



# pension perspectives

## Looking ahead: PEPP prepares for transitions

### *Board Chair leaves on a high note as Plan moves towards NPC structure*



At the end of December, PEPP's Board Chair, Louis Martel, will wrap up his term. Louis' leadership and lifelong pension expertise has been critical in leading PEPP to pursue an exciting path forward.

With over 25 years of experience in the pension industry, Louis has always believed that pension plans must meet the needs of their members. And the Board's work during Louis' term is reflective of that belief. As he prepares to leave, we asked Louis to highlight the Board's accomplishments over the past two and a half years.

First, both the Board and the Municipal Employees' Pension Commission took a historic step forward by laying the groundwork for the Public Employees Benefits Agency (PEBA) to transition to a not-for-profit corporation separate from the Government of Saskatchewan. For PEBA, this new structure will open the door to improvements in organizational

performance. And for PEPP, it creates the potential for lower investment costs and new services for PEPP members.

Next, PEPP made a prudent move into infrastructure and private equity investments. This will lead to greater diversification of investment assets. Plus, it means members can invest in asset classes not available to individual investors – leading to potentially better returns for the risk taken.

And finally, the Board oversaw the creation of the Outcome Monitoring Report. This tool will give insights into how members are meeting their investment/retirement goals. Plus, it'll enable PEPP to assess investment options and how it can better address the level of risk faced by members.

As Louis points out, these accomplishments are the result of a huge team effort. He feels the Plan has a solid foundation that will continue to foster financial wellness for its members and is grateful for the support he has received during his time with PEPP.

*To learn more about PEBA's transition to a not-for-profit corporation, visit the [PEPP website](#).*

## November is Financial Literacy Month

Here at PEPP, we're passionate about pensions and personal finance. So, we're excited to be celebrating Financial Literacy Month with you.

Since 2015, the folks at the Financial Consumer Agency of Canada have been supporting initiatives to build financial literacy among all Canadians. This year's theme is *Make Change that Counts: Managing Your Money in a Changing World*.

Throughout November, we'll be sharing financial literacy tips to help you make the most of your hard earned money. Be sure to read the [Insights section](#) on the PEPP website. As well, follow us on Facebook ([PEPP.Canada](#)) and Twitter ([@PEPP\\_DC](#)) for financial tips and resources you can use.



It doesn't matter whether you're just starting your career or nearing retirement, financial literacy can lead to better financial decisions – so you can stress less and achieve more.





## PEPP is now 45!

PEPP celebrated its 45<sup>th</sup> birthday on October 1<sup>st</sup>. Back in 1977, the public service was introduced to a not-so-common pension plan – a defined contribution plan. While a bold move at the time, PEPP has been an industry leader ever since.

The Public Employees Superannuation Plan was launched on October 1, 1977, by public sector employers. In 1997, the Plan changed its name to the Public Employees Pension Plan.

With the Board's unwavering leadership, the Plan has continually grown and changed over the past 45 years. Today, PEPP has nearly 70,000 members and almost \$11 billion in assets under management while serving 147 employers.

## On the road again!

In September, we were back on the road delivering the ever popular [Your Path to Retirement workshops in person](#).

During the pandemic, we delivered the workshops virtually. Now, both options are available again, which gives you more flexibility.

**Why do we offer the workshops?** It's simple – to support your financial wellness. Achieving your retirement goals is a life-long endeavour – and your pension is part of the picture.

The workshops aim to build your personal financial comfort and confidence over time – whether you're 25 or 85.

**Interested in attending a workshop?** Visit our [Learning Events](#) page on the website to see which workshop is right for you. Or, contact one of our consultants at: 306-787-3170 or email us at: [ric@peba.gov.sk.ca](mailto:ric@peba.gov.sk.ca).

## HERE ARE SOME OF THE TOPICS COVERED AT PEPP'S WORKSHOPS:

**Assess your current financial situation:** Where do you spend money? How much can you save?

**Define your financial goals:** Are you paying down debt? What are you trying to achieve?

**Managing debt:** How much do you have? What's your plan to pay it off?

**Other types of savings vehicles:** Which are best for you? What are the tax implications?

**Planning for unknowns:** What if you get sick and can't work? How does insurance fit in?

**Retirement timing:** How long will your money last? What sources of income will you have?

**Know the ins and outs of the Canada Pension Plan and Old Age Security:** When should you take it? When to you apply?

## Winter is coming.

### Start your retirement plan with PEPP's Retirement Planner

As the cold weather moves in, this is an ideal time to try [PEPP's new online Retirement Planner](#). It's a secure, member-friendly tool aimed at creating your retirement plan.

The tool looks at your income sources in retirement, such as your PEPP account, personal savings, and federal government benefits. It also captures where your money goes – living expenses, health care, or travel – just to name a few.

The Planner walks you through four sections. The more data you include, the more accurate your results

may be. While you input your information, the Planner does the number crunching and projections.

The tool complements PEPP's other retirement planning resources, such as the member workshops, one-on-one consultations, and your member statement.

Every spring, your PEPP member statement includes a projection showing how long your retirement savings may last. If you've used the Planner prior to getting your spring statement, your personal



information will be reflected in your projections. How cool is that!

**Want to access the Planner today?** Go to [pepp.peba.ca](http://pepp.peba.ca) and click on the [Member Login](#) button in the upper right-corner of the page. Log in to your online PEPP account. On the PLANet home page, select the PEPP Retirement Planner from the [Quick Links](#) menu.

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