

Non Academic Pension Plan Details

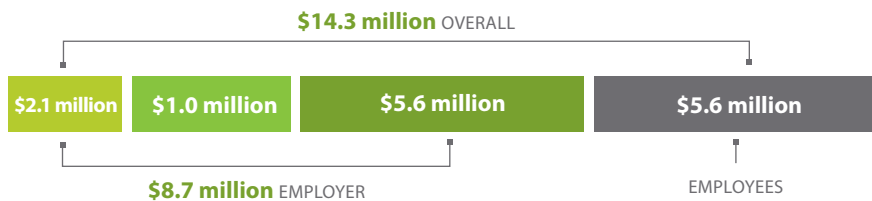


How the Pension Plan is funded

The Non Academic Pension Plan is funded by contributions from both the university and members of the plan. When there is a shortfall or deficit, the university is responsible for covering the amount, in addition to its regular contributions.

COST TO FUND THE NON-ACADEMIC PENSION PLAN IN 2017

It currently costs **\$14.3 million** a year to fund the Non Academic Pension Plan pension plan. The university currently pays **\$8.7 million** of that amount, including regular contributions, shortfall and deficit payments.



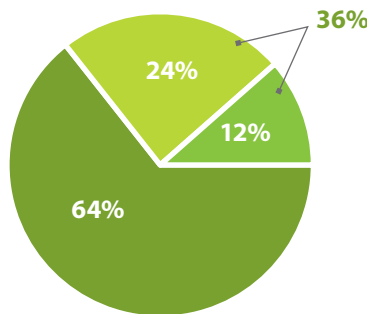
- ONGOING SHORTFALL (fully funded by the U of S)
- ACCUMULATED DEFICIT (fully funded by the U of S)
- USASK REGULAR CONTRIBUTIONS
- PENSION PLAN MEMBER CONTRIBUTIONS

DEFICIT PAYMENTS (U OF S PAID)

The plan currently has a deficit of **\$6.4 million** which it pays **\$1.0 million** annually to service.

Overall, **36%** of the **\$8.7 million** the university currently pays annually goes to covering plan shortfalls and the deficit.

- USASK REGULAR CONTRIBUTIONS
- ACCUMULATED DEFICIT PAYMENT
- ONGOING SHORTFALL PAYMENT



Active Members

The Non-Academic Pension Plan currently has over 1,300 members actively contributing to the plan.

30%

43%

27%



- UNDER 40
- 40-55
- OVER 55

+900

number of active pensioners

DID YOU KNOW?

Pension benefits earned in the Non Academic Pension Plan, up to the point of any change to the plan, are protected by legislation.



The Challenges

The current level of regular employee and employer contributions is not enough to sufficiently fund the pension plan on an ongoing basis. This deficiency requires significant additional funding at the expense of other university priorities.



three cycles of economic recessions (1990-92, 2001 and 2007-09)



decreased government funding



prolonged low interest rate environment



continued market volatility

\$29.8 million

Amount USask has contributed, in addition to its regular contributions, to cover shortfalls and accumulated deficit of the plan since 2010.