

**THE CONTRIBUTORY PENSION PLAN  
FOR SALARIED EMPLOYEES OF  
MCMASTER UNIVERSITY INCLUDING  
MCMASTER DIVINITY COLLEGE 2000  
REPORT ON THE ACTUARIAL VALUATION  
FOR FUNDING PURPOSES AS AT  
JULY 1, 2017**

FEBRUARY 2018

Financial Services Commission of Ontario and  
Canada Revenue Agency Registration Number: 1079920

**Note to reader regarding actuarial valuations:**

This valuation report may not be relied upon for any purpose other than those explicitly noted in the Introduction, nor may it be relied upon by any party other than the parties noted in the Introduction. Mercer is not responsible for the consequences of any other use. A valuation report is a snapshot of a plan's estimated financial condition at a particular point in time; it does not predict a pension plan's future financial condition or its ability to pay benefits in the future. If maintained indefinitely, a plan's total cost will depend on a number of factors, including the amount of benefits the plan pays, the number of people paid benefits, the amount of plan expenses, and the amount earned on any assets invested to pay the benefits. These amounts and other variables are uncertain and unknowable at the valuation date. The content of the report may not be modified, incorporated into or used in other material, sold or otherwise provided, in whole or in part, to any other person or entity, without Mercer's permission. All parts of this report, including any documents incorporated by reference, are integral to understanding and explaining its contents; no part may be taken out of context, used, or relied upon without reference to the report as a whole.

To prepare the results in this report, actuarial assumptions are used to model a single scenario from a range of possibilities for each valuation basis. The results based on that single scenario are included in this report. However, the future is uncertain and the plan's actual experience will differ from those assumptions; these differences may be significant or material. Different assumptions or scenarios within the range of possibilities may also be reasonable, and results based on those assumptions would be different. Furthermore, actuarial assumptions may be changed from one valuation to the next because of changes in regulatory and professional requirements, developments in case law, plan experience, changes in expectations about the future, and other factors.

The valuation results shown in this report also illustrate the sensitivity to one of the key actuarial assumptions, the discount rate. We note that the results presented herein rely on many assumptions, all of which are subject to uncertainty, with a broad range of possible outcomes, and the results are sensitive to all the assumptions used in the valuation.

Should the plan be wound up, the going concern funded status and solvency financial position, if different from the wind-up financial position, become irrelevant. The hypothetical wind-up financial position estimates the financial position of the plan assuming it is wound up on the valuation date. Emerging experience will affect the wind-up financial position of the plan assuming it is wound up in the future. In fact, even if the plan were wound up on the valuation date, the financial position would continue to fluctuate until the benefits are fully settled.

Decisions about benefit changes, granting new benefits, investment policy, funding policy, benefit security, and/or benefit-related issues should not be made solely on the basis of this valuation, but only after careful consideration of alternative economic, financial, demographic, and societal factors, including financial scenarios that assume future sustained investment losses.

Funding calculations reflect our understanding of the requirements of Pension Benefits Act (Ontario), the Income Tax Act, and related regulations that are effective as of the valuation date. Mercer is not a law firm, and the analysis presented in this report is not intended to be a legal opinion. You should consider securing the advice of legal counsel with respect to any legal matters related to this report.

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## Summary of Results

(\$000's)	01.07.17	01.07.14
<b>Going Concern Financial Status</b>		
Smoothed value of assets	\$1,828,584	\$1,372,247
Going concern funding target	\$1,859,365	\$1,624,694
Funding excess (shortfall)	(\$30,781)	(\$252,447)
<b>Hypothetical Wind-up Financial Position</b>		
Wind-up assets	\$1,902,836	\$1,542,265
Wind-up liability	\$2,244,977	\$1,739,750
Wind-up excess (shortfall)	(\$342,141)	(\$197,485)
<b>Funding Requirements in the Year Following the Valuation <sup>1</sup></b>		
Total current service cost	\$55,096	\$53,682
Estimated members' required contributions	(\$25,242)	(\$23,948)
Estimated University's current service cost	\$29,854	\$29,734
University's current service cost as a percentage of members' required contributions	118%	124%
<b>Minimum special payments <sup>2</sup></b>		
Year 1	\$6,028	\$20,800
Year 2	\$21,414	\$30,361
Year 3	\$21,414	\$30,361
<b>Estimated minimum University contribution <sup>2</sup></b>		
Year 1	\$35,882	\$50,534
Year 2	\$50,913	\$59,154
Year 3	\$51,073	\$59,529
Estimated maximum eligible University contribution for the Plan year following the valuation date	\$371,943	\$282,181
Next required valuation date	July 1, 2020	July 1, 2017

<sup>1</sup> Provided for reference purposes only. Contributions must be remitted to the Plan in accordance with the Minimum Funding Requirements and Maximum Eligible Contributions sections of this report.

<sup>2</sup> Number of Plan years following the valuation date.

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## Introduction

### To McMaster University

At the request of McMaster University (the “University”), we have conducted an actuarial valuation of The Contributory Pension Plan for Salaried Employees of McMaster University Including McMaster Divinity College 2000 (the “Plan”), sponsored by the University, as at the valuation date, July 1, 2017. We are pleased to present the results of the valuation.

### Purpose

The purpose of this valuation is to determine:

- The funded status of the Plan as at July 1, 2017 on going concern, hypothetical wind-up, and solvency bases;
- The minimum required funding contributions from July 1, 2017, in accordance with the *Pension Benefits Act (Ontario)* (the “Act”) and in accordance with the solvency funding relief measures applicable to pension plans in the broader public sector; and;
- The maximum permissible funding contributions from July 1, 2017, in accordance with the *Income Tax Act*.

### Funding Relief

The Regulations to the Act were amended in May 2011 and further amended in November 2013, May 2014, March 2015 and in November 2016. The amendments include the solvency funding relief measures that were introduced for pension plans in the broader public sector. The solvency funding relief measures introduced in November 2016 allow the administrator of the plan to:

- defer the start of any new going concern special payment schedules by up to twelve months;
- make solvency special payments in each month not less than an amount which represents interest on 75% of the solvency deficiency as at the date of the first valuation report following the Stage 2 valuation report plus amortization of the remaining 25% of that solvency deficiency over 7 years;
- file the next funding valuation report with an effective date which is three years after the valuation date.

The University has elected to apply these solvency funding relief measures.

The information contained in this report was prepared for the internal use of the University, and for filing with the Financial Services Commission of Ontario (“FSCO”) and with the Canada Revenue Agency (“CRA”), in connection with our actuarial valuation of the Plan. This report will

be filed with FSCO and with the CRA. This report is not intended or suitable for any other purpose.

In accordance with pension benefits legislation, the next actuarial valuation of the Plan will be required as at a date not later than July 1, 2020, or as at the date of an earlier amendment to the Plan.

## **Terms of Engagement**

In accordance with our terms of engagement with the University, our actuarial valuation of the Plan is based on the following material terms:

- It has been prepared in accordance with applicable pension legislation and actuarial standards of practice in Canada;
- As instructed by the University, the going concern discount rate reflects a margin for adverse deviations of 0.1% per year;
- We have reflected the University's decisions for determining the solvency funding requirements, summarized as follows:
  - The same plan wind-up scenario was hypothesized for both hypothetical wind-up and solvency valuations;
  - Although permissible, no benefits were excluded from the solvency liabilities;
  - The solvency financial position was determined on a market value basis;
  - Solvency relief measures have been applied. They are described in the Funding Relief section above.

See the Valuation Results - Solvency section of the report for more information.

## **Events since the Last Valuation at July 1, 2014**

### ***Pension Plan***

There have been no special events since the last valuation date.

This valuation reflects the provisions of the Plan as at July 1, 2017. The Plan has been amended since the date of the previous valuation to reflect changes in employee contribution rates for certain groups.

The Plan provisions are summarized in Appendix F.

## Assumptions

We have used the same going concern valuation assumptions and methods as were used for the previous valuation, except for the following:

	Current valuation	Previous valuation																												
Discount rate:	5.60%	6.00%																												
Pensionable earnings increases:	<u>Unifor members</u> 3.65% in 2018; 3.0% per year thereafter <u>TMG members</u> 4.0% in 2018; 3.0% per year thereafter <u>MUFA members</u> 4.6% in 2018; 4.0% per year thereafter <u>Clinical Faculty members</u> 4.0% per year thereafter	<u>Unifor members</u> 3.0% per year for 3 years; 4.0% per year thereafter <u>TMG members</u> 3.8% per year for 3 years; 4.0% per year thereafter <u>MUFA members</u> 4.6% per year for 3 years; 4.0% per year thereafter <u>Clinical Faculty members</u> 4.0% per year																												
Post retirement pension increases:	Unifor Hired on or After May 1, 2010 <table border="1"> <thead> <tr> <th>Year</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>1.46%</td> </tr> <tr> <td>2019</td> <td>2.00%</td> </tr> <tr> <td>2020</td> <td>1.52%</td> </tr> <tr> <td>2021</td> <td>0.99%</td> </tr> <tr> <td>2022</td> <td>1.79%</td> </tr> <tr> <td>2023 onwards</td> <td>0.70%</td> </tr> </tbody> </table> Other <table border="1"> <thead> <tr> <th>Year</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>1.46%</td> </tr> <tr> <td>2019</td> <td>2.00%</td> </tr> <tr> <td>2020</td> <td>2.00%</td> </tr> <tr> <td>2021</td> <td>1.49%</td> </tr> <tr> <td>2022</td> <td>2.29%</td> </tr> <tr> <td>2023 onwards</td> <td>1.20%</td> </tr> </tbody> </table>	Year	Rate	2018	1.46%	2019	2.00%	2020	1.52%	2021	0.99%	2022	1.79%	2023 onwards	0.70%	Year	Rate	2018	1.46%	2019	2.00%	2020	2.00%	2021	1.49%	2022	2.29%	2023 onwards	1.20%	Actual 1.1.2015 increase, 2.0% per year for each of January 1 <sup>st</sup> 2016, 2017, 2018 and 2019, 1.90% per year (1.40% for Unifor members hired after May 1, 2010) on each January 1 <sup>st</sup> thereafter
Year	Rate																													
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Interest on employee contributions:	5.60%	6.00%																												

	Current valuation		Previous valuation	
	Age	Rate	Age	Rate
Termination rates:	Under 25	15.0%	Under 25	36.0%
	25	13.0%	25	20.0%
	30	8.0%	30	11.2%
	35	5.5%	35	6.3%
	40	3.5%	40	0.0%
	45	3.0%	45	0.0%
	50	3.0%	50	0.0%
	55 and older	0.0%	55 and older	0.0%
	15% of terminations are assumed to be involuntary without cause		10% of terminations are assumed to be involuntary without cause	
Mortality rates:	85% of the rates of the 2014 Public Sector Canadian Pensioners Mortality Table (CPM2014Publ)		100% of the rates of the 2014 Public Sector Canadian Pensioners Mortality Table (CPM2014Publ)	
Portability:	95% of terminations prior to age 55 and 5% of terminations on or after 55 are assumed to receive a lump sum transfer. The commuted value basis in effect at their date of transfer is assumed to be the commuted value basis in effect for July 2017, which is as follows: Interest rates: 2.3% per year for 10 years; 3.3% per year thereafter Mortality table: 100% of the rates of the 2014 Canadian Pensioners Mortality Table (CPM2014) with fully generational improvements using CPM Scale B		95% of terminations prior to age 55 and 5% of terminations on or after 55 are assumed to receive a lump sum transfer. The commuted value basis in effect at their date of transfer is assumed to be the commuted value basis in effect for July 2014, which is as follows: Interest rates: 2.8% per year for 10 years; 4.2% per year thereafter Mortality table: UP94 Fully Generational (blending 50% male, 50% female)	

A summary of the going concern methods and assumptions is provided in Appendix C.

The hypothetical wind-up and solvency assumptions have been updated to reflect market conditions at the valuation date. A summary of the hypothetical wind-up and solvency methods and assumptions is provided in Appendix D.



## ***Regulatory Environment and Actuarial Standards***

There have been a number of changes to the Act and regulations which impact the funding of the Plan.

The Regulations to the Pension Benefits Act were amended effective July 1, 2016, providing private sector sponsors of single-employer defined benefit pension plans with temporary financial assistance by extending solvency funding relief measures offered in 2009 and 2012 for an additional three years. The new temporary solvency relief measures apply to the first valuations prepared as of a date on or after December 31, 2015 and before December 31, 2018. In the first valuation of a plan with a valuation date in the prescribed period, the Regulations were amended to:

- Permit the consolidation of existing solvency payment schedules into a single new five-year payment schedule; and
- Extend the solvency payment schedule to a maximum of 10 years (from the current maximum of five years) for a new solvency deficiency determined in the report, subject to the consent of plan beneficiaries.

On December 14, 2017 the Ontario Ministry of Finance issued details on proposed funding rules for single-employer pension plans registered in Ontario. However, the proposed changes to the funding requirements which impact the funding of single-employer pension plans are expected to be contained in regulations which have yet to be published.

Regulations supporting transitional measures relating to these proposed funding reforms were filed on June 29, 2017 and took effect on July 1, 2017. Under these regulations, solvency funding relief measures were expanded to include an option to allow plan administrators whose first valuation prepared as of a date on or after December 31, 2016 and before December 31, 2017 to elect to defer the start of new solvency special payments by up to 24 months instead of the usual 12 months. However, the regulation also prohibits plan administrators from both electing this new relief measure and amortizing the new solvency deficiency over a ten year period.

At its meeting on June 9, 2015, the Actuarial Standards Board (ASB) decided to promulgate the use of the following mortality table with respect of the computation of pension commuted values ("CIA CV Standard"), effective October 1, 2015: *Mortality rates equal to the 2014 Canadian Pensioners Mortality Table (CPM2014) combined with mortality improvement scale CPM Improvement Scale B (CPM-B)*. The change affects the mortality assumption used to value the solvency and wind-up liabilities for benefits assumed to be settled through a lump sum transfer. It also affects the mortality assumption used to determine the commuted values payable upon termination for members assumed to elect a lump-sum transfer under the going-concern basis. The financial impact of the change in the CIA CV Standard is reflected in this actuarial valuation on a going-concern basis and is also reflected on a solvency and hypothetical wind-up basis.

## Subsequent Events

The Canadian Institute of Actuaries Task Force on Mortality Improvement released a final report in September 2017 which provides a proposed new mortality improvement scale (MI-2017) for the purpose of reflecting future mortality improvement in Canadian actuarial work. We will review the mortality improvement scale in a future valuation.

The University granted regular and supplemental pension increases effective January 1, 2018. We have included the January 1, 2018 pension increase in the going concern, solvency, and wind-up liabilities.

An addendum to the collective agreement between McMaster University and Unifor Local 5555 members was made effective November 3, 2017. This addendum contained negotiated changes to member contribution rates, as described in Appendix F, which have been reflected in this valuation.

After checking with representatives of the University, to the best of our knowledge there have been no other events subsequent to the valuation date which, in our opinion, would have a material impact on the results of the valuation. Our valuation reflects the financial position of the Plan as of the valuation date and does not take into account any experience after the valuation date.

## Impact of Case Law

This report has been prepared on the assumption that all claims on the Plan after the valuation date will be in respect of benefits payable to members of the Plan determined in accordance with the Plan terms and that all Plan assets are available to provide for these benefits. It is possible that court and regulatory decisions and changes in legislation could give rise to additional entitlements to benefits under the Plan and cause the results in this report to change. By way of example, we bring your attention to the following decisions:

- The Ontario Court of Appeal's 2003 decision in *Aegon Canada Inc. and Transamerica Life Canada versus ING Canada Inc.* restricted the use of original plan surplus where two or more pension plans were merged;
- The Supreme Court of Canada's 2004 decision in *Monsanto Canada Inc. versus Superintendent of Financial Services* upheld the requirement, with retroactive effect, to distribute surplus on partial plan wind-up under the *Pension Benefits Act (Ontario)*.

We are not in a position to assess the impact that such decisions or changes could have on the assumption that all plan assets on the valuation date are available to provide for benefits determined in accordance with the Plan terms. If such a claim arises subsequent to the date of this report, the consequences will be dealt with in a subsequent report. We are making no representation as to likelihood of such a claim.

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## Valuation Results – Going Concern

### Financial Status

A going concern valuation compares the relationship between the value of Plan assets and the present value of expected future benefit cash flows in respect of accrued service, assuming the Plan will be maintained indefinitely.

The results of the current valuation, compared with those from the previous valuation, are summarized as follows:

(\$000's)	01.07.17	01.07.14
<b>Assets</b>		
Market value of assets	\$1,903,823	\$1,539,519
In-transits	(\$87)	\$3,596
Asset smoothing adjustment	(\$75,152)	(\$170,868)
Smoothed value of assets	\$1,828,584	\$1,372,247
<b>Going concern funding target</b>		
• Active members	\$877,132	\$833,927
• Pensioners and survivors	\$935,184	\$751,491
• Deferred pensioners	\$47,049	\$39,276
Total	\$1,859,365	\$1,624,694
Funding excess (shortfall)	(\$30,781)	(\$252,447)

The going concern funding target includes a provision for adverse deviations.

## Reconciliation of Financial Status

	(\$000's)
Funding excess (shortfall) as at previous valuation	(\$252,447)
Interest on funding excess (shortfall) at 6.00% per year	(\$48,221)
University special payments, with interest	\$88,459
Expected funding excess (shortfall)	(\$212,209)
Net experience gains (losses)	
• Net investment return (market basis)	\$55,230
• Impact of asset smoothing	\$128,355
• Increases in pensionable earnings / YMPE / maximum pension	\$6,651
• Indexation	\$10,203
• Mortality	\$3,183
• Retirement	\$18,214
• Termination	(\$5,421)
Total experience gains (losses)	\$216,415
Impact of changes in assumptions	
• Change in demographic assumptions	(\$65,262)
• Change in economic assumptions	\$35,314
Total assumption changes impact	(\$29,948)
Net impact of other elements of gains and losses	(\$5,039)
Funding excess (shortfall) as at current valuation	(\$30,781)

## Current Service Cost

The current service cost is an estimate of the present value of the additional expected future benefit cash flows in respect of pensionable service that will accrue after the valuation date, assuming the Plan will be maintained indefinitely.

The current service cost during the year following the valuation date, compared with the corresponding value determined in the previous valuation, is as follows:

(\$000's)	2017/2018	2014/2015
Total current service cost	\$55,096	\$53,682
Estimated members' required contributions	(\$25,242)	(\$23,948)
Estimated University's current service cost	\$29,854	\$29,734
University's current service cost expressed as a percentage of members' required contributions	118%	124%

The key factors that have caused a change in the University's current service cost since the previous valuation are summarized in the following table:

University's current service cost as at previous valuation	124%
Demographic changes	(3%)
Plan amendments	(2%)
Changes in assumptions	(1%)
University's current service cost as at current valuation	118%

### Discount Rate Sensitivity

The following table summarizes the effect on the going concern funding target and current service cost shown in this report of using a discount rate which is 1% lower than that used in the valuation.

(\$000's) Scenario	Valuation Basis	Reduce Discount Rate by 1%
<b>Going concern funding target</b>	\$1,859,365	\$2,119,000
<b>Current service cost</b>		
• Total current service cost	\$55,096	\$66,338
• Estimated members' required contributions	(\$25,242)	(\$25,242)
• Estimated University's current service cost	\$29,854	\$41,096

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## Valuation Results – Hypothetical Wind-up

### Financial Position

When conducting a hypothetical wind-up valuation, we determine the relationship between the respective values of the Plan's assets and its liabilities assuming the Plan is wound up and settled on the valuation date, assuming benefits are settled in accordance with the Act and under circumstances consistent with the hypothesized scenario on the valuation date. More details on such scenario are provided in Appendix D.

The hypothetical wind-up financial position as of the valuation date, compared with that at the previous valuation, is as follows:

(\$000's)	01.07.17	01.07.14
<b>Assets</b>		
Market value of assets	\$1,903,823	\$1,539,519
In-transits	(\$87)	\$3,596
Termination expense provision	(\$900)	(\$850)
Wind-up assets	\$1,902,836	\$1,542,265
<b>Present value of accrued benefits for:</b>		
• Active members	\$1,129,481	\$928,844
• Pensioners and survivors	\$1,058,018	\$764,416
• Deferred pensioners	\$57,478	\$46,490
Total wind-up liability	\$2,244,977	\$1,739,750
Wind-up excess (shortfall)	(\$342,141)	(\$197,485)

## Wind-up Incremental Cost

The wind-up incremental cost is an estimate of the present value of the projected change in the hypothetical wind-up liabilities from the valuation date until the next scheduled valuation date, adjusted for the benefit payments expected to be made in that period.

The hypothetical wind-up incremental cost determined in this valuation, compared with the corresponding value determined in the previous valuation, is as follows:

(\$000's)	01.07.17	01.07.14
Number of years covered by report	3 years	3 years
Total hypothetical wind-up liabilities at the valuation date (A)	\$2,244,977	\$1,739,750
Present value of projected hypothetical wind-up liability at the next required valuation (including expected new entrants) plus benefit payments until the next required valuation (B)	\$2,533,789	\$1,975,716
Hypothetical wind-up incremental cost (B – A)	\$288,812	\$235,966

The incremental cost is not an appropriate measure of the contributions that would be required to maintain the financial position of the Plan on a hypothetical wind-up basis unchanged from the valuation date to the next required valuation date, if actual experience is exactly in accordance with the going concern valuation assumptions. This is because it does not reflect the fact that the expected return on plan assets (based on the going concern assumptions) is greater than the discount rate used to determine the hypothetical wind-up liabilities.

## Discount Rate Sensitivity

The following table summarizes the effect on the hypothetical wind-up liabilities shown in this report of using a discount rate which is 1% lower than that used in the valuation:

(\$000's) Scenario	Valuation Basis	Reduce Discount Rate by 1%
Total hypothetical wind-up liability	\$2,244,977	\$2,589,552

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## Valuation Results – Solvency

### Overview

The Act also requires the financial position of the Plan to be determined on a solvency basis. The financial position on a solvency basis is determined in a similar manner to the Hypothetical Wind-up Basis, except for the following:

Exceptions	Reflected in valuation based on the terms of engagement
The circumstance under which the Plan is assumed to be wound up could differ for the solvency and hypothetical wind-up valuations.	The same circumstances were assumed for the solvency valuation as were assumed for the hypothetical wind-up valuation.
Certain benefits can be excluded from the solvency financial position. These include: <ul style="list-style-type: none"> <li>(a) any escalated adjustment (e.g. indexing),</li> <li>(b) certain plant closure benefits,</li> <li>(c) certain permanent layoff benefits,</li> <li>(d) special allowances other than funded special allowances,</li> <li>(e) consent benefits other than funded consent benefits,</li> <li>(f) prospective benefit increases,</li> <li>(g) potential early retirement window benefit values, and</li> <li>(h) pension benefits and ancillary benefits payable under a qualifying annuity contract.</li> </ul>	No benefits were excluded from the solvency liabilities shown in this valuation.
The financial position on the solvency basis needs to be adjusted for any Prior Year Credit Balance.	Not applicable.
The solvency financial position can be determined by smoothing assets and the solvency discount rate over a period of up to 5 years.	Smoothing was not used.
The benefit rate increases coming into effect after the valuation date can be reflected in the solvency valuation.	Not applicable.

### Financial Position

The financial position on a solvency basis is the same as the financial position on the Hypothetical Wind-up basis shown in the previous section. The transfer ratio is 85%, compared to 89% at the previous valuation.



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## Minimum Funding Requirements

The Act prescribes the minimum contributions that McMaster University must make to the Plan. The minimum contributions in respect of a defined benefit component of a pension plan are comprised of going concern current service cost and special payments to fund any going concern or solvency shortfalls.

The University has elected to make use of the solvency relief measures for pension plans in the broader public sector. Accordingly, the minimum monthly contribution requirements determined herein reflect the requirements under the solvency funding relief regulation for pension plans in the broader public sector announced in November 2016.

On the basis of the assumptions and methods described in this report, the rule for determining the minimum required University monthly contributions, as well as an estimate of the University's contributions, from the valuation date until the next required valuation are as follows:

Period beginning	University's contribution rule		Estimated University's contributions	
	Monthly current service cost <sup>3</sup>	Minimum monthly special payments	Monthly current service cost	Total minimum monthly contributions
July 1, 2017	118%	\$502,338	\$2,487,833	\$2,990,171
July 1, 2018	114%	\$1,784,473	\$2,458,300	\$4,242,773
July 1, 2019	114%	\$1,784,473	\$2,471,638	\$4,256,111

The estimated contribution amounts above are based on projected members' required contributions. Therefore, the University's actual current service cost may be different from the above estimates and, as such, the contribution requirements should be monitored closely to ensure contributions are made in accordance with the Act.

The development of the minimum special payments is summarized in Appendix A.

<sup>3</sup> Expressed as a percentage of members' required contributions.

## **Other Considerations**

### ***Differences Between Valuation Bases***

There is no provision in the minimum funding requirements to fund the difference between the hypothetical wind-up and solvency shortfalls, if any.

In addition, although minimum funding requirements do include a requirement to fund the going concern current service cost, there is no requirement to fund the expected growth in the hypothetical wind-up or solvency liability after the valuation date, which could be greater than the going concern current service cost.

### ***Timing of Contributions***

Funding contributions are due on a monthly basis. Contributions for current service cost including the expense allowance must be made within 30 days following the month to which they apply. Special payment contributions must be made in the month to which they apply.

### ***Retroactive Contributions***

The Company must contribute the excess, if any, of the minimum contribution recommended in this report over contributions actually made in respect of the period following the valuation date. This contribution, along with an allowance for interest, is due no later than 60 days following the date this report is filed.

### ***Payment of Benefits***

The Act imposes certain restrictions on the payment of lump sums from the Plan when the transfer ratio revealed in an actuarial valuation is less than one. If the transfer ratio shown in this report is less than one, the plan administrator should ensure that the monthly special payments are sufficient to meet the requirements of the Act to allow for the full payment of benefits, and otherwise should take the prescribed actions.

Additional restrictions are imposed when:

- The transfer ratio revealed in the most recently filed actuarial valuation is less than one and the administrator knows or 'ought to know' that the transfer ratio of the Plan has declined by 10% or more since the date the last valuation was filed;
- The transfer ratio revealed in the most recently filed actuarial valuation is greater than or equal to one and the administrator knows or 'ought to know' that the transfer ratio of the Plan has declined to less than 0.9 since the date the last valuation was filed.

As such, the administrator should monitor the transfer ratio of the Plan and, if necessary, take the prescribed actions.

# 7

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## Maximum Eligible Contributions

The *Income Tax Act* (the “ITA”) limits the amount of employer contributions that can be remitted to the defined benefit component of a registered pension plan.

In accordance with Section 147.2 of the ITA and *Income Tax Regulation* 8516, for a plan which is underfunded on either a going concern or on a hypothetical wind-up basis, the maximum permitted contributions are equal to the employer’s current service cost, including the explicit expense allowance if applicable, plus the greater of the going concern funding shortfall and hypothetical wind-up shortfall.

For a plan which is fully funded on both going concern and hypothetical wind-up bases, the employer can remit a contribution equal to the employer’s current service cost, including the explicit expense allowance if applicable, as long as the surplus in the plan does not exceed a prescribed threshold. Specifically, in accordance with Section 147.2 of the ITA, for a plan which is fully funded on both going concern and hypothetical wind-up bases, the plan may not retain its registered status if the employer makes a contribution while the going concern funding excess exceeds 25% of the going concern funding target.

Notwithstanding the above, any contributions that are required to be made in accordance with pension benefits legislation are eligible contributions in accordance with Section 147.2 of the ITA and can be remitted.

### Schedule of Maximum Contributions

The University is permitted to fully fund the greater of the going concern and hypothetical wind-up shortfalls (\$342,141,000), as well as make current service cost contributions. The portion of this contribution representing the payment of the hypothetical wind-up shortfall can be increased with interest at 2.72% per year from the valuation date to the date the payment is made, and must be reduced by the amount of any deficit funding made from the valuation date to the date the payment is made.

Assuming the University contributes the greater of the going concern and hypothetical wind-up shortfall of \$342,141,000 as of the valuation date, the rule for determining the estimated maximum eligible annual contributions, as well as an estimate of the maximum eligible contributions until the next valuation, are as follows:

University's contribution rule			Estimated University's contributions
Year beginning	Monthly current service cost <sup>4</sup>	Deficit Funding	Monthly current service cost
July 1, 2017	118%	N/A	\$2,487,833
July 1, 2018	114%	N/A	\$2,458,300
July 1, 2019	114%	N/A	\$2,471,638

The University's current service cost in the above table was estimated based on projected members' required contributions. The actual University's current service cost will be different from these estimates and, as such, the contribution requirements should be monitored closely to ensure compliance with the ITA.

<sup>4</sup> Expressed as a percentage of members' required contributions.

# 8

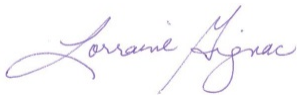
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## Actuarial Opinion

In our opinion, for the purposes of the valuations,

- The membership data on which the valuation is based are sufficient and reliable;
- The assumptions are appropriate;
- The methods employed in the valuation are appropriate.

This report has been prepared, and our opinions given, in accordance with accepted actuarial practice in Canada. It has also been prepared in accordance with the funding and solvency standards set by the *Pension Benefits Act (Ontario)*.



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Lorraine Gignac

Fellow of Society of Actuaries  
Fellow of the Canadian Institute of Actuaries

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March 21, 2018

Date



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Chad Spence

Fellow of Society of Actuaries  
Fellow of the Canadian Institute of Actuaries

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March 21, 2018

Date

# APPENDIX A

## Prescribed Disclosure

### Definitions

The Act defines a number of terms as follows:

Defined Term	Description	Result
Transfer Ratio	The ratio of: (a) Solvency Assets minus the lesser of the Prior Year Credit Balance and the minimum required employer contributions until the next required valuation; to (b) the sum of the Solvency Liabilities and liabilities for benefits, other than benefits payable under qualifying annuity contracts that were excluded in calculating the Solvency Liabilities.	0.85
Prior Year Credit Balance	Accumulated excess of contributions made to the pension plan in excess of the minimum required contributions (note: only applies if the Company chooses to treat the excess contributions as a Prior Year Credit Balance).	\$0
Solvency Assets	Market value of assets including accrued or receivable income and excluding the value of any qualifying annuity contracts.	\$1,903,736,000
Solvency Asset Adjustment	The sum of: (a) the difference between smoothed value of assets and the market value of assets (b) the present value of going concern special payments (including those identified in this report) within 7 years following the valuation date (c) the present value of any previously scheduled solvency special payments (excluding those identified in this report)	\$0 \$33,369,000 \$0
		\$33,369,000
Solvency Liabilities	Liabilities determined as if the plan had been wound up on the valuation date, including liabilities for plant closure benefits or permanent layoff benefits that would be immediately payable if the employer's business were discontinued on the valuation date of the report, but, if elected by the plan sponsor, excluding liabilities for, (a) any escalated adjustment, (b) excluded plant closure benefits, (c) excluded permanent layoff benefits, (d) special allowances other than funded special allowances, (e) consent benefits other than funded consent benefits, (f) prospective benefit increases, (g) potential early retirement window benefit values, and (h) pension benefits and ancillary benefits payable under a qualifying annuity contract.	\$2,244,977,000

Solvency Liability Adjustment	The amount by which Solvency Liabilities are adjusted as a result of using a solvency valuation interest rate that is the average of market interest rates calculated over the period of time used in the determination of the smoothed value of assets.	\$0
Solvency Deficiency	The amount, if any, by which the sum of:	
	(a) the Solvency Liabilities	\$2,244,977,000
	(b) the Solvency Liability Adjustment	\$0
	(c) the Prior Year Credit Balance	\$0
		<hr/>
		\$2,244,977,000
	Exceeds the sum of	
	(d) the Solvency Assets net of estimated termination expenses <sup>5</sup>	\$1,902,836,000
	(e) the Solvency Asset Adjustment	\$33,369,000
		<hr/>
		\$1,936,205,000
		<hr/>
		\$308,772,000

### Timing of Next Required Valuation

In accordance with Stage 2 of the solvency relief measures for pension plans in the broader public sector, the next valuation of the Plan will be required as of July 1, 2020.

<sup>5</sup> In accordance with accepted actuarial practice, for purposes of determining the financial position, the market value of plan assets was reduced by a provision for estimated termination expenses payable from the Plan's assets that may reasonably be expected to be incurred in terminating the Plan and to be charged to the Plan.

## Special Payments

Based on the results of this valuation, the Plan is not fully funded. In accordance with the Act, any going concern deficits must be amortized over a period not exceeding 15 years, beginning on a date not later than 12 months after July 1, 2017, and any solvency deficits must be amortized over a period in accordance with Stage 2 funding relief measures.

As such, special payments must be made as follows:

Type of payment	Start date	End date	Monthly Special Payment	Present Value	
				Going Concern Basis <sup>6</sup>	Solvency Basis <sup>7</sup>
Going concern	July 1, 2015	June 30, 2023	\$502,338	\$30,781,000	\$33,369,000
				\$30,781,000	
Solvency	July 1, 2018	June 30, 2025	\$1,282,135		\$95,481,000
Total					\$128,850,000

The present value of going concern special payments scheduled in the previous valuation exceeded the going concern shortfall. In accordance with the Act, the excess can be used to reduce the amount or the period of any going concern special payment schedule. Therefore, we have eliminated all schedules other than the schedule starting July 1, 2015, which has been reduced in amount and period.

The minimum special payments in respect of the solvency deficiency is determined as the sum of the interest on 75% of the solvency deficiency and the amortization of the remaining 25% of that solvency deficiency over 7 years, beginning on a date not later than 12 months after July 1, 2017. As a result, a new solvency special payment schedule had to be established.

## Pension Benefit Guarantee Fund (PBGF) Assessment

The PBGF assessment base and liabilities are derived as follows:

Solvency assets	\$1,903,736,000	(a)
PBGF liabilities	\$2,244,977,000	(b)
Solvency liabilities	\$2,244,977,000	(c)
Ontario asset ratio	100.00%	(d) = (b) ÷ (c)
Ontario portion of the fund	\$1,903,736,000	(e) = (a) x (d)
PBGF assessment base	\$341,241,000	(f) = (b) – (e)

<sup>6</sup> Calculation only considers going concern special payments and is based on a going concern discount rate.

<sup>7</sup> Calculation considers both solvency and going concern special payments (seven years only) and is based on the average solvency discount rate.



## APPENDIX B

### Plan Assets

The pension fund is held by CIBC Mellon Trust Company. In preparing this report, we have relied upon the auditors' report prepared by KPMG. Customarily, this information would not be verified by a plan's actuary. We have reviewed the information for internal consistency and we have no reason to doubt its substantial accuracy.

### Reconciliation of Market Value of Plan Assets

The pension fund transactions since the last valuation are summarized in the following table:

(\$000's)	2014/2015	2015/2016	2016/2017
July 1	\$1,539,519	\$1,674,077	\$1,708,925
PLUS			
Members' contributions	\$22,374	\$23,747	\$24,153
University's contributions	\$48,599	\$58,197	\$58,374
Investment income and net capital gains (losses)	\$136,258	\$33,944	\$197,073
Transfer to the Plan	\$90	\$1,218	\$693
	\$207,321	\$117,106	\$280,293
LESS			
Pensions paid	\$58,699	\$64,389	\$69,292
Lump-sums paid	\$8,788	\$12,569	\$9,938
Administration and investment fees	\$5,276	\$5,300	\$6,165
	\$72,763	\$82,258	\$85,395
July 1	\$1,674,077	\$1,708,925	\$1,903,823
Gross rate of return <sup>8</sup>	8.9%	2.0%	11.5%
Rate of return net of expenses <sup>8</sup>	8.5%	1.7%	11.2%

<sup>8</sup> Assuming mid-period cash flows.

The market value of assets shown in the above table is adjusted to reflect in-transit amounts as follows:

(\$000's)	Current Valuation	Previous Valuation
Market value of invested assets	\$1,903,823	\$1,539,519
In-transit amounts		
• Members' contributions	\$0	\$1,875
• University's contributions	\$0	\$1,733
• Expenses satisfactory	\$0	(\$12)
• Benefit payments	(\$87)	\$0
Market value of assets adjusted for in-transit amounts	\$1,903,736	\$1,543,115

We have tested the pensions paid, the lump-sums paid, and the contributions for consistency with the membership data for the Plan members who have received benefits or made contributions. The results of these tests were.

## Investment Policy

The plan administrator has adopted a statement of investment policy and procedures. This policy is intended to provide guidelines for the manager(s) as to the level of risk that is consistent with the Plan's investment objectives. A significant component of this investment policy is the asset mix.

The plan administrator is solely responsible for selecting the plan's investment policies, asset allocations, and individual investments.

The constraints on the asset mix and the actual asset mix at the valuation date are provided for information purposes:

	Investment Policy			Actual Asset Mix as at July 1, 2017
	Minimum	Target	Maximum	
Canadian Equities	16%	21%	26%	19.6%
U.S. Equities	17%	22%	27%	25.9%
International Equities	17%	22%	27%	24.0%
Bonds	25%	35%	45%	29.8%
Real Estate	0%	0%	5%	0.1%
Cash and cash equivalents	0%	0%	10%	0.4%
		100%		100.0%

Because of the mismatch between the Plan's assets (which are invested in accordance with the above investment policy) and the Plan's liabilities (which tend to behave like long bonds) the Plan's financial position will fluctuate over time. These fluctuations could be significant and could cause the Plan to become underfunded or overfunded even if the University contributes to the Plan based on the funding requirements presented in this report.

## APPENDIX C

### Methods and Assumptions – Going Concern

#### Valuation of Assets

For this valuation, we have used an adjusted market-value method to determine the smoothed value of assets. Under this method, realized and unrealized capital gains (losses) arising during a given year are spread on a straight-line basis over 5 years.

The asset values produced by this method are related to the market value of the assets, with the advantage that, over time, the market-related asset values will tend to be more stable than market values. To the extent that more capital gains than losses will arise over the long term, the smoothed value will tend to be lower than the market value.

(\$000's)	2013/2014	2014/2015	2015/2016	2016/2017
Market value of assets at July 1 <sup>st</sup>	\$1,292,489	\$1,539,519	\$1,674,077	\$1,708,925
Payment into Plan	\$73,594	\$71,063	\$83,162	\$83,220
Payment out of Plan	(\$66,043)	(\$67,487)	(\$76,958)	(\$79,230)
Expected return at 6.00%	\$77,777	\$92,478	\$100,631	\$102,655
Investment experience gains/(losses)	\$161,702	\$38,504	(\$71,987)	\$88,253
Market value of assets at June 30 <sup>th</sup>	\$1,539,519	\$1,674,077	\$1,708,925	\$1,903,823

The smoothed value of the assets at July 1, 2017 was derived as follows:

		(\$000's)
Market value of assets		\$1,903,823
LESS		
Unrecognized capital gains	2016/2017: \$88,253 x 80% =	\$70,602
(losses) realized or unrealized	2015/2016: (\$71,987) x 60% =	(\$43,192)
	2014/2015: \$38,504 x 40% =	\$15,402
	2013/2014: \$161,702 x 20% =	\$32,340
		<u>\$75,152</u>
Smoothed value of assets		\$1,828,671

The smoothed value of assets shown in the above table is adjusted to reflect in-transit amounts as follows:

(\$000's)	Current Valuation	Previous Valuation
Smoothed value of assets	\$1,828,671	\$1,368,651
In-transit amounts		
• Members' contributions	\$0	\$1,875
• University's contributions	\$0	\$1,733
• Expenses	\$0	(\$12)
• Benefit payments	(\$87)	\$0
Smoothed value of assets, adjusted for in-transit amounts	\$1,828,584	\$1,372,247

### Going Concern Funding Target

Over time, the real cost to the employer of a pension plan is the excess of benefits and expenses over member contributions and investment earnings. The actuarial cost method allocates this cost to annual time periods.

For purposes of the going concern valuation, we have continued to use the projected unit credit actuarial cost method. Under this method, we determine the present value of benefit cash flows expected to be paid in respect of service accrued prior to the valuation date, based on projected final average earnings. This is referred to as the funding target.

The funding excess or funding shortfall, as the case may be, is the difference between the market or smoothed value of assets and the funding target. A funding excess on a market value basis indicates that the current market value of assets and expected investment earnings are expected to be sufficient to meet the cash flows in respect of benefits accrued to the valuation date as well as expected expenses – assuming the plan is maintained indefinitely. A funding shortfall on a market value basis indicates the opposite – that the current market value of the assets is not expected to be sufficient to meet the plan's cash flow requirements in respect of accrued benefits, absent additional contributions.

As required under the Act, a funding shortfall must be amortized over no more than 15 years through special payments. A funding excess may, from an actuarial standpoint, be applied immediately to reduce required employer current service contributions unless precluded by the terms of the plan or by legislation.

The actuarial cost method used for the purposes of this valuation produces a reasonable matching of contributions with accruing benefits. Because benefits are recognized as they accrue, the actuarial cost method provides an effective funding target for a plan that is maintained indefinitely.

## Current Service Cost

The current service cost is the present value of projected benefits to be paid under the plan with respect to service expected to accrue during the period until the next valuation.

The employer's current service cost is the total current service cost reduced by the members' required contributions.

The employer's current service cost has been expressed as a percentage of the members' required contributions to provide an automatic adjustment in the event of fluctuations in membership and/or pensionable earnings.

Under the projected unit credit actuarial cost method, the current service cost for an individual member will increase each year as the member approaches retirement. However, the current service cost of the entire group, expressed as a percentage of the members' required contributions, can be expected to remain stable as long as the average age distribution of the group remains constant.

## Actuarial Assumptions – Going Concern Basis

The present value of future benefit payment cash flows is based on economic and demographic assumptions. At each valuation we determine whether, in our opinion, the actuarial assumptions are still appropriate for the purposes of the valuation, and we revise them, if necessary. Emerging experience will result in gains or losses that will be revealed and considered in future actuarial valuations.

The table below shows the various assumptions used in the current valuation in comparison with those used in the previous valuation.

Assumption	Current valuation	Previous valuation
Discount rate:	5.60%	6.00%
Explicit expenses:	\$0	\$0
Inflation:	2.00%	2.00%
ITA limit / YMPE increases:	3.00%	3.00%
Pensionable earnings increases:	<u>Unifor members</u> 3.65% in 2018; 3.0% per year thereafter	<u>Unifor members</u> 3.0% per year for 3 years; 4.0% per year thereafter
	<u>TMG members</u> 4.0% in 2018; 3.0% per year thereafter	<u>TMG members</u> 3.8% per year for 3 years; 4.0% per year thereafter
	<u>MUFA members</u> 4.6% in 2018; 4.0% per year thereafter	<u>MUFA members</u> 4.6% per year for 3 years; 4.0% per year thereafter
	<u>Clinical Faculty members</u> 4.0% per year	<u>Clinical Faculty members</u> 4.0% per year

Post retirement pension increases:	Unifor Hired on or After May 1, 2010	Actual 1.1.2015 increase, 2.0% per year for each of January 1 <sup>st</sup> 2016, 2017, 2018 and 2019, 1.90% per year (1.40% for Unifor members hired after May 1, 2010) on each January 1 <sup>st</sup> thereafter																																				
	<table border="1"> <thead> <tr> <th>Year</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>1.46%</td> </tr> <tr> <td>2019</td> <td>2.00%</td> </tr> <tr> <td>2020</td> <td>1.52%</td> </tr> <tr> <td>2021</td> <td>0.99%</td> </tr> <tr> <td>2022</td> <td>1.79%</td> </tr> <tr> <td>2023 onwards</td> <td>0.70%</td> </tr> </tbody> </table>	Year	Rate	2018	1.46%	2019	2.00%	2020	1.52%	2021	0.99%	2022	1.79%	2023 onwards	0.70%																							
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Retirement rates:	15% retire when first eligible for an unreduced pension, 10% retire at each age thereafter up to age 64, 20% retire at age 65, 50% retire at each of ages 66-69, remainder retire at age 70	15% retire when first eligible for an unreduced pension, 10% retire at each age thereafter up to age 64, 20% retire at age 65, 50% retire at each of ages 66-69, remainder retire at age 70																																				
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	15% of terminations are assumed to be involuntary without cause	10% of terminations are assumed to be involuntary without cause																																				
Mortality rates:	85% of the rates of the 2014 Public Sector Canadian Pensioners Mortality Table (CPM2014Publ)	100% of the rates of the 2014 Public Sector Canadian Pensioners Mortality Table (CPM2014Publ)																																				

<b>Assumption</b>	<b>Current valuation</b>	<b>Previous valuation</b>
Mortality improvements:	Fully generational using CPM Improvement Scale B (CPM-B)	Fully generational using CPM Improvement Scale B (CPM-B)
Disability rates:	None	None
Eligible spouse at retirement:	85%	85%
Spousal age difference:	Male 3 years older	Male 3 years older
Portability:	<p>95% of terminations prior to age 55 and 5% of terminations on or after 55 are assumed to receive a lump sum transfer. The commuted value basis in effect at their date of transfer is assumed to be the commuted value basis in effect for July 2017, which is as follows:</p> <p>Interest rates: 2.3% per year for 10 years; 3.3% per year thereafter</p> <p>Mortality table: 100% of the rates of the 2014 Canadian Pensioners Mortality Table (CPM2014) with fully generational improvements using CPM Scale B</p>	<p>95% of terminations prior to age 55 and 5% of terminations on or after 55 are assumed to receive a lump sum transfer. The commuted value basis in effect at their date of transfer is assumed to be the commuted value basis in effect for July 2014, which is as follows:</p> <p>Interest rates: 2.8% per year for 10 years; 4.2% per year thereafter</p> <p>Mortality table: UP94 Fully Generational (blending 50% male, 50% female)</p>

The assumptions are best-estimate with the exception that the discount rate includes a margin for adverse deviations, as shown below.

### ***Pensionable Earnings***

The benefits ultimately paid will depend on each member's final average earnings. To calculate the pension benefits payable upon retirement, death, or termination of employment, we have taken the rate of pay on July 1, 2017 and assumed that such pensionable earnings will increase at the assumed rate.

## Rationale for Assumptions

A rationale for each of the assumptions used in the current valuation is provided below.

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### Discount Rate

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We have discounted the expected benefit payment cash flows using the expected investment return on the pension fund. Other bases for discounting the expected benefit payment cash flows may be appropriate, particularly for purposes other than those specifically identified in this valuation report.

The discount rate is comprised of the following:

- Estimated returns for each major asset class consistent with market conditions on the valuation date and the target asset mix specified in the Plan's investment policy.
- Additional returns assumed to be achievable due to active equity management, equal to the fees related to active equity management. Such fees were determined by the difference between the provision for total investment expenses and the hypothetical fees that would be incurred for passive management of all assets.
- Implicit provision for non-investment and passive investment expenses
- A margin for adverse deviations of 0.10%

The discount rate was developed as follows:

Assumed investment return	5.90%
Allowance for administrative, actuarial, and passive investment management fees	(0.20%)
Margin for adverse deviation	(0.10%)
Net discount rate	5.60%

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### Expenses

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The assumption is based on the average amount of investment and administrative expenses over the last 3 years.

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### Inflation

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The inflation assumption is based on the mid-point of the Bank of Canada's inflation target range of between 1% and 3%.

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### Income Tax Act Pension Limit and Year's Maximum Pensionable Earnings

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The assumption is based on historical real economic growth and the underlying inflation assumption.

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### Pensionable Earnings

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The assumption is based on general wage growth assumptions increased by our best estimate of future merit and promotional increases over general wage growth considering University's expectations.

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### Post-Retirement Pension Increases

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The assumption is based on the Plan formula, as well as the investment return and inflation assumptions.



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**Retirement Rates**

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The assumption is based on experience over the years 2002 to 2008. Subsequent experience has been consistent with these rates.

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**Termination Rates**

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The assumption is based on experience study covering the period July 1, 2008 to July 1, 2017.

The proportion of terminations that are assumed to be involuntary without cause was selected based on recent experience.

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**Mortality Rates**

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The assumption for the mortality rates is based on the Canadian Pensioners' Mortality (CPM) study published by the Canadian Institute of Actuaries in February 2014.

Due to the size of the Plan, specific data on plan mortality experience is insufficient to determine the mortality rates. The CPM mortality rates from the public sector have been adjusted after considering plan-specific characteristics, such as the type of employment, the industry experience, the pension and employment income for the plan members, and data in the CPM study.

There is broad consensus among actuaries and other longevity experts that mortality improvement will continue in the future, but the degree of future mortality improvement is uncertain. The Canadian Pensioners Mortality (CPM) study published by the Canadian Institute of Actuaries in February 2014 included CPM Improvement Scale B (CPM-B).

A final report released by the Canadian Institute of Actuaries Task Force on Mortality Improvement in September 2017 provides an analysis of the rate of mortality improvement for the Canadian population and provides a proposed new mortality improvement scale (MI-2017) for the purpose of reflecting future mortality improvement in Canadian actuarial work. In particular, MI-2017 includes different historical improvement rates compared to CPM-B and reflects higher long-term mortality improvement rate assumptions than CPM-B. MI-2017 would generally result in higher life expectancies than CPM-B. For the present valuation, we have continued to use the CPM-B scale without adjustment, which is a reasonable outlook for future mortality improvement.

For the present valuation, we have continued to use the CPM-B scale without adjustment, which is a reasonable outlook for future mortality improvement.

Based on the assumption used, the life expectancy of a member age 65 at the valuation date is 24.0 years for males and 25.9 years for females.

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**Interest on Employee Contributions**

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The assumption is based on Plan terms and the underlying investment return assumption.

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**Disability Rates**

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Use of a different assumption would not have a material impact on the valuation.

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**Form of benefit elected and cost of future lump sums**

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The assumption for the percentage of eligible plan participants that will elect to receive their benefit as a lump sum transfer from the plan is based on University experience.

The cost of future lump sums will depend on the level of market interest rates at the time the lump sum is paid and any changes in the applicable actuarial standards for the determination of pension plan commuted values. The assumed cost of future lump sums is based on the average expected level of market interest rates over the period during which lump sums are expected to be paid, taking into account market conditions on the valuation date. We have also assumed that future lump sums elected by eligible plan participants will be calculated using the new mortality basis applicable under the actuarial standards since October 2015.

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**Eligible Spouse**

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The assumption is based on an industry standard for non-retired members (actual status used for retirees).

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**Spousal Age Difference**

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The assumption is based on an industry standard showing males are typically 3 years older than their spouse.

## APPENDIX D

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### Methods and Assumptions – Hypothetical Wind-up and Solvency

#### Hypothetical Wind-up Basis

The Canadian Institute of Actuaries requires actuaries to report the financial position of a pension plan on the assumption that the plan is wound up on the effective date of the valuation, with benefits determined on the assumption that the pension plan has neither a surplus nor a deficit.

To determine the actuarial liability on the hypothetical wind-up basis, we have valued those benefits that would have been paid had the Plan been wound up on the valuation date, with all members fully vested in their accrued benefits including, however, the impact of the cost of living adjustment that was granted on January 1, 2018 which have been reflected in the going concern valuation results.

The Standards of Practice of the Canadian Institute of Actuaries require that the scenario upon which the hypothetical wind-up valuation is based be postulated. However, there are no benefits under the plan contingent upon the circumstances of the plan wind-up or contingent upon other factors. Therefore, it was not necessary to postulate a scenario upon which the hypothetical wind-up valuation is made. No benefits payable on plan wind-up were excluded from our calculations. The plan wind-up is assumed to occur in circumstances that maximize the actuarial liability.

Upon plan wind-up, members are given options for the method of settling their benefit entitlements. The options vary by eligibility and by province of employment, but in general, involve either a lump sum transfer or an immediate or deferred pension.

The value of benefits assumed to be settled through a lump sum transfer is based on the assumptions described in Section 3500 – *Pension Commuted Values* of the Canadian Institute of Actuaries' Standards of Practice applicable for July 1, 2017.

Benefits provided as an immediate or deferred pension are assumed to be settled through the purchase of annuities based on an estimate of the cost of purchasing annuities.

However, it may not be possible to settle the liabilities through the purchase of annuities due to the size of the Plan and the limited annuity market in Canada. In accordance with the *Canadian Institute of Actuaries Educational Note: Assumptions for Hypothetical Wind-up and Solvency Valuations with Effective Dates Between December 31, 2016 and December 30, 2017 (the "Educational Note")*, we have assumed that the settlement of such liabilities would be priced on the same basis as the smaller group annuities that are available in the market.

The Educational Note provides guidance on estimating the cost of annuity purchases assuming a typical group of annuitants. That is, no adjustments for sub- or super-standard mortality are considered. However, it is expected that insurers will consider plan experience and certain

plan-specific characteristics when determining the mortality basis for a particular group. The Educational Note states that the actuary would be expected to make an adjustment to the regular annuity purchase assumptions where there is demonstrated substandard or super-standard mortality or where an insurer might be expected to assume so. In such cases, the actuary would be expected to make an adjustment to the mortality assumption in a manner consistent with the underlying annuity purchase basis. Given the uncertainty surrounding the actual mortality basis that would be typical of a group annuity purchase, it is reasonable to assume that there is a range of bases that can be expected not to be materially different from the actual mortality basis. Therefore, an adjustment to the regular annuity purchase assumptions would be warranted when the plan's assumed basis falls outside that range.

In this context, we have determined that an adjustment to the mortality rates used in the regular annuity purchase assumptions is required.

We have not included a margin for adverse deviation in the solvency and hypothetical wind-up valuations.

The assumptions are as follows:

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**Form of Benefit Settlement Elected by Member**

Lump sum	70% of active and deferred vested members under age 55, and 50% of active members and deferred vested members over age 55, elect to receive their benefit entitlement in a lump sum
Annuity purchase	All remaining members are assumed to elect to receive their benefit entitlement in the form of a deferred or immediate pension. These benefits are assumed to be settled through the purchase of deferred or immediate annuities from a life insurance company

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**Basis for Benefits Assumed to be Settled through a Lump Sum**

Mortality rates:	100% of the rates of the 2014 Canadian Pensioners Mortality Table (CPM2014) with fully generational improvements using CPM Scale B
Interest rate:	2.3% per year for 10 years, 3.3% per year thereafter

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**Basis for Benefits Assumed to be Settled through the Purchase of an Annuity**

Mortality rates:	100% of the rates of the 2014 Public Sector Canadian Pensioners Mortality Table (CPM2014) with fully generational improvements using CPM Scale B
Adjustment to mortality rates:	Above mortality rates reduced by 15% to reflect super-standard mortality rates
Interest rate:	2.9% per year based on a duration of 12.1 years determined for the liabilities assumed to be settled through the purchase of an annuity

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**Retirement Age**

Maximum value:	Members are assumed to retire at the age which maximizes the value of their entitlement from the Plan, based on the eligibility requirements which have been met at the valuation date
Grow-in:	The benefit entitlement and assumed retirement age of Ontario members whose age plus service equals at least 55 at the valuation date reflect their entitlement to grow into early retirement subsidies

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**Other Assumptions**

Special payments	Discounted at the average interest rate of 2.72% per year
Final average earnings:	Based on actual pensionable earnings over the averaging period
Family composition:	Same as for going concern valuation
Maximum pension limit:	\$2,914.44 increasing at 2.02% per year for 10 years, 2.69% per year thereafter
Termination expenses:	\$900,000

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To determine the hypothetical wind-up position of the Plan, a provision has been made for estimated termination expenses payable from the Plan's assets in respect of actuarial and administration expenses that may reasonably be expected to be incurred in terminating the Plan and to be charged to the Plan.

Because the settlement of all benefits on wind-up is assumed to occur on the valuation date and is assumed to be uncontested, the provision for termination expenses does not include custodial, investment management, auditing, consulting, and legal expenses that would be incurred between the wind-up date and the settlement date or due to the terms of a wind-up being contested.

Expenses associated with the distribution of any surplus assets that might arise on an actual wind-up are also not included in the estimated termination expense provisions.

In determining the provision for termination expenses payable from the Plan's assets, we have assumed that the plan sponsor would be solvent on the wind-up date. We have also assumed, without analysis, that the Plan's terms as well as applicable legislation and court decisions would permit the relevant expenses to be paid from the Plan.

Although the termination expense assumption is a best estimate, actual fees incurred on an actual plan wind-up may differ materially from the estimates disclosed in this report.

## **Incremental Cost**

In order to determine the incremental cost, we estimate the hypothetical wind-up liabilities at the next valuation date. We have assumed that the cost of settling benefits by way of a lump sum or purchasing annuities remains consistent with the assumptions described above. Since the projected hypothetical wind-up liabilities will depend on the membership in the Plan at the next valuation date, we must make assumptions about how the Plan membership will evolve over the period until the next valuation.

We have assumed that the Plan membership will evolve in a manner consistent with the going concern assumptions as follows:

- Members terminate, retire, and die consistent with the termination, retirement, and mortality rates used for the going concern valuation;
- Pensionable earnings, the Income Tax Act pension limit, and the Year's Maximum Pensionable Earnings increase in accordance with the related going concern assumptions;

- Active members accrue pensionable service in accordance with the terms of the Plan;
- To accommodate for new entrants to the Plan, we have added to the projected liability an amount equal to the liability of new entrants that have joined the Plan since the previous valuation. The demographics and earnings of the new entrants are consistent with the new entrants hired over the past three years;
- Cost of living adjustments are consistent with the inflation assumption used for the going concern valuation.

### **Solvency Basis**

In determining the financial position of the Plan on the solvency basis, we have used the same assumptions and methodology as were used for determining the financial position of the Plan on the hypothetical wind-up basis.

The solvency position is determined in accordance with the requirements of the Act.

# APPENDIX E

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## Membership Data

### **Analysis of Membership Data**

The actuarial valuation is based on membership data as at July 1, 2017, provided by McMaster University.

We have applied tests for internal consistency, as well as for consistency with the data used for the previous valuation. These tests were applied to membership reconciliation, basic information (date of birth, date of hire, date of membership, gender, etc.), pensionable earnings, credited service, contributions accumulated with interest, and pensions to retirees and other members entitled to a deferred pension. Contributions, lump sum payments, and pensions to retirees were compared with corresponding amounts reported in financial statements. The results of these tests were satisfactory.

If the data supplied are not sufficient and reliable for its intended purpose, the results of our calculation may differ significantly from the results that would be obtained with such data. Although Mercer has reviewed the suitability of the data for its intended use in accordance with accepted actuarial practice in Canada, Mercer has not verified or audited any of the data or information provided.

Plan membership data are summarized below. For comparison, we have also summarized corresponding data from the previous valuation.

	01.07.17	01.07.14
<b>Active Members</b>		
<i>Full-time</i>		
Number	3,119	3,191
Total pensionable earnings for the following year	\$292,718,210	\$279,593,835
Average pensionable earnings for the following year	\$93,850	\$87,620
Average years of pensionable service	12.3	12.4
Average age	47.4	47.6
Accumulated contributions with interest	\$302,331,519	\$235,208,413
<i>Part-time</i>		
Number	510	428
Total pensionable earnings for the following year	\$34,938,764	\$26,678,406
Average pensionable earnings for the following year	\$68,507	\$62,333
Average years of pensionable service	9.1	8.7
Average age	46.0	46.5
Accumulated contributions with interest	\$24,191,872	\$13,135,001
<b>Deferred Pensioners</b>		
Number	913	907
Total annual pension	\$3,855,689	\$3,970,931
Average annual pension	\$4,223	\$4,378
Average age	50.2	48.7
<b>Pensioners and Survivors</b>		
Number	2,157	1,934
Total annual lifetime pension	\$70,960,003	\$55,602,407
Total annual temporary pension	\$462,018	\$503,702
Average annual lifetime pension	\$32,898	\$28,750
Average age	73.7	73.5



The membership movement for all categories of membership since the previous actuarial valuation is as follows:

	Active Members	Deferred Pensioners	Pensioners and Survivors	Total
Total at 01.07.14	3,619	907	1,934	6,460
New entrants	671			671
Rehires	12	(12)		
Terminations:				
• Transfers/lump sums	(178) <sup>9</sup>	(98)		(276)
• Deferred pensions	(170) <sup>10</sup>	170 <sup>10</sup>		
Retirements	(320)	(22)	342	
Deaths	(9)	(2)	(156)	(167)
Beneficiaries			60	60
Data adjustments	4	(30)	(23)	(49)
Total at 01.07.17	3,629	913	2,157	6,699

<sup>9</sup> 36 retirement eligible members.

<sup>10</sup> 15 retirement eligible members.

The distribution of the active members by age and pensionable service as at the valuation date is summarized as follows:

Age	Years of Pensionable Service									Total
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
Under 25	34									34
	\$48,179									\$48,179
25 to 29	190	8								198
	\$53,524	\$51,811								\$53,455
30 to 34	238	115	13							366
	\$64,011	\$66,121	\$57,290							\$64,435
35 to 39	195	140	71	7						413
	\$75,462	\$81,620	\$74,512	\$77,607						\$77,423
40 to 44	133	150	143	49	3					478
	\$77,243	\$93,708	\$94,450	\$84,629	\$58,002					\$88,194
45 to 49	104	115	165	121	38	13				556
	\$76,916	\$88,715	\$101,010	\$120,689	\$80,661	\$74,111				\$96,223
50 to 54	64	105	148	146	41	68	17	1		590
	\$65,128	\$84,276	\$96,719	\$126,062	\$122,813	\$80,686	**	*		\$97,901
55 to 59	52	74	107	97	55	78	43	20	1	527
	**	\$82,406	\$93,907	\$104,330	\$115,927	\$112,299	\$96,726	\$69,262	*	\$96,748
60 to 64	23	41	47	52	29	66	45	20	9	332
	\$96,706	\$90,257	\$77,692	\$108,021	\$110,791	\$124,120	\$149,491	\$92,440	\$83,629	\$108,213
65 to 69	8	9	14	15	6	19	21	19	4	115
	\$85,448	**	**	\$112,223	**	**	\$191,414	\$166,228	\$109,059	\$138,507
70+	1	2	2	3	1	1	2	5	3	20
	*	*	*	\$133,319	*	*	*	\$183,614	\$211,983	\$180,830
Total	1,042	759	710	490	173	245	128	65	17	3,629
	\$68,516	\$83,799	\$93,363	\$113,304	\$108,849	\$106,153	\$131,078	\$113,271	\$110,222	\$90,289

\* For individual cells with information on two members or less, the average earnings are not disclosed for confidentiality reasons

\*\* Must remain hidden to preserve the confidentiality of member(s) in \* above

The distribution of the inactive members by age as at the valuation date is summarized as follows:

Age	Deferred Pensioners		Pensioners and Survivors	
	Number	Average Pension	Number	Average Pension
Under 25				
25 – 29	23	\$738		
30 – 34	60	\$1,981		
35 – 39	86	\$2,688		
40 – 44	109	\$3,368		
45 – 49	147	\$4,162		
50 – 54	177	\$5,190	10	\$23,728
55 – 59	148	\$6,865	96	\$31,363
60 – 64	111	\$4,107	255	\$31,249
65 – 69	37	\$2,604	460	\$32,209
70 – 74	11	\$962	480	\$37,074
75 – 79	3	**	322	\$37,157
80 – 84	1	*	235	\$31,365
85 – 89			175	\$28,418
90 – 94			93	\$24,953
95 +			31	\$16,201
<b>Total</b>	<b>913</b>	<b>\$4,223</b>	<b>2,157</b>	<b>\$32,898</b>

\* For individual cells with information on two members or less, the average pension is not disclosed for confidentiality reasons

\*\* Must remain hidden to preserve the confidentiality of member(s) in \* above

## APPENDIX F

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### Summary of Plan Provisions

Mercer has used and relied on the plan documents, including amendments and interpretations of plan provisions, as supplied by McMaster University. If any plan provisions supplied are not accurate and complete, the results of any calculation may differ significantly from the results that would be obtained with accurate and complete information. Moreover, plan documents may be susceptible to different interpretations, each of which could be reasonable, and the results of estimates under each of the different interpretations could vary.

This valuation is based on the plan provisions in effect on July 1, 2017. Since the previous valuation, the Plan has been amended to reflect changes in employee contribution rates for certain groups.

The following is a summary of the main provisions of the Plan in effect on July 1, 2017. This summary is not intended as a complete description of the Plan.

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<b>Eligibility for membership</b>	<p>Full-time employees may elect to join the Plan immediately but are required to join on the July 1<sup>st</sup> following completion of six month's employment. Part-time employees who either earn at least 35% of the YMPE or work for at least seven hundred hours in each of the two preceding consecutive calendar years for the University are eligible and are required to join under the same criteria as above.</p> <p>All members of the Plan (active and inactive) as of July 1, 2000 and new employees who joined the Original Plan between July 1, 2000 and December 31, 2000 have been transferred to this Plan if they voted in favour of the Surplus Sharing Agreement. In addition, members who joined the Original Plan between January 1, 2001 and January 14, 2003 have been transferred to this Plan following the approval of the asset transfer by the Financial Services Commission of Ontario.</p> <p>The Plan was completely closed to new SAAO employees or TMG employees who were hired after June 16, 2009 and to MUALA (Librarians) hired after March 16, 2010.</p>
<b>Member Contributions</b>	<p>Refer to table below.</p>

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Class of Member	Period	Employee Contribution Rate on Regular Annual Salary	
		Up to YMPE	In Excess of YMPE
A.1 Faculty Members	July 1, 2006 to June 30, 2007	4.25%	5.75%
	July 1, 2007 to July 1, 2011	5.00%	6.50%
	July 2, 2011 to June 30, 2012	5.75%	7.65%
	July 1, 2012 to June 30, 2013	6.50%	8.75%
	July 1, 2013 forward	7.00%	10.00%
A.2 TMG Members	July 1, 2006 to June 30, 2007	4.25%	5.75%
	July 1, 2007 to January 9, 2010	5.00%	6.50%
	January 10, 2010 to January 8, 2011	5.50%	7.25%
	January 9, 2011 to January 7, 2012	6.00%	8.00%
	January 8, 2012 to July 6, 2013	6.50%	8.75%
	July 7, 2013 forward	7.00%	10.00%
SAAO Members	July 1, 2007 to January 9, 2010	5.00%	6.50%
	January 10, 2010 to January 8, 2011	5.50%	7.25%
	January 9, 2011 to January 7, 2012	6.00%	8.00%
	January 8, 2012 to July 6, 2013	6.50%	8.75%
	July 7, 2013 forward	7.00%	10.00%
B. Librarians	July 1, 2006 to June 30, 2007	4.25%	5.75%
	July 1, 2007 to July 1, 2011	5.00%	6.50%
	July 2, 2011 to June 30, 2012	5.75%	7.65%
	July 1, 2012 to June 30, 2013	6.50%	8.75%
	July 1, 2013 forward	7.00%	10.00%
C.1 Unifor Local 5555 Members hired prior to May 1, 2010	June 16, 2008 to January 9, 2010	5.50%	7.00%
	January 10, 2010 to January 8, 2011	5.75%	7.50%
	January 9, 2011 to January 7, 2012	6.25%	8.25%
	January 8, 2012 to January 5, 2013	6.50%	8.75%
	January 6, 2013 to September 13, 2014	7.81%	10.06%
	September 14, 2014 to January 13, 2018	7.56%	10.56%
	January 14, 2018 to April 30, 2018	7.646%	10.646%
	May 1, 2018 to December 31, 2022	8.646%	11.646%
	January 1, 2023 forward	8.59%	11.59%

Class of Member	Period	Employee Contribution Rate on Regular Annual Salary	
		Up to YMPE	In Excess of YMPE
C.2 Unifor Local 5555 Members hired on and after May 1, 2010	June 16, 2008 to January 9, 2010	5.50%	7.00%
	January 10, 2010 to January 8, 2011	5.75%	7.50%
	January 9, 2011 to January 7, 2012	6.25%	8.25%
	January 8, 2012 to January 5, 2013	6.50%	8.75%
	January 6, 2013 to September 13, 2014	7.81%	10.06%
	September 14, 2014 to January 13, 2018	7.56%	10.56%
	January 14, 2018 to December 31, 2022	7.646%	10.646%
January 1, 2023 forward	7.59%	10.59%	
D. Members who are employees of McMaster Association of Part Time Students	July 1, 2007 to July 10, 2010	5.00%	6.50%
	July 11, 2010 to January 8, 2011	5.50%	7.25%
	January 9, 2011 to January 7, 2012	6.00%	8.00%
	January 8, 2012 July 26, 2014	6.50%	8.75%
	July 27, 2014 forward	7.00%	10.00%
• McMaster Children's Centre Inc.			
• McMaster University Faculty Association			
• Divinity College			
• Members who are non-union employees of Regional Medical Associates of Hamilton			
E. Members who are union employees of Regional Medical Associates of Hamilton	July 1, 2008 to July 10, 2010	5.50%	7.00%
	July 11, 2010 to January 8, 2011	5.75%	7.50%
	January 9, 2011 to January 7, 2012	6.25%	8.25%
	January 8, 2012 to July 26, 2014	6.50%	8.75%
	July 27, 2014 to September 13, 2014	7.81%	10.06%
	September 14, 2014 to January 13, 2018	7.56%	10.56%
	January 14, 2018 to April 30, 2018	7.646%	10.646%
	May 1, 2018 to December 31, 2022	8.646%	11.646%
January 1, 2023 forward	8.59%	11.59%	
F. Full-time clinical faculty members of	July 1, 2006 to June 30, 2009	3.50%	5.00%
	July 1, 2009 to February 1, 2014	5.50%	7.00%

the Faculty of Health Sciences who must maintain membership in the Regional Medical Associate of Hamilton	February 2, 2014 forward	7.00%	10.00%
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Class of Member	Period	Employee Contribution Rate on Regular Annual Salary	
		Up to YMPE	In Excess of YMPE
G. Other Members (not included above)	July 1, 2007 to July 10, 2010	5.00%	6.50%
	July 11, 2010 to January 8, 2011	5.50%	7.25%
	January 9, 2011 to January 7, 2012	6.00%	8.00%
	January 8, 2012 to July 26, 2014	6.50%	8.75%
	July 27, 2014 forward	7.00%	10.0%
H. MUALA Members	March 16, 2010 to July 5, 2010	5.00%	6.50%
	July 6, 2010 to January 8, 2011	5.50%	7.25%
	January 9, 2011 to January 7, 2012	6.00%	8.00%
	January 8, 2012 to June 30, 2016	6.50%	8.75%
	July 1, 2016 forward	7.00%	10.00%

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**Pension Benefits**

**Members other than Unifor Local 5555 Members hired on or after  
May 1, 2010**

The amount of annual payable to a member at his unreduced retirement age will be:

- a) 1.4% of Best Average Salary up to the Average Year's Maximum Pensionable Earnings times years of pensionable service, plus
- b) 2.0% of Best Average Salary in excess of the Average Year's Maximum Pensionable Earnings times years of pensionable service.

Best Average Salary means the annualized average of the 48 highest months of earnings while a Plan participant. Average Year's Maximum Pensionable Earnings means the pro-rated average Yearly Maximum Pensionable Earnings, in the same 48 months as are used to calculate Best Average Salary.

Pensions in payment will be increased from January 1<sup>st</sup> each year on a pro-rated basis (using the number of months the pensioner has been retired in the twelve months) by the excess over 4.5% of the average annual rate of return earned on the assets of the Plan over the previous five Plan Years, subject to a maximum of that year's rate of increase in the Consumer Price Index. Effectively July 1, 1997, if there is any year where the percentage calculated under the excess interest formula exceeds the rate of increase in the Consumer Price Index, the excess will be used to provide a supplementary increase to the pensions in pay for which the annual pension increase in any of the three previous years was based on the excess interest formula, provided that the supplementary increase will be limited to 100% of CPI increases in each of the three preceding years.

In addition, members on LTD will have their salary adjusted each July 1<sup>st</sup> by the percentage increase applied to pensions in payment. This increase will be applied from the later of July 1, 1990 or the July 1<sup>st</sup> following disability.

A member may retire early with a reduced pension at any time during the 10-year period preceding his normal retirement date. The reduction will be 0.5% for each month by which actual retirement precedes age 65.

A member may retire early with an unreduced pension once they have attained the criteria set out in the table below.

A member may postpone his actual retirement and commencement of pension (with University consent prior to December 12, 2006), but in any event his pension shall commence no later than the 1st of December of the year of attainment of age 71. He will continue to make contributions and his benefits under the Plan will continue to accrue until such postponed retirement date.

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<b>Pension Benefits (continued)</b>	<b>Unifor Local 5555 Members hired on or after May 1, 2010</b> The amount of annual pension payable to a member at his unreduced retirement age will be: c) 1.0% of Best Average Salary up to the Average Year's Maximum Pensionable Earnings times years of pensionable service, plus d) 1.6% of Best Average Salary in excess of the Average Year's Maximum Pensionable Earnings times years of pensionable service. Best Average Salary means the annualized average of the 60 highest months of earnings while a Plan participant. Average Year's Maximum Pensionable Earnings means the pro-rated average Yearly Maximum Pensionable Earnings, in the same 60 months as are used to calculate Best Average Salary. Pensions in payment will be increased from January 1 <sup>st</sup> each year on a pro-rated basis (using the number of months the pensioner has been retired in the twelve months) by the excess over 5.0% of the average annual rate of return earned on the assets of the Plan over the previous five Plan Years, subject to a maximum of that year's rate of increase in the Consumer Price Index. If there is any year where the percentage calculated under the excess interest formula exceeds the rate of increase in the Consumer Price Index, the excess will be used to provide a supplementary increase to the pensions in pay for which the annual pension increase in any of the three previous years was based on the excess interest formula, provided that the supplementary increase will be limited to 100% of CPI increases in each of the three preceding years. A member may retire early with a reduced pension at any time during the 10-year period preceding his normal retirement date. The reduction will be 0.5% for each month by which actual retirement precedes age 65. A member may retire early with an unreduced pension once they have attained the criteria set out in the table below. A member may postpone his actual retirement and commencement of pension, but in any event his pension shall commence no later than the 1st of December of the year of attainment of age 71. He will continue to make contributions and his benefits under the Plan will continue to accrue until such postponed retirement date.
<b>Bridge Benefits</b>	Effective July 1, 1997, members who retire early and have attained the requisite number of points to receive an unreduced pension will receive a bridge benefit equal to \$19.00 per month per year of credited service accrued to June 30, 1996 to a maximum of 20 years of service. The bridge benefit is payable from the later of the member's early retirement date and age 60 and ceases payment on attainment of age 65 or death, if earlier.
<b>Minimum Benefits</b>	If the member's total Required Contributions plus net interest are greater than 50% of the commuted value of a member's retirement and bridge pensions, the excess amount will be refunded to the member as a lump sum payment. In addition, the member will receive a refund of his voluntary contributions with interest, if any.

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**Maximum Benefits** The total annual pension payable from the Plan upon retirement, death or termination of employment cannot exceed the member's pensionable service multiplied by the lesser of:

- a) \$2,914.44 or such other maximum prescribed for this purpose under the Income Tax Act; and
- b) 2.0% of the average of the best three consecutive years of regular annual Salary.

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**Survivor Benefits**

**Death Before Retirement**

On the date of a member prior to retirement, his beneficiary or estate is entitled to receive a death benefit equal to his required contributions accrued to December 31, 1986 accumulated with net interest on the fund, and his beneficiary or estate shall receive the commuted value of the member's pension accrued after December 31, 1986, plus any required contributions made after December 31, 1986, accumulated with net interest on the fund, in excess of 50% of the commuted value.

In addition, his beneficiary or estate will receive a refund of his voluntary contributions with interest, if any.

**Death After Retirement**

The benefit is payable for life, but guaranteed for seven years in any event. In the case of a member with a spouse, 50% of the benefit is continued to the spouse for life and at least the remainder of the guaranteed seven years' payments will be made. There is no required adjustment in respect of his surviving spouse's benefit. Prior to July 1, 1997, the normal form of benefit was as described above with five-year guarantee in place of the seven-year guarantee.

Alternative forms of pension are available in actuarial equivalent amounts and for members who have a spouse and who retire after December 31, 1987, the automatic form of pension will be an actuarially reduced benefit which continues 60% of the pension to a surviving spouse for life.

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**Termination  
Benefits**

If a Member terminates employment prior to retirement, he may elect to receive one of the following:

- a) A refund of his required contributions, with Net Interest on the Fund.
- b) A transfer of the greater of twice his Required Contributions plus Net Interest and the commuted value of his deferred pension to another locked-in registered pension vehicle\*
- c) A deferred pension, payable at Normal Retirement Date, equal to the pension earned to the date of termination.

\* Unifor Local 5555 members hired on or after May 1, 2010 and Faculty members or Librarians hired after July 1, 2013 will not be entitled to option b). However such member will be entitled to transfer the commuted value of his deferred pension to another locked-in registered pension vehicle

In addition, a member is entitled to a refund of the excess of his Required Contributions plus Net Interest over 50% of the commuted value of the deferred pension described in c) above. The excess is measured separately for required contributions with interest and pension benefits accrued before and after January 1, 1987.

In addition, a member is entitled to a refund of his voluntary contributions with Net Interest, if any.

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<b>Unreduced Early Retirement Criteria</b>		
<b>Class</b>	<b>Unreduced Early Retirement Date</b>	
SAAO Members and TMG Members who are employees on June 30, 2006 and who retire on or after July 1, 2006	<b>For Retirement Dates from</b>	<b>Age + Plan Participation Equals at Least</b>
	July 1, 2006 to December 31, 2011	80
	January 1, 2012 to December 31, 2012	81
	January 1, 2013 to December 31, 2013	82
	January 1, 2014 to December 31, 2014	83
	January 1, 2015 to December 31, 2015	84
	January 1, 2016 forward	85
MUALA Members who are employees on March 15, 2010 and who retire on or after March 16, 2010	<b>For Retirement Dates from</b>	<b>Age + Plan Participation Equals at Least</b>
	April 1, 2010 to December 31, 2011	80
	January 1, 2012 to December 31, 2012	81
	January 1, 2013 to December 31, 2013	82
	January 1, 2014 to December 31, 2014	83
	January 1, 2015 to December 31, 2015	84
	January 1, 2016 forward	85

Class	Unreduced Early Retirement Date	
Faculty Members who are employees on June 30, 2006 and who retire on or after July 1, 2006 And Librarians who are employees on June 15, 2006 and who retire on or after June 16, 2006	<b>For Retirement Dates from</b>	<b>Age + Plan Participation Equals at Least</b>
	July 1, 2006 to December 31, 2011	80
	January 1, 2012 to December 31, 2012	81
	January 1, 2013 to December 31, 2013	82
	January 1, 2014 to December 31, 2014	83
	January 1, 2015 to December 31, 2015	84
	January 1, 2016 to December 31, 2018	85
	January 1, 2019 to December 31, 2019	86
	January 1, 2020 to December 31, 2020	87
	January 1, 2021 to December 31, 2021	88
	January 1, 2022 to December 31, 2022	89
	January 1, 2023 forward	90
SAAO and TMG Members who become Employees on or after July 1, 2006		<b>Age + Plan Participation Equals at Least</b>
		<b>85</b>
Faculty Members who become Employees on or after July 1, 2006 and Librarians who become Employees on or after June 16, 2006	<b>For Retirement Dates from</b>	<b>Age + Plan Participation Equals at Least</b>
	July 1, 2006 to December 31, 2018	85
	January 1, 2019 to December 31, 2019	86
	January 1, 2020 to December 31, 2020	87
	January 1, 2021 to December 31, 2021	88
	January 1, 2022 to December 31, 2022	89
	January 1, 2023 forward	90

Class	Unreduced Early Retirement Date	
Members who are employees of:		
<ul style="list-style-type: none"> <li>• McMaster Association of Part Time Students</li> <li>• McMaster Children's Centre Inc.</li> <li>• McMaster University Faculty Association</li> <li>• Divinity College</li> </ul>		
and		
Members who are non-union employees of Regional Medical Associates of Hamilton	<b>For Retirement Dates from</b>	<b>Age + Plan Participation Equals at Least</b>
	July 1, 2006 to December 31, 2011	80
	January 1, 2012 to December 31, 2012	81
	January 1, 2013 to December 31, 2013	82
	January 1, 2014 to December 31, 2014	83
	January 1, 2015 to December 31, 2015	84
	January 1, 2016 forward	85
Unifor Local 5555 member	Age + plan participation equals at least 80.	
and		
Members who are union employers or Regional Medical Association of Hamilton	Members who are newly hired by the University on or after May 1, 2010 and in respect of service as a Unifor Local 5555 Member only, the unreduced early retirement date is the first day of any month coincident with or following the date on which the Member, has (1) attained age 60, and (2) the sum of the Member's age and years and participation in the Plan equals at least 80.	
Full-time clinical faculty members of the Faculty of Health Sciences who must maintain membership in the Regional Medical Associates of Hamilton	<b>For Retirement Dates from</b>	<b>Age + Plan Participation Equals at Least</b>
	Prior to February 1, 2014	80
	February 1, 2014 to December 31, 2014	81
	January 1, 2015 to December 31, 2015	82
	January 1, 2016 to December 31, 2016	83
	January 1, 2017 to December 31, 2017	84
	January 1, 2018 forward	85

Class	Unreduced Early Retirement Date	
Other Members (not included above) who are employees on June 30, 2007 and who retired on or after July 1, 2007	<b>For Retirement Dates from</b>	<b>Age + Plan Participation Equals at Least</b>
	July 1, 2006 to December 31, 2011	80
	January 1, 2012 to December 31, 2012	81
	January 1, 2013 to December 31, 2013	82
	January 1, 2014 to December 31, 2014	83
	January 1, 2015 to December 31, 2015	84
	January 1, 2016 forward	85
Other Members (not included above) who become Employees on or after July 1, 2007	Age + plan participation equals at least 85	

# APPENDIX G

## University Certification

With respect to the Report on the Actuarial Valuation for Funding Purposes as at July 1, 2017 of The Contributory Pension Plan for Salaried Employees of McMaster University Including McMaster Divinity College 2000, I hereby certify that, to the best of my knowledge and belief:

- The valuation reflects the terms of the University' engagement with the actuary described in Section 2 of this report, particularly the requirement to include a margin of 0.10% in the discount rate used to perform the going concern valuation and the University's decisions in regards to determining the going-concern and solvency funding requirements;
- A copy of the official plan documents and of all amendments made up to July 1, 2017 was provided to the actuary and is reflected appropriately in the summary of plan provisions contained herein;
- The asset information summarized in Appendix B is reflective of the Plan's assets;
- The membership data provided to the actuary included a complete and accurate description of every person who is entitled to benefits under the terms of the Plan for service up to July 1, 2017;
- All events subsequent to July 1, 2017 that may have an impact on the Plan have been communicated to the actuary.

20/3/18

Date

Original signed by  
Vice-President, Administration

Signed

**Roger Couldrey**  
Vice-President, Administration

Name





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