



*telecommunication workers pension plan*

## **2021 REPORT TO MEMBERS**

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### **THE PENSION PLAN**

The Telecommunication Workers Pension Plan (TWPP) is a type of Defined Benefit Plan, which is administered, in most (if not all) respects, like a negotiated contribution plan. The TWPP is a career average earnings plan that specifies the formula for determination of benefit entitlements and therefore provides members with a “defined” amount of pension. The defined amount of pension provided by the TWPP is based on a formula of 1.75% of gross earnings. On an annual basis, the Trustees, at their discretion and taking into consideration the Plan’s financial performance, approve Annual Earnings updates to average earnings in the previous 3-years. The formula for the “update” is  $1.75\% \times \text{Average Earnings} \times \text{years of Credited Service}$ . The member’s pension entitlement is based on the greater of the amounts before and after the update.

Currently, the negotiated Employer contribution rate is 10% of gross earnings and the Employees’ negotiated contribution rate range from 3% to 6% of gross earnings, depending on the age of the member. The benefits provided by the TWPP are determined by the Trustees based on the contributions and cost of benefits, which is determined on an actuarial basis as the total amount of money required to provide the given level of benefits for all members of the Plan.

The Board of Trustees approved an earnings update to January 1, 2022. Benefit improvements are approved based on the principle guidelines for all Plan funding decisions as documented in the current Funding Policy. Additionally an ad-hoc retiree pension increase has been approved for April 2022.

The TWPP adopted an investment strategy that matches the assets and liabilities of the Plan in terms of duration (price sensitivity due to changes in interest rates) and cash flows. Consequently, the Plan’s investments are in assets that have continued to provide excellent protection for the benefits promised by the Plan. Most of the Plan’s assets are in fixed income investments, such as Canadian and Provincial Government bonds, high quality corporate bonds and mortgages; other investments include income producing real estate, such as Concert Properties, hedge fund of funds, infrastructure, private credit funds and equities (both public and private). The Plan’s direct exposure to equities is small at approximately 7% of the total portfolio.

The Plan’s investment strategy is designed to ensure that the Plan’s benefits can be provided with a high degree of certainty. Annual actuarial valuations and asset/liability modeling analyses are performed to determine if adjustments to the investment strategy are required.

The Plan's professional advisors monitor the performance of the assets, and provide regular updates to the Board of Trustees ensuring the Plan continues to meet its goals and provides the level of pension benefits reported to the Plan members annually.

#### AUDITED FINANCIAL STATEMENT

The following is a summary of net assets available for benefits at December 31, 2020. The complete Audited Financial Report is available for viewing at the Pension Administration office.

	<b>2020</b>	<b>2019</b>
<i>(All amounts in this table are in thousands of dollars.)</i>		
<b>Increase in Assets</b>		
<b>Investment Income</b>	\$ 52,519	\$ 68,691
<b>Increase in Fair Value of Investments</b>	588,611	690,275
<b>Contributions</b>		
Employers	20,751	21,394
Employees	10,407	10,706
<b>Total Contributions</b>	31,158	32,100
<b>Total Increase in Assets</b>	672,288	791,066
<b>Decrease in Assets</b>		
<b>Plan Benefits</b>		
Retirements	218,425	216,029
Deaths	3,724	2,239
Terminations	1,500	1,529
Return of employees' voluntary contributions	217	612
<b>Total Plan Benefits</b>	223,866	220,409
<b>Administrative Expenditures</b>	2,815	2,770
<b>Investment Management Fees</b>	3,561	3,292
<b>Total Expenses</b>	6,376	6,062
<b>Total Decrease in Assets</b>	230,242	226,471
<b>Increase in Net Assets</b>	442,046	564,594
<b>Net Assets Available for Benefits, Beginning of Year</b>	5,167,083	4,602,488
<b>Net Assets Available for Benefits, End of Year</b>	<b>\$ 5,609,129</b>	<b>\$ 5,167,083</b>

## ACTUARIAL VALUATION RESULTS AT JANUARY 1, 2021\*

The Actuarial Valuation results as of January 1, 2021 show that the Plan continues to be soundly funded. The Plan is well positioned to provide the benefits accrued to date and those expected to accrue in the future.

The assets at the valuation date exceeded the liabilities for basic benefits accrued to date by about \$1,519,420 million. On a total target plan basis (which includes both benefits earned to date plus future benefits, including annual earnings updates for active members until they retire), the Plan's position has increased from a surplus of \$532 million at January 1, 2018 (111% funded) to a surplus of \$706 million at January 1, 2021 (112.8% funded).

The excess is based on various assumptions and forecasts, which by their nature are forward looking and may prove to be inaccurate. Plan members should be mindful not to place undue reliance on such statements as a number of factors could cause the excess to vary significantly. In addition while this excess is substantial, it is needed to help provide for:

- (i) the benefits that will accrue in the future to active members; and
- (ii) the annual update of benefits for active members, so that members retiring and leaving the Plan receive a benefit based on earnings immediately before retirement or leaving the Plan.

Any remaining excess will be used to provide a contingency reserve for unanticipated events, such as investments performing worse than expected, and for other Plan improvements as may be determined by the Trustees. These might include benefit increases for retired members.

## STATISTICAL INFORMATION

The following statistics are based on membership data as of January 1, 2021

	Total
Active Participants	2,902
Average Age of Active Participants	43.7
Disabled Participants	250
Retired Participants**	9,186
Survivors** (Spouse of Deceased Participant)	837
Beneficiary (non-spouse of Deceased Participant)	6
Term-vested Participants *	1,831
Transferred	701

\*Term-vested participant is a terminated member who elected to remain as a participant of the Plan and retire at a later date.

\*\*Includes duplicate records due to voluntary account balances being converted to benefits.

\*A complete copy of the Actuarial Report is available on the TWPP website at [www.twplans.com](http://www.twplans.com)

## STATISTICAL INFORMATION

The following statistics are based on membership data as of January 1, 2021

	Total
Active Participants	3,518
Average Age of Active Participants	42.7
Disabled Participants	272
Retired Participants**	8,389
Survivors** (Spouse of Deceased Participant)	744
Beneficiary (non-spouse of Deceased Participant)	7
Term-vested Participants *	1,881
Transferred to Management	714

\*Term-vested participant is a terminated member who elected to remain as a participant of the Plan and retire at a later date.

\*\*Includes duplicate records due to voluntary account balances being converted to benefits.

## THE TRUSTEES

The current Trustees of the Plan are:

### Company Trustees

Stephen Lewis

Andras Vagvolgyi

Gopi Chande

Wade Domries

### Union Trustees

Donna Hokiro

Michael Phillips

Czar Loquia

Christopher Stephens

The Trustees are responsible for the overall operation of the Plan. Some of the key responsibilities include:

- adoption of the Plan's Investment Policy and funding strategies;
- design of the Plan benefits and adoption of improvements;
- adoption of the Plan Document and amendments;
- operation of the Plan in accordance with the terms of the Trust Agreement and adoption of amendments to the Trust Agreement;
- review of the actuarial reports and fund performance;
- appointment and review of Plan advisors, consultants and service providers;
- review and approve communications with the members; and
- review and approval of benefit payments.

## WHO TO CONTACT FOR INFORMATION

If you have any questions about your retirement benefits or need to change any information concerning your pension payment, please contact any of the following staff members who would be pleased to help you.

	Contact Name	Phone Number	Email address
Active Members with Surname from A to K	Grace Jones	604-412-2409	<a href="mailto:grace.jones@twplans.com">grace.jones@twplans.com</a>
Active Members with Surname from L to Z	Anne Tamboline	604-412-2414	<a href="mailto:anne.tamboline@twplans.com">anne.tamboline@twplans.com</a>
Retired Members - Payments	Christina Littlejohn	604-412-2408	<a href="mailto:christina.littlejohn@twplans.com">christina.littlejohn@twplans.com</a>
Plan Administrator	Jennifer Bucholtz	604-412-2444	<a href="mailto:jennifer.bucholtz@twplans.com">jennifer.bucholtz@twplans.com</a>

If you would like more information regarding your benefits with the TWPP please visit our website at [www.twplans.com](http://www.twplans.com) where you will find booklets, important notices, forms to download, etc.