



30 YEARS STRONG! A REASON TO CELEBRATE

We are approaching the 30th anniversary of your Pension Plan which gives us a reason to celebrate.

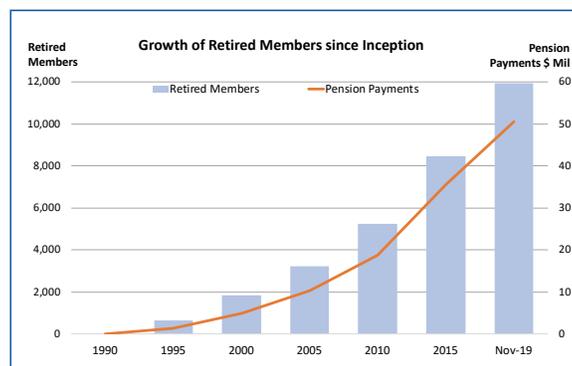
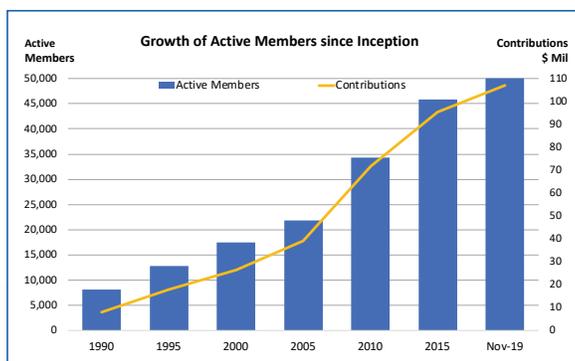
The Nursing Homes and Related Industries Pension Plan (“NHRIPP”) was created in 1990 as a multi-employer pension plan to provide a retirement program for members working in the nursing and retirement home industry. While the Plan began with members represented by SEIU, it has steadily grown to include members from CUPE, Unifor and ONA.

In an environment where fewer employees have access to a company pension plan, the Trustees are pleased to see that the NHRIPP now has over 50,000 active members and over 11,000 retired members. The charts below illustrate how your Plan’s active and retired membership have grown over the years.

The Board of Trustees is comprised of representatives from each of the above-noted unions who along with their advisors continue to manage the Plan and its assets in the best interest of all its members. In October, the Plan’s assets surpassed the \$2 billion mark – another milestone for the Plan. Page 2 of this newsletter highlights some significant events in the history of your Plan. As we look back, we are also excited to look ahead to another 30 years of growth and helping our members retire with greater confidence.

Warmest wishes from your Trustees for a happy holiday season and a wonderful New Year!

Si vous préférez recevoir ce bulletin en français, veuillez communiquer avec EnAvantage.



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Chairman of the Audit Committee and a long-serving Trustee

KEEPING ON TRACK

Your Plan's financial check-up

Your Plan's Trustees work closely with their advisors to oversee the Plan's financial health and make strategic decisions as necessary. One such decision was to file a valuation as of January 1, 2019. This defers the next required filing to 2022. In an environment where people are living longer, Plan costs are increasing and investment returns are volatile, the additional time before the next required filing is meaningful. It provides the Trustees with an additional year to monitor the uncertainties and take the necessary steps to keep the Plan's financial health on track.

Valuations use two tests to measure a pension plan's financial health:

Going concern funding is the key test of your Plan's financial health. It assumes contributions will continue to come into the Plan, and members will continue to retire and receive their pensions, for years to come. Our going concern funding level was 100% as of January 1, 2019, the same as the previous year.

Solvency funding assumes your Plan ended on the valuation date and was required to immediately pay out all benefits owing to active, inactive and retired members. If your Plan had ended on January 1, 2019, it would have had enough money to pay out 58.9% of all benefits owed on that date, down from 63.8% a year earlier. The two main reasons why the solvency funding level went down are: 1) lower long-term interest rates, which increase the cost of providing pensions, and 2) improved life expectancy, which means those pensions will be paid longer.

The NHRIPP is designated as a SOMEPP

It's important to keep in mind that the NHRIPP is a Specified Ontario Multi-Employer Pension Plan (SOMEPP) – a special class of pension plans that has many participating employers and are therefore much less likely to terminate. As a SOMEPP, the Plan is funded on a going concern basis. The Plan's solvency-funded level does have an impact if you choose to transfer your pension benefits out of the Plan.

For more information on the Plan's SOMEPP designation please refer to the SOMEPP Notice in the "Meet Your Pension" folder in the Plan's website www.NHRIPP.ca.

Major Plan Milestones

Significant events in the history of the Plan

1990 – Creation of the Nursing Homes and Related Industries Pension Plan for SEIU members in Ontario

1990 – Plan is administered by a two-person office on Lawrence Avenue in Toronto

1992 – Plan's active membership reaches 10,000

1995 – Plan's assets reach \$100 million

1998 – CUPE becomes entitled to appoint Trustees to the Plan

1998 – Plan's pensioners reach 1,000

2003 – Plan expands membership outside of Ontario to include Alberta members

2005 – Unifor becomes entitled to appoint Trustees to the Plan

2005 – Plan expands membership to include PEI members

2007 – Plan's active membership reaches 25,000

2007 – ONA becomes entitled to appoint Trustees to the Plan

2010 – Plan's pensioners reach 5,000

2013 – Plan's assets reach \$1 billion

2017 – Plan's pensioners reach 10,000

2019 – Plan's administrator, *InBenefits*, has grown to a 40-person company operating in Thornhill, ON

2019 – Plan's active membership reaches 50,000

2019 – Plan's assets reach \$2 billion

IMPROVING THE “MEMBER EXPERIENCE”

InBenefits is committed to this goal!

Over the past two years, *InBenefits* has been working in conjunction with your Plan Trustees to improve the “Member Experience”. It started with our commitment to create a culture dedicated to our four pillars of service: *Integrity, Innovation, Commitment and Excellence.*

It continued with:

- establishing a dedicated Call Centre, open from 8 am to 5 pm ET Monday to Friday;
- increasing staff to enhance services;
- implementing a new pension administration system to improve service to members and respond to their requests more promptly;
- resuming regional information sessions for members and offering information sessions via webinar;
- enhancing the Annual Pension Statement for active members;

and more recently

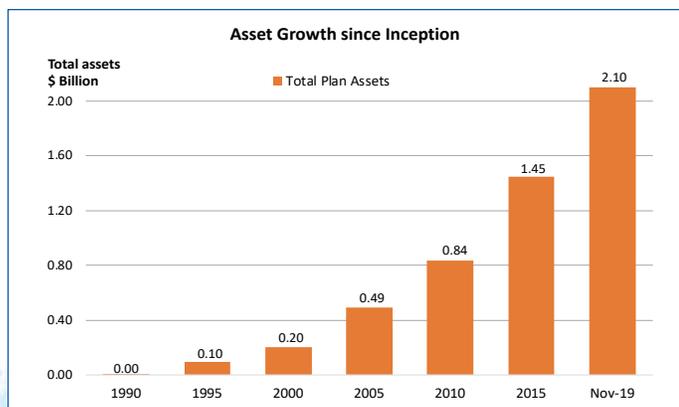
- upgrading our internet service connection to fiber to improve reliability and speed.

We continue our work to rebrand and relaunch the Plan’s website which will provide “on-demand” 24/7 access to online tools, including an interactive pension calculator which will allow members to calculate their pensions using different retirement dates. Further details will be announced as we approach the launch.

For a second consecutive year, *InBenefits* has received a Great Place to Work® award.

We’re proud of these achievements and keep striving towards our goal of improving the “Member Experience”.

The Staff of *InBenefits* would like to wish you and your family Happy Holidays and a Great 2020!



YOUR ANNUAL PENSION STATEMENT

A new and improved statement

If you were an active Plan member at the end of last year, you should have received your Annual Pension Statement (“Statement”) by June 30th, 2019. Your Annual Pension Statement is an important document that helps you keep track of your pension benefits.

We have enhanced the look and content of the Statement to make it more user friendly and meaningful.

Your personal data, beneficiary information and contribution summary are each shown in separate and easy to read sections.

The section titled “Accrued Pension” provides the amount of annual pension you have accrued to the end of the year. It assumes your payments will begin at age 65. We have now included the formula as to how the amount was calculated.

A new feature of the Statement provides members with a “Projected Pension” which is intended to give members a better idea of their pension entitlement if they work to age 65. The annual projected pension is **estimated** based on projected contributions until age 65 assuming no changes to your wages, annual hours of work or contribution rate to age 65. It also assumes that you will elect to receive the Normal Form of Pension. It is important to note that the annual projected pension does not result in any entitlement to a pension and is not binding on the Plan.

The actual amount of your pension will depend upon a number of factors including the form of pension you select, your future service and employment, and the amount of contributions received on your behalf. Actual pension amounts will be calculated at the time of application using current, verified data and will be paid in accordance with the rules and regulations of the Nursing Homes and Related Industries Pension Plan and applicable legislation.

Please contact *InBenefits* if you have any questions related to your Annual Pension Statement.

An interview with

Jim Flynn

Chairman of the Audit Committee

Appointed as an NHRIPP Trustee in 2002

Assistant Regional Director, CUPE (Retired)

Q. Why did you get involved as an NHRIPP Trustee?

I got involved with the Nursing Homes and Related Industries Pension Plan because I wanted to help employees in the long-term health care sector, which previously offered no pensions. Before the NHRIPP, the most a retiring employee could hope to receive was a payout of their sick bank. These are typically physically demanding jobs, predominantly staffed by women who deserve to be able to retire with dignity.

Q. What is or has been your biggest challenge as a Trustee?

My biggest challenge is making sure the NHRIPP remains financially strong so it can continue to pay pensions and benefits. It's challenging because many issues effect the costs of providing a pension – not just investments. As a Board, we continually look at how the Plan is impacted by factors such as an aging workforce, longer life expectancy, historically low interest rates, investment market volatility and complex pension regulations.

Q. What changes would you like to see in the pension industry?

I would like to see a greater focus by government and the private sector on ensuring all Canadians have access to retirement security. The CPP enhancement is a great start, but more needs to be done.

Many employers are walking away from their defined benefit pension plans. If they are replacing them at all, it is with defined contribution plans or group RRSPs which only provide lump sums, not monthly pensions. A greater emphasis needs to be placed on target benefit plans which offer members the benefits of a monthly pension and the advantages of having their retirement savings professionally managed at a greatly reduced fee.

Current Board of Trustees

Carol McDowell, Chair of the Board of Trustees – SEIU

Jim Flynn, Chair of the Audit Committee – CUPE

Cathy Carroll, Chair of the Investment Committee – SEIU

Candice Basara – Unifor

Matt Cathmoir – SEIU

Mary DeMille – Unifor

Tyler Downey – SEIU

Beverly Mathers – ONA

Ricardo Mckenzie – SEIU

Eulalee Robinson – SEIU

Andrew Ward – CUPE

Mia Warwick – CUPE

Alternate Trustees:

Patricia Carr – ONA

Marlene Hemmings – SEIU

Kelly Janes – Unifor

Valerie Trudeau – CUPE

KEEP IN TOUCH

Got a question about your Plan? Contact us!



Email: information@nhripp.ca



In Toronto: 905-889-6200 (Option 1)

Outside Toronto: 1-800-287-4816



Fax: 905-889-7313



Address: Nursing Homes and Related Industries Pension Plan c/o InBenefits
105 Commerce Valley Drive West, Suite 310, Markham, Ontario L3T 7W3



You can also access Plan information online anytime at www.nhripp.ca



Final word

This newsletter provides summary information about the Nursing Homes and Related Industries Pension Plan in simple terms. It is not intended to be comprehensive or to provide advice. If there are any differences between the information provided in this newsletter and the legal documents that govern the Plan, the legal documents will apply. In accordance with applicable legislation, the NHRIPP Trustees may modify the Plan rules at any time, including changing benefit amounts, the types of benefits offered, the eligibility requirements and terminating the Plan.