (71,260)** | **$ (115)** | **44.5** | $ (63,540) | $ (151) | 85.1 |
| Euro | **(26,404)** | **(236)** | **55.8** | (36,848) | 1,271 | 31.9 |
| British pound sterling | **(25,179)** | **(262)** | **25.8** | (15,188) | 152 | 50.3 |
| Japanese yen | **(8,701)** | **620** | **50.1** | (3,544) | (50) | 81.9 |
| Hong Kong dollar [1] | **–** | **–** | **51.9** | – | – | 50.0 |
| Swiss franc | **(8,081)** | **(114)** | **50.0** | (5,752) | 100 | 50.0 |
| **Total** | **$ (139,625)** | **$ (107)** | | $ (124,872) | $ 1,322 | |

1. The Hong Kong dollar is proxy hedged with the United States dollar.

Notional value represents the contractual amount to which a rate or price is applied in order to calculate the exchange of cash flows and is therefore not recorded in the financial statements. Net exposure is the percentage of investments denominated in foreign currency that are not hedged through forward exchange contracts.

Based on the exchange rates at December 31, 2012, the forward contracts fair value is an unrealized loss of $107 (2011 – unrealized gain of $1,322). All contracts at December 31, 2012, have a maturity date of March 26, 2013.

## 5. Financial asset risk management

### (a) Market risk

The Plan invests in publicly traded equities and bonds available on domestic and foreign exchanges. These securities are affected by market changes and fluctuations. The Plan manages market risk by diversifying its investments in both domestic and foreign markets and through the establishment and review of asset mix ranges and limits for various investments.

Interest rate risk

Interest rate risk refers to the adverse impact that interest rate changes have on the Plan's investment returns and financial position. On the investment side, when interest rates fall interest income on new bonds fall while their fair values rise.

The Plan does have substantial exposure to interest rate risk. However, the Board has taken steps to lower the Plan's interest rate risk. This has been done by transitioning the bond portfolio to a longer duration (completed in mid-2010), which will result in the interest rate risk of the bond portfolio more closely offsetting the interest rate risk on a corresponding amount of liabilities.

As at December 31, 2012, had prevailing interest rates increased or decreased by 1.0%, assuming a parallel shift in the yield curve and all other variables held constant, the fair value of the Plan's bond holdings would have decreased or increased (respectively) by approximately 14% ($35,448). The bond holdings' sensitivity to interest rate fluctuations was estimated using the weighted average duration of the bond holdings. In practice, actual results may differ from this sensitivity analysis and the difference could be material.

## Foreign currency risk

Foreign currency exposure arises from the Plan holding investments denominated in currencies other than the Canadian dollar. Fluctuations in the relative value of the Canadian dollar against these foreign currencies result in a positive or negative effect on the fair value of investments. In 2012, the Plan had investments and cash denominated in foreign currencies. The exposure expressed in equivalent Canadian dollars, excluding the impact of currency hedging, is as follows:

| | 2012 | | 2011 | |
|---|---|---|---|---|
| | **Investments** | **% of Plan investments** | Investments | % of Plan investments |
| Global equities [1] | **$ 124,728** | **16.8** | $ 115,841 | 16.1 |
| Non-North American [2] | **78,428** | **10.5** | 64,863 | 9.0 |
| U.S. [3] | **66,850** | **9.0** | 72,422 | 10.0 |
| Infrastructure [4] | **37,689** | **5.1** | 29,909 | 4.1 |
| **Total foreign currency exposure** | **$ 307,695** | **41.4** | $ 283,035 | 39.2 |

1. Templeton Management Limited was retained to invest Plan assets in international equities on a segregated basis.
2. These assets are pooled equity funds and are part of the Greystone Managed Investments Inc. mandate. The management of these funds has been delegated to Hansberger Global Investors. Goldman Sachs was a joint manager of these funds until late 2011.
3. These assets are U.S. equity investments which are managed by Lord, Abbett & Co. starting in April 2011 and by BlackRock Asset Management Canada Limited prior to April 2011.
4. Macquarie Capital Markets Canada Limited manages the infrastructure assets for the Plan. The allocation is split between two funds, one European-based and the other focused on the United States and Canada.

The foreign currency exposure in the Plan, in Canadian dollars, can be further broken down as follows:

| | 2012 | | | 2011 | | |
|---|---|---|---|---|---|---|
| | **Exposure before hedging** | **Currency hedging** | **Net exposure** | Exposure before hedging | Currency hedging | Net exposure |
| United States dollar | **$ 128,945** | **$ (62,062)** | **$ 66,883** | $ 129,620 | $ (63,540) | $ 66,080 |
| Euro | **61,312** | **(26,404)** | **34,908** | 50,737 | (36,848) | 13,889 |
| British pound sterling | **34,149** | **(25,179)** | **8,970** | 32,822 | (15,188) | 17,634 |
| Japanese yen | **16,499** | **(8,701)** | **7,798** | 16,439 | (3,544) | 12,895 |
| Hong Kong dollar | **21,280** | **(9,198)** | **12,082** | 12,172 | – | 12,172 |
| Swiss franc | **16,727** | **(8,081)** | **8,646** | 13,131 | (5,752) | 7,379 |
| Other | **28,783** | **–** | **28,783** | 28,114 | – | 28,114 |
| **Total** | **$ 307,695** | **$ (139,625)** | **$ 168,070** | $ 283,035 | $ (124,872) | $ 158,163 |

To manage the Plan's foreign currency risk, in 2009 the Board approved currency management to hedge the majority of the Plan's exposure to changes in the value of foreign currencies. Currency exposure management began in the first quarter of 2010, refer to *Note 4*.

As at December 31, 2012, assuming the Canadian dollar appreciated or depreciated by 10% compared to the following foreign currencies, the fair value of the Plan's investments would have decreased or increased (respectively) by the following amounts (assuming all other variables held constant):

| | 2012 | | 2011 | |
|---|---|---|---|---|
| | **Net Exposure** | **Impact on value of investments** | Net Exposure | Impact on fair value of investments |
| United States dollar | **$ 66,883** | **6,688** | $ 66,080 | $ 6,608 |
| Euro | **34,908** | **3,491** | 13,889 | 1,389 |
| British pound sterling | **8,970** | **897** | 17,634 | 1,763 |
| Japanese yen | **7,798** | **780** | 12,895 | 1,290 |
| Hong Kong dollar | **12,082** | **1,208** | 12,172 | 1,217 |
| Swiss franc | **8,646** | **865** | 7,379 | 738 |
| Other | **28,783** | **2,878** | 28,114 | 2,811 |
| **Foreign currency exposure** | **$ 168,070** | **$ 16,807** | $ 158,163 | $ 15,816 |

Equity price risk
The Plan is exposed to changes in equity prices in Canadian, U.S. and global markets. Equities comprise 53% (2011 – 53%) of the carrying value of the Plan's total investments. Individual stock holdings are diversified by geography, industry type and corporate entity.

The following table indicates the approximate increase or decrease in net assets available for benefits had equity values at December 31, 2012, increased or decreased (respectively) by 10% assuming all other variables held constant. Due to active management, the Plan's portfolio does not correlate directly to any market indices.

| | Canadian equities | U.S. equities | Global equities (other than Canadian and U.S.) | Total |
|---|---|---|---|---|
| **Impact on fair value of 10% change** | | | | |
| Year ended Dec. 31, 2012 | **$ 12,265** | **$ 10,808** | **$ 15,852** | **$ 38,925** |
| Year ended Dec. 31, 2011 | 12,969 | 7,242 | 18,070 | 38,281 |

Securities collateral
At December 31, 2012, no Plan assets have been deposited or pledged as collateral or margin. As part of the Plan's securities lending strategy, collateral has been pledged to the Plan by various counterparties for securities out on loan to the counterparties. At December 31, 2012, the total amount of collateral pledged to the Plan amounted to $87,483 (2011 - $116,860). Security lending obtains collateral of a minimum of 102% of the fair value of the securities lent. Such security loans must be secured by cash and/or readily marketable government bonds, treasury bills and /or letters of credit, discount notes and banker's acceptances of Canadian chartered banks.

Real estate and infrastructure price risk
Risk in the real estate portfolio is managed through diversification across types and locations. Adverse impacts in any one segment of the market or geographic location are minimized by having holdings diversified across property type, geographic location and investment size. Risk in the infrastructure portfolio is also managed through diversification across types and locations.

**(b) Credit risk**

Credit risk arises from the potential for an investee or for a counterparty to default on its contractual obligation to the Plan. The Plan limits the credit risk by diversifying its investment portfolio and dealing with counterparties that are considered to be high quality. The credit ratings used to describe these securities are based on the Dominion Bond Rating Service.

The maximum credit risk to which the Plan is exposed at December 31, 2012, is limited to the carrying value of the financial assets summarized as follows:

| | **2012** | 2011 |
|---|---|---|
| | **Carrying value** | Carrying value |
| Short-term | **$ 2,761** | $ 5,047 |
| Bonds | **261,986** | 260,225 |
| Receivables | **3,007** | 4,133 |
| Cash | **3,500** | 2,045 |
| **Total credit risk** | **$ 271,254** | $ 271,450 |

Credit risk within investments is primarily related to bonds and short-term investments. It is managed through the investment policy that limits debt instruments to those of high credit quality (minimum rating for short-term investments is R1) along with limits to the maximum notional amount of exposure with respect to any one issuer.

The Plan invests in bonds that are investment grade (minimum credit rating of BBB) by a recognized rating agency which reflects a high likelihood of repayment. Federal and federally guaranteed bonds have a credit rating range of AA to AAA, provincial and provincially guaranteed bonds have a credit rating range of A to AA, and corporate bonds have a credit rating range of BBB to AA.

| | 2012 | | 2011 | |
|---|---|---|---|---|
| **Debt rating** | **Fair Value** | **% of bond portfolio** | Fair Value | % of bond portfolio |
| BBB | **$ 10,512** | **4.0** | $ 14,083 | $ 5.4 |
| A | **105,904** | **40.4** | 128,105 | 49.2 |
| AA or higher | **145,570** | **55.6** | 118,037 | 45.4 |
| **Total bonds** | **$ 261,986** | **$ 100.0** | $ 260,225 | $ 100.0 |

Receivables are primarily made up of accrued investment income and investment disposals. Accrued investment income is received on the next scheduled payment date, generally either annually or semi-annually. Proceeds of investment disposals are generally received within three days.

**(c) Liquidity risk**

Liquidity risk is the risk that an entity will encounter difficulty in meeting its financial commitments as they become due or can do so only at excessive cost. The Plan manages liquidity risk by maintaining adequate cash and short-term investments and monitoring actual and forecasted cash flows to support the Plan's operating needs.

## 6. Pension obligations

The present value of pension obligations is determined using the projected benefit method prorated on service and reflects management's best estimates of future investment performance, wage and salary escalation, age at retirement and future pension indexing. In 2012 and 2011, the actuarial valuation for accounting purposes was prepared as at December 31.

The actuarial present value of pension obligations is deducted from the net assets available for benefits to calculate the actuarial deficit for accounting purposes.

The assumptions used in determining the actuarial value of pension obligations may change from year to year depending on current and long-term market conditions. The following is a summary of the actuarial assumptions:

| | **2012** | 2011 |
|---|---|---|
| Discount rate | **3.75%** | 4.25% |
| Long-term inflation rate | **2.50%** | 2.50% |
| Long-term rate of compensation increases | **2.00%** | 3.50% |
| Assumption for benefit increases (% of CPI) | **70.00%** | 70.00% |

The mortality table used for 2012 is the Uninsured Pensioner 1994 mortality table with generational projection using scale AA.

The following illustrates the sensitivity of some of the major assumptions used in preparing the December 31, 2012, actuarial valuation:

**Discount rate:** An increase in the discount rate of 0.5% (from 3.75% to 4.25%) would reduce the plan deficit by $55.2 million, as the present value of the necessary bond portfolio to cover the past service liabilities will be reduced.

**Salary:** A decrease to the real salary increase assumption of 0.5% (from 2.00% to 1.50%) would not change the deficit.

**Inflation:** An inflation rate assumption that is 0.5% lower than the assumed rate (2.50% to 2.00%) would increase the deficit by $17.9 million. A lower inflation rate reduces both the discount rate and future pension obligation increases. The impact of the lower discount rate, which increases the pension obligations, more than offsets the reductions that result from lower future benefit increases

**Retirement age:** Assuming a retirement age equal to the earliest age that a member can retire with a reduced pension would not change the deficit.

**CPP at 67:** By increasing the retirement age under the CPP to age 67 from age 65, the offset at age 65 under the Plan is effectively delayed for two years to age 67. This results in two years worth of increased pension payments, payable from the Plan, thus increasing the past and future service liabilities under the Plan, and increasing the deficit by $1.5 million.

## 7. Related party transactions

### (a) Administration

As indicated in *Note 8,* certain administration costs are paid by the Corporation.

### (b) Investments

| | **2012** | | 2011 | |
|---|---|---|---|---|
| | **Investments** | **Investment income** | Investments | Investment income |
| Province of Saskatchewan bonds | **$ 12,387** | **$ 566** | $ 13,604 | $ 544 |

## 8. Administrative expenses

*The Superannuation (Supplementary Provisions) Act* permits the Board to engage technical and professional advisers, specialists and consultants for the purposes of managing, investing and disposing of Plan assets, with the related costs to be paid by the Plan.

### (a) Administration

The costs to administer the Plan are borne by the Corporation and are therefore not reflected in the Plan financial statements. The costs typically paid for by the Corporation include audit and actuarial fees as well as general administration costs. However, investment management, custodial and consulting fees are paid by the Plan. In 2012, the Corporation paid $411 (2011 - $337) for costs relating to the Plan. These figures do not include salaries paid to employees of the Corporation who serve as staff advisors or administrators of the Plan and are not included in the table below.

| | **2012** | 2011 |
|---|---|---|
| Investment manager fees | **$ 2,723** | $ 2,509 |
| Custodian fees | **274** | 235 |
| Consulting fees | **151** | 69 |
| Board member training and development | **29** | 31 |
| Legal | **–** | 3 |
| **Total administrative expenses** | **$ 3,177** | $ 2,847 |

## 9. Investment performance

The investment manager makes the day-to-day decisions on buying or selling specific investments in order to achieve the long-term performance objectives set by the Board. The Board reviews the investment performance of the Plan in terms of the performance of the benchmark portfolio over a rolling four-year period. The Plan's benchmark has been determined using the actual returns of market indexes such as the DEX Long Bond Index; TSX Composite Index; Morgan Stanley Capital International, Europe, Australia, Far East Index; Morgan Stanley World Index; Russell 3000 Index; Investment Property Databank; and a Consumer Price Index plus acceptable return approach.

The Plan's objective for the active currency manager is to limit the Plan's losses relating to currency movements, while realizing currency driven gains. The Board has approved a benchmark hedge ratio of 50% of the designated portfolio, refer to *Note 4*, although the Manager has the discretion to hedge between 0% and 100% of the designated portfolio. The primary long-term investment objective for the entire portfolio is to out-perform a benchmark portfolio.

The following is a summary of the Plan's investment performance as provided by Aon Hewitt:

| | **2012** | | 2011 | |
|---|---|---|---|---|
| Rates of return (%) | **Investment return** | **Investment benchmark return** | Investment return | Investment benchmark return |
| Bonds | **5.8** | **5.2** | 17.8 | 18.1 |
| Canadian equity | **9.3** | **7.2** | (10.8) | (8.7) |
| United States equity | **9.8** | **13.8** | (0.2) | 3.5 |
| Non-North American equity | **18.1** | **14.7** | (14.5) | (10.0) |
| Global equity | **20.6** | **13.7** | (4.9) | (2.7) |
| Real estate | **12.5** | **9.8** | 13.7 | 15.9 |
| Infrastructure | **12.8** | **5.9** | 9.2 | 7.4 |
| Currency hedging [1] | **0.5** | **n/a** | 0.1 | n/a |
| Plan's actual rate of return | **11.6** | **9.2** | 1.5 | 4.5 |
| Four year rolling average return | **9.0** | **9.2** | 1.0 | 2.2 |

1. This represents the impact of hedging on the total portfolio (calculated as the difference between the hedged and unhedged return).

## 10. Capital management

The Plan receives new capital from employee and sponsor contributions. The plan also benefits from income and market value increases on its invested capital. The Plan's capital is invested in a number of asset classes including short-term investments, bonds, equities, real estate, infrastructure, and currency hedging. The Board has delegated the operational investment decisions to a number of different investment management firms through a number of different investment mandates as defined in the Plan's Statement of Investment Policy and Procedures.

# Five-year review

## Financial position

(in thousands)

| As at December 31 | **2012** | 2011 | 2010 | 2009 | 2008 |
|---|---|---|---|---|---|
| **Assets** | | | | | |
| **Investments** | | | | | |
| Short-term | **$ 2,761** | $ 5,047 | $ 4,847 | $ 5,381 | $ 5,835 |
| Bonds | **261,986** | 260,225 | 254,074 | 239,202 | 224,034 |
| Equities | **389,251** | 382,818 | 420,583 | 398,398 | 354,350 |
| Real estate | **49,452** | 43,950 | 38,658 | 31,739 | 30,272 |
| Infrastructure | **37,689** | 29,909 | 23,678 | 21,963 | 22,200 |
| | **741,139** | 721,949 | 741,840 | 696,683 | 636,691 |
| **Receivables** | | | | | |
| Accrued investment income | **2,051** | 2,431 | 1,806 | 2,038 | 2,134 |
| Currency hedging | **(107)** | 1,322 | 225 | – | – |
| Other receivables | **1,059** | 362 | 26 | 4,923 | 980 |
| Employees' contributions | **2** | 8 | 15 | 27 | 41 |
| Sponsors' contributions | **2** | 10 | 20 | 32 | 50 |
| | **3,007** | 4,133 | 2,092 | 7,020 | 3,205 |
| **Cash** | **3,500** | 2,045 | 1,786 | 2,156 | 802 |
| **Total assets** | **747,646** | 728,127 | 745,718 | 705,859 | 640,698 |
| **Liabilities** | | | | | |
| Accounts payable and other liabilities | **1,645** | 1,565 | 1,030 | 5,636 | 1,006 |
| **Net assets available for benefits** | **$ 746,001** | $ 726,562 | $ 744,688 | $ 700,223 | $ 639,692 |
| **Pension obligations and deficit** | | | | | |
| Pension obligations | **$ 1,035,998** | $ 988,393 | $ 891,497 | $ 862,752 | $ 717,342 |
| Deficit | **(289,997)** | (261,831) | (146,809) | (162,529) | (77,650) |
| **Pension obligations and deficit** | **$ 746,001** | $ 726,562 | $ 744,688 | $ 700,223 | $ 639,692 |

Note: Years 2012-2010 are prepared using Canadian accounting standards for pension plans and years 2009-2008 are prepared based on Canadian generally accepted accounting principles.

# Five-year review

## Changes in net assets available for pension obligations

(in thousands)

| For the year ended December 31 | **2012** | 2011 | 2010 | 2009 | 2008 |
|---|---|---|---|---|---|
| **Increase in net assets** | | | | | |
| Investment income | | | | | |
| Interest | | | | | |
| Short-term | **$ 365** | $ 107 | $ 43 | $ 58 | $ 393 |
| Bonds | **10,336** | 12,103 | 11,801 | 11,015 | 13,043 |
| | **10,701** | 12,210 | 11,844 | 11,073 | 13,436 |
| Dividends | **11,503** | 10,391 | 10,353 | 10,565 | 12,959 |
| | **22,204** | 22,601 | 22,197 | 21,638 | 26,395 |
| Increase in fair value of investments | **56,179** | – | 46,104 | 59,483 | – |
| Increase in fair value of currency hedging | **3,160** | – | 1,806 | – | – |
| Contributions | | | | | |
| Employees' | **104** | 379 | 737 | 1,313 | 1,536 |
| Sponsors' | **50** | 137 | 226 | 367 | 452 |
| Other – sponsor | **–** | 27,079 | 27,079 | 27,079 | – |
| | **154** | 27,595 | 28,042 | 28,759 | 1,988 |
| **Total increase in net assets** | **81,697** | 50,196 | 98,149 | 109,880 | 28,383 |
| **Decrease in net assets** | | | | | |
| Decrease in fair value of investments | **–** | 3,039 | – | – | 168,273 |
| Decrease in fair value of currency hedging | **–** | 7,608 | – | – | – |
| Pension obligation payments | **58,614** | 54,710 | 50,670 | 46,716 | 44,556 |
| Refunds and transfers | **467** | 118 | 204 | 19 | – |
| Administrative expenses | **3,177** | 2,847 | 2,810 | 2,614 | 1,768 |
| **Total decrease in net assets** | **62,258** | 68,322 | 53,684 | 49,349 | 214,597 |
| **Changes in net assets** | **19,439** | (18,126) | 44,465 | 60,531 | (186,214) |
| **Net assets available for benefits, beginning of year** | **726,562** | 744,688 | 700,223 | 639,692 | 825,906 |
| **Net assets available for benefits, end of year** | **$ 746,001** | $ 726,562 | $ 744,688 | $ 700,223 | $ 639,692 |

Note: Years 2012–2010 are prepared using Canadian accounting standards for pension plans and years 2009–2008 are prepared based on Canadian generally accepted accounting principles.

# Glossary

**Active Plan member**
Plan member making (or deemed to be making) regular contributions to the Plan, including those on an approved leave of absence (with or without pay), those receiving benefits from a short-term illness and injury plan or approved long-term disability plan, and those who are no longer required to contribute.

**Actuarial assumptions**
Estimates of future events that will affect a plan's costs for future employee's benefits. Examples of these estimates are: rates of return on Plan assets, termination rates, retirement age, mortality, dependency status, future salary and benefit levels.

**Actuarial valuation**
Prepared by an actuary to determine the financial status of the Plan. It considers the value of Plan assets and determines whether the contribution rates are adequate.

**Actuary**
Professional trained in technical aspects of pensions.

**Asset allocation**
The dividing of assets among different categories such as equities, bonds and international investments.

**Bridge benefits**
A temporary pension to supplement the regular lifetime pension. Payable from the early retirement age; ending upon the age when full CPP and OAS benefits start.

**Bonds**
Long-term debt instrument from a company that provides regular interest payments to the bond-holder and repays the face value at maturity.

**Consumer price index (CPI)**
The consumer price index measures monthly and yearly changes in the cost of 300 goods and services commonly bought by Canadians. If the combined cost of this "basket" of items goes up, then there has been inflation. The greater the increase, the higher the inflation rate has become. The pension is indexed to the cost of living, and the consumer price index is one of the factors used to calculate annual cost of living increases for pension benefits.

**Counterparty**
An individual or organization with whom one transacts business.

**Custodian**
Holds assets for safekeeping for the Plan, may collect income and dividends and do simple reporting on assets. The custodian does not have fiduciary responsibility.

**Deferred pension**
A pension payable at a later date, either because the Plan member terminates employment before the earliest date at which the pension may begin, or because the Plan member chooses to have the pension commence at a later date. For example, a Plan member may choose to defer a pension in order to later receive an unreduced pension.

**Defined benefit plan**
Pension plan that provides a defined benefit based on a formula including factors such as years of service and average earnings.

**Equities**
Common stock or ownership in a company.

**Fair value**
Dollar amount that two parties consider appropriate for a transaction.

**Funding**
The systematic depositing of current service contributions and special payments into the pension fund.

**Futures**
Contractual agreements to either buy or sell an asset at a specified price and date in the future.

**Governance**
The decision-making structures and supporting policies and procedures that enable an organization to achieve its pension objectives and discharge its pension obligations to its legal owners and others.

**Index**
Method of measuring the investment manager's performance through benchmarks of similar assets.

**Investment advisor**
Provides analytical review of the total fund, asset classes and the investment managers' performance, relative to peers and Plan benchmarks.

**Investment manager**
Devises and implements an investment strategy within mandates.

**Median**
The middle of a distribution: half the scores are above the median and half are below the median.

**Money market**
A market for short term debt instruments.

**Notional value**
Amount to which a rate or price is applied in order to calculate the exchange of cash flows.

**Plan**
Power Corporation Superannuation Plan.

**Plan sponsor**
Employer sponsoring the pension plan.

**Pooled funds**
Group of individual securities managed by an investment manager.

**Securities**
Stocks, bonds and notes that give evidence to and assure the fulfillment of a commitment.

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