



Financial Statements

University of Victoria Combination Pension Plan

December 31, 2014

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## Independent Auditor's Report

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To the Trustees of University of Victoria Combination Pension Plan

We have audited the accompanying financial statements of the University of Victoria Combination Pension Plan, which comprise the statement of financial position as at December 31, 2014, and the statement of changes in net assets available for benefits and the statement of changes in obligations for benefits for the year then ended, and a summary of significant accounting policies and other explanatory information.

### Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditors' responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the University of Victoria Combination Pension Plan as at December 31, 2014 and its financial performance for the year then ended in accordance with Canadian accounting standards for pension plans.

Victoria, Canada  
March 3, 2015



Chartered accountants

# University of Victoria Combination Pension Plan

## Statement of Financial Position

December 31

2014

2013

### Assets

Cash	\$ 1,943,284	\$ 1,824,219
Investments (Note 4)		
Short-term	10,103,097	12,861,989
Canadian bonds	261,298,481	204,427,647
Foreign bonds	-	1,903,880
Mortgages	20,006,308	14,291,306
Canadian equities	213,721,058	252,747,535
Foreign equities	346,637,858	275,034,486
Currency hedges	685,913	475,529
Real estate	105,251,999	97,374,979
	<u>957,704,714</u>	<u>859,117,351</u>
Receivables		
Accrued interest and dividend income	896,631	629,846
Miscellaneous	220,828	46,638
	<u>1,117,459</u>	<u>676,484</u>
	<u>960,765,457</u>	<u>861,618,054</u>
<b>Liabilities</b>		
Accounts payable and accrued liabilities	<u>686,323</u>	<u>1,386,116</u>
Net assets available for benefits		
Available for defined contribution benefits	828,968,730	751,263,063
Available for defined benefit pensions and supplements	<u>131,110,404</u>	<u>108,968,875</u>
	<u>960,079,134</u>	<u>860,231,938</u>
Obligations for benefits		
Defined contribution benefits	828,968,730	751,263,063
Accrued defined benefit pensions and supplements (Note 6)	<u>45,357,000</u>	<u>42,308,000</u>
<b>Net assets available for benefits less obligations for benefits</b>	<u>\$ 85,753,404</u>	<u>\$ 66,660,875</u>

Approved by the Board of Pension Trustees

See accompanying notes to the financial statements.

# University of Victoria Combination Pension Plan

## Statement of Changes in Net Assets Available for Benefits

Year Ended December 31

2014

2013

### Change in net assets

#### Net return on investments (Note 5)

Interest income	\$ 11,358,275	\$ 10,088,598
Mortgage income	676,896	695,003
Dividend income	2,834,357	3,330,634
Net realized and unrealized gain on investments	91,112,808	100,173,083
Investment administration costs	<u>(2,391,801)</u>	<u>(1,822,941)</u>
	<u>103,590,535</u>	<u>112,464,377</u>

#### Contributions (Note 1)

Members' required	8,519,385	7,896,944
Members' additional voluntary	167,786	147,541
University's required		
Combined contribution accounts	10,325,089	9,579,975
Defined retirement benefit account	7,917,142	7,383,633
Transfers from other plans	<u>2,234,624</u>	<u>1,658,433</u>
	<u>29,164,026</u>	<u>26,666,526</u>

#### Payments to or on behalf of members

Pensions to retired members or beneficiaries	(21,584,727)	(18,283,298)
Members' accounts transferred and refunded, and death benefits	<u>(10,796,401)</u>	<u>(7,320,110)</u>
	<u>(32,381,128)</u>	<u>(25,603,408)</u>

#### Operating expenses

Office and administrative costs	(405,358)	(341,807)
Actuarial fees	(82,331)	(74,317)
Audit, registration and legal fees	<u>(38,548)</u>	<u>(40,905)</u>
	<u>(526,237)</u>	<u>(457,029)</u>

#### Increase in net assets

99,847,196 113,070,466

#### Net assets available for benefits, beginning of year

860,231,938 747,161,472

#### Net assets available for benefits, end of year

\$ 960,079,134 \$ 860,231,938

See accompanying notes to the financial statements.

# University of Victoria Combination Pension Plan

## Statement of Changes in Obligations for Benefits

Year Ended December 31

2014

2013

### Change in obligations for benefits - defined contribution

Beginning balance, obligations for defined contribution benefits	\$ <u>751,263,063</u>	\$ <u>658,827,844</u>
Net investment returns	88,599,455	98,218,373
Contributions	21,246,884	19,282,893
Benefits paid	(21,051,830)	(17,788,188)
Accounts transferred or refunded	<u>(11,088,842)</u>	<u>(7,277,859)</u>
Change in obligations for benefits	<u>77,705,667</u>	<u>92,435,219</u>
Ending balance	\$ <u>828,968,730</u>	\$ <u>751,263,063</u>

### Change in obligations for benefits - defined benefit

Beginning balance, obligations for accrued defined benefit pensions and supplements	\$ <u>42,308,000</u>	\$ <u>51,288,000</u>
Actual plan experience and changes in actuarial assumptions	3,068,000	(1,108,000)
Interest accrued on benefits	3,053,000	3,432,000
Experience (gains) and losses	(5,688,000)	(14,334,000)
Benefits accrued	3,149,000	3,525,000
Benefits paid	<u>(533,000)</u>	<u>(495,000)</u>
Change in obligations for benefits	<u>3,049,000</u>	<u>(8,980,000)</u>
Ending balance	\$ <u>45,357,000</u>	\$ <u>42,308,000</u>

See accompanying notes to the financial statements.

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# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

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### 1. Description of plan

The following description of the University of Victoria Combination Pension Plan is a summary only. Plan assets are distributed over two funds: the Balanced Fund and the Defined Retirement Benefit Fund. Individual member accounts (Combined Contribution Accounts, Variable Benefit Accounts, and Additional Voluntary Contribution Accounts of active and inactive members) are held in the Balanced Fund. The Defined Retirement Benefit Fund holds the assets of the Defined Retirement Benefit Account from which defined benefit pensions and supplements are paid. For more complete information, reference should be made to the Trust Agreement.

#### (a) General

The Plan is a defined contribution pension plan which contains, subject to eligibility, a defined benefit supplement to bring a retirement pension up to a minimum calculated under a defined benefit formula. The Plan covers all full-time faculty and administrative and academic professional staff holding regular appointments.

#### (b) Funding policy

In accordance with the Trust Agreement and the recommendation of the plan actuary, members are required to contribute 4.35% of their basic salary up to the Canada Pension Plan Year's Maximum Pensionable Earnings (YMPE) (\$52,500 in 2014), and 6.35% of the basic salary in excess of that amount. The contributions are directed to the members' combined contribution accounts (defined contribution).

The University contributes 6.02% of basic salary up to the Canada Pension Plan YMPE, and 7.65% of the basic salary in excess of that amount. The contributions are directed to the members' combined contribution accounts. The University contributes an additional 5.05% of basic salary to fund the defined benefit minimum. These defined benefit contributions are directed to the Defined Retirement Benefit Fund. In the event that the actuary recommends additional contributions to fund the defined benefit minimum, the plan document provides for one-third and two-thirds sharing between members and the University.

The total combined member and University contributions to a member's combined contribution account in a calendar year are limited to the Income Tax Act (Canada) maximum (\$24,930 in 2014).

Subject to Income Tax Act (Canada) maximums, members may elect to make additional contributions to a voluntary contribution account through payroll deduction or by transfer from other registered vehicles.

#### (c) Investment options

Members' combined contribution accounts and additional voluntary accounts are invested in a balanced fund.



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# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

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### 1. Description of plan (continued)

#### (d) Retirement

All members are eligible for a retirement benefit. Normal retirement is the end of the month in which the member attains age 65. Members may elect early retirement any time after attaining the age of 55, or postpone retirement benefits until December 1<sup>st</sup> of the calendar year in which the member attains age 71.

#### (e) Retirement options

At retirement, members can apply the balance in their combined contribution accounts to one or a combination of the following forms of benefits:

- Internal variable annuity with, subject to eligibility, a defined benefit supplement. The defined benefit supplement is the amount, if any, by which the defined benefit minimum exceeds the internal variable annuity. The defined benefit minimum at normal retirement is 1.3% of the member's final average earnings up to the average YMPE for each year of service plus 2% of the member's final average earnings that is in excess of the average YMPE for each year of service. The final average earnings are calculated as the member's average for the highest consecutive five years. The defined benefit minimum is limited to \$2,818.89 per year of service credited after 1990 and is actuarially reduced for early retirement.
- External annuity from a life insurance company.
- Variable benefit.
- Transfer to (locked-in) registered retirement savings plans.
- Transfer to a combination of registered retirement income funds and life income funds.

#### (f) Termination and portability benefits

Upon termination of employment, members may retain the balance in their combined contribution account or transfer it to (locked-in) registered retirement savings plans or to another registered pension plan that will accept the transfer.

Members may transfer pension entitlements from other registered pension plans to a voluntary account in the University of Victoria Combination Pension Plan.

#### (g) Survivor benefits

The survivor benefit of a member, who dies before commencing a benefit, is the total in the member's combined contribution account and additional voluntary contribution account, if any. The beneficiary is the member's spouse (if the member has a spouse) unless the spouse has completed and filed a Spouse's Waiver of Pre-Retirement Benefits with the Pension Office. If the member does not have a spouse or the spouse has completed a waiver, the beneficiary is the member's estate unless the member has designated another beneficiary. A surviving spouse may choose an immediate or deferred pension from the Plan or transfer the survivor benefit to another registered vehicle.

The survivor benefit for a pensioner on the variable benefit is the total in the member's variable benefit account.

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# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

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### 1. Description of plan (continued)

#### (g) Survivor benefits (continued)

The survivor benefit for a pensioner in receipt of an annuity from the plan is determined by the optional form selected by the member immediately prior to commencement of the annuity. The optional forms available for internal annuities are as follows:

- Joint and last survivor where 66.7%, 75% or 100% of the benefit will continue to the spouse, if pre-deceased by the member.
- Joint and last survivor where 66.7% of the benefit will continue after the first death of either the spouse or the member.
- Joint and last survivor where payments will continue in full for the lifetime of the member or spouse, whoever lives longer, and with a guaranteed minimum of 10 or 15 years.
- Single life where payments continue for the member's lifetime with a guaranteed minimum of 0, 5, 10 or 15 years.

If the member has a spouse, the member must select a form which provides at least a lifetime 60% survivor benefit unless the spouse completes a waiver.

#### (h) Adjustments to pensions

Internal variable annuities are adjusted each July 1<sup>st</sup> based on the investment performance of the underlying net assets for the preceding calendar year. In accordance with the plan these annuities are also subject to adjustment arising from the longevity experience of the annuitant group. The adjustments to the 3.5% and 5% internal variable annuities on July 1, 2014 were increases of 6.1% (2013: 5.3% reduction) and 4.5% (2013: 3.8% increase), respectively.

Defined benefit pensions and the defined benefit minimum for eligible 3.5% annuitants, are adjusted each July 1<sup>st</sup>, by reference to the annual change in the Canadian Consumer Price Index (CPI) to a maximum of 3% per year since the commencement date of the pension. The maximum adjustment in any one year is also 3%. The increase in the CPI was 1.1% from 2013 to 2014 resulting in an adjustment to defined benefit pensions and minimum benefits on July 1, 2014 of 1.1% (2013: 1.2%).

#### (i) Income taxes

The Plan is a registered pension plan as defined in the Income Tax Act (Canada) and is not subject to income taxes.

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### 2. Statement of compliance with Canadian accounting standards for pension plans

These financial statements have been prepared in accordance with Canadian accounting standards for pension plans.

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# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

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### 3. Summary of significant accounting policies

As indicated in Note 2, these financial statements have been prepared in accordance with Canadian accounting standards for pension plans. Accounting standards for pension plans require entities to select accounting policies for accounts that do not relate to its investment portfolio or pension obligations in accordance with either International Financial Reporting Standards ("IFRS") or Canadian Accounting Standards for Private Enterprises ("ASPE"). The Trustees selected IFRS for such accounts on a consistent basis and to the extent that these standards do not conflict with the requirements of the accounting standards for pension plans.

#### (a) Investments

Investments are stated at fair value. Fair value is determined using market values where available. Fair value for international investments, including the Currency Hedging Fund, held by BC Investment Management Corporation are estimated based on preliminary market values supplied by the BC Investment Management Corporation, and any differences between the estimated values and final market values are adjusted in the subsequent period. Where listed market values are not available, estimated values are calculated by discounted cash flows or based on other approved external pricing sources. Price comparison reports are used to compare the prices of the bonds and publicly traded equities held in pooled funds against a secondary source. Mortgages are valued at the end of each month based on a discounted cash flow model. Real estate investments are valued quarterly by BC Investment Management Corporation's real estate investment managers and, at least once every ten to eighteen months, by accredited independent appraisers to establish current market values. At the end of each quarter BC Investment Management Corporation uses financial statements provided by the external managers and general partners or valuation reports to calculate the share values and the unit values for the externally managed holding corporations and limited partnerships. Investment sales and purchases are recorded on trade date.

#### (b) Investment income

Investment income is recorded on the accrual basis. Any adjustments to investments due to the fluctuation of market prices are reflected as part of the return on investments in the statement of changes in net assets available for benefits.

#### (c) Use of estimates

The preparation of financial statements, in conformity with Canadian accounting standards for pension plans, requires management, within the assumption parameters regarding pension liabilities approved by the Plan's actuaries, to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of increases and decreases in assets during the period. Actual results could differ from those estimates. Significant areas requiring the use of management estimates relate to the valuation of investments and the estimate of the actuarial position of the defined benefit minimum.

# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

### 4. Investments (fair value)

Except for the assets of the Defined Retirement Benefit Account ("DRBA"), the assets of the Plan are pooled for investment purposes with the assets of the University of Victoria Money Purchase Pension Plan. At December 31, 2014, 94.48% (2013: 94.7%) of the assets held in the Balanced Fund were in respect of the University of Victoria Combination Pension Plan.

The Plan's investments are recorded at fair value or at amounts that approximate fair value. Fair value is the amount at which the investment could be exchanged in a current financial transaction between willing parties. The investments are categorized according to a hierarchy which gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs (Level 3 measurement). The three levels of the fair value hierarchy are as follows:

Level 1 – Inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the reporting entity has the ability to access at the measurement date.

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3 – Inputs that are not observable for the asset or liability.

The Plan's proportionate share of investments in each fund, categorized according to the fair value hierarchy, is as follows:

	2014			2013
	Balanced Fund	DRBA	Total	Total
Short-term notes - Level 1	\$ 8,008,936	\$ 882,849	\$ 8,891,785	\$ 11,704,033
Short-term notes - Level 2	1,211,312	-	1,211,312	1,157,956
Canadian bonds - Level 1	116,496,383	23,935,569	140,431,952	131,579,056
Canadian bonds - Level 2	120,866,529	-	120,866,529	72,848,591
Foreign bonds - Level 2	-	-	-	1,903,880
Mortgages - Level 1	20,006,308	-	20,006,308	14,291,306
Canadian equities - Level 1	89,918,891	33,296,078	123,214,969	139,755,125
Canadian equities - Level 2	90,506,089	-	90,506,089	112,992,410
Foreign equities - Level 2	285,756,686	60,881,172	346,637,858	275,034,486
Currency hedges - Level 2	564,686	121,227	685,913	475,529
Real estate - Level 3	92,844,212	12,407,787	105,251,999	97,374,979
	<u>\$ 826,180,032</u>	<u>\$ 131,524,682</u>	<u>\$ 957,704,714</u>	<u>\$ 859,117,351</u>
Fair value hierarchy				
Level 1	\$ 234,430,518	\$ 58,114,496	\$ 292,545,014	\$ 297,329,520
Level 2	498,905,302	61,002,399	559,907,701	464,412,852
Level 3	<u>92,844,212</u>	<u>12,407,787</u>	<u>105,251,999</u>	<u>97,374,979</u>
	<u>\$ 826,180,032</u>	<u>\$ 131,524,682</u>	<u>\$ 957,704,714</u>	<u>\$ 859,117,351</u>

# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

### 4. Investments (fair value) (continued)

The following table summarizes the changes in the fair value of the Plan's financial instruments classified as level 3 investments:

	Balanced Fund	DRBA	Total
Beginning balance, January 1, 2014	\$ 86,615,977	\$ 10,759,002	\$ 97,374,979
Purchases	-	800,000	800,000
Sales	(575,909)	(76,913)	(652,822)
Unrealized gains/(losses)	6,804,144	925,698	7,729,842
Ending balance, December 31, 2014	\$ 92,844,212	\$ 12,407,787	\$ 105,251,999
Beginning balance, January 1, 2013	\$ 80,446,374	\$ 8,953,169	\$ 89,399,543
Purchases	-	1,100,000	1,100,000
Unrealized gains/(losses)	6,169,603	705,833	6,875,436
Ending balance, December 31, 2013	\$ 86,615,977	\$ 10,759,002	\$ 97,374,979

Short-term notes consist of Canadian money market securities maturing in 12 months or less and include treasury bills and guaranteed investment certificates. Mortgages consist of units in a pool of first mortgages on income-producing property in Canada. Canadian bonds consist of government and corporate bonds and debentures. Foreign bonds consist of Maple Bonds and US treasury bonds. Equities consist of publicly traded shares. Real estate investments consist mainly of diversified Canadian income-producing properties. Investments may be segregated or consist of units of pooled investment portfolios of the investment managers.

The Plan invests in the BC Investment Management Corporation's Currency Hedging Fund (the "Fund"). The Fund is used for defensive purposes in order to protect clients' foreign investments from the impact of an appreciating Canadian dollar (relative to the foreign currency). The Fund purchases and sells currencies through the spot market, forward contracts, and/or futures. Unit values are calculated based on the net realized and unrealized gains/losses of the derivative financial instruments.

# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

### 5. Net return on investments

Net investment returns less operating expenses are distributed to members' combined contribution accounts, variable benefit accounts and additional voluntary contribution accounts at the end of each month.

The Balanced Fund earned a gross return of 12.21% (2013: 15.31%) and a net return of 11.88% (2013: 15.01%). The Defined Retirement Benefit Account incurred a net return of 12.92% (2013: 15.03%). Net investment returns by fund are as follows:

	<b>2014</b>			<b>2013</b>
	<b>Balanced Fund</b>	<b>DRBA</b>	<b>Total</b>	<b>Total</b>
Interest				
Cash and short-term notes	\$ 162,927	\$ 2,003	\$ <b>164,930</b>	\$ 148,434
Bonds	9,930,075	1,208,693	<b>11,138,768</b>	9,932,429
Mortgages	676,896	-	<b>676,896</b>	695,003
Other	54,577	-	<b>54,577</b>	7,735
Dividends				
Canadian equities	2,004,254	830,103	<b>2,834,357</b>	3,330,634
Net realized gains	52,635,933	9,098,854	<b>61,734,787</b>	40,137,845
Net unrealized gains	25,633,211	3,744,810	<b>29,378,021</b>	60,035,238
	<b>91,097,873</b>	<b>14,884,463</b>	<b>105,982,336</b>	<b>114,287,318</b>
Investment costs				
Management fees	1,982,053	261,979	<b>2,244,032</b>	1,664,090
Custodial fees	55,678	20,567	<b>76,245</b>	86,293
Other	71,524	-	<b>71,524</b>	72,558
	<b>2,109,255</b>	<b>282,546</b>	<b>2,391,801</b>	<b>1,822,941</b>
Total net investment return	\$ <b>88,988,618</b>	\$ <b>14,601,917</b>	\$ <b>103,590,535</b>	\$ <b>112,464,377</b>

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# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

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### **6. Obligations for pension benefits – defined benefit minimum**

An actuarial valuation, in respect of the defined benefit minimum, is performed at least once every three years. The latest valuation was made as of December 31, 2012 by Mercer (Canada) Limited. The calculations to December 31, 2014 are based upon an extrapolation from the December 31, 2012 valuation. The next valuation will be performed and filed as at December 31, 2015.

The best estimate obligation was calculated using the December 2012 actuarial valuation data and extrapolating the obligation forward to December 31, 2014 based on the best estimate assumptions, except for an adjustment for the actual returns of the Combined Contribution Accounts (CCA) for the calendar years 2013 of 15.01% and 2014 of 11.88%. Liabilities were calculated using the projected unit credit method, prorating on service. The extrapolation of the liabilities to December 31, 2014 is based on 2013 and 2014 benefit disbursement information. The extrapolation does not reflect any new entrants who may have joined the plan after December 31, 2012. No other experiences have been reflected in the extrapolation.

The obligations disclosed in these statements are measured based on service earned to the date of measurement only, as required under accounting standards, and differ from the obligations used to determine funding requirements which include a provision for future service benefits.

# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

### 6. Obligations for pension benefits – defined benefit minimum (continued)

The assumptions used in determining the actuarial present value of accrued pension benefits were developed by reference to expected long-term market conditions. Significant long-term actuarial economic and demographic assumptions used in the valuation were:

	December 31, 2014	December 31, 2013
<b>Economic assumptions:</b>		
Valuation discount rate	7.00% per annum	7.00% per annum
Assumed return on CCA	6.50% per annum	6.50% per annum
Salary scale – faculty members	4.25% per annum	4.50% per annum
Salary scale – administrative and academic professional staff members	5.06% for the first 8 years of service, 2.00% thereafter	5.3175% for the first 8 years of service, 2.25% thereafter
Annual rate of inflation	2.00% per annum	2.25% per annum
YMPE increase, increase to ITA maximum pension and contribution limits	3.00% per annum	3.25% per annum
<b>Demographic assumptions:</b>		
Termination rates	<p><i>Faculty members:</i></p> <p>Termination rate starts at 6% per year, trending down from 6% per year at age 30 to 1.5% per year from age 40 until age 55.</p> <p><i>Academic and Professional Staff members:</i></p> <p>Termination rate starts at 10% per year, trending down from 10% per year at age 35 to 4.5% per year from age 40 until age 55.</p>	<p><i>Faculty members:</i></p> <p>Termination rate starts at 6% per year, trending down from 6% per year at age 30 to 1.5% per year from age 40 until age 55.</p> <p><i>Academic and Professional Staff members:</i></p> <p>Termination rate starts at 10% per year, trending down from 10% per year at age 35 to 4.5% per year from age 40 until age 55.</p>
Mortality table	90% of the Public Sector Canadian Pensioners Mortality Table with improvement scale CPM-B	78% of UP94 Generational for male 84% of UP94 Generational for female



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# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

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### 7. Net assets available for benefits

The net assets available for benefits as at December 31 are allocated as follows:

	<u>2014</u>	<u>2013</u>
Combined contribution accounts ("CCA")	\$ 451,125,940	\$ 421,087,504
Variable benefit accounts ("VBA")	309,190,489	274,068,521
Additional voluntary contribution accounts ("AVC")	13,880,575	12,245,231
Defined retirement benefit account ("DRBA")	131,110,404	108,968,875
Internal variable annuity account ("IVAA")	<u>54,771,726</u>	<u>43,861,807</u>
	<u>\$ 960,079,134</u>	<u>\$ 860,231,938</u>

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### 8. Combined contribution accounts ("CCA")

Each member of the plan has a CCA which is reported annually to the member. CCAs are invested in the Balanced Fund.

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### 9. Variable benefit accounts ("VBA")

Each member of the plan in receipt of a variable benefit pension has a VBA. VBAs are invested in the Balanced Fund.

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### 10. Additional voluntary contribution accounts ("AVC")

Additional voluntary contribution accounts are divided into restricted voluntary accounts ("RVA") and unrestricted voluntary accounts ("UVA"). Transfers from other pension plans that have restrictions imposed by the exporting plans are placed in RVA. Contributions made by members on a voluntary basis and transfers that are unrestricted are placed in UVA. All RVA and UVA are invested in the Balanced Fund as follows:

	<u>2014</u>	<u>2013</u>
Restricted voluntary accounts	\$ 6,382,245	\$ 5,572,100
Unrestricted voluntary accounts	<u>7,498,330</u>	<u>6,673,131</u>
	<u>\$ 13,880,575</u>	<u>\$ 12,245,231</u>

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# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

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### 11. Defined retirement benefit account ("DRBA")

The DRBA is a reserve to fund existing defined benefit pensions and supplements and to offset future obligations for defined benefit supplements.

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### 12. Internal variable annuity account ("IVAA")

The IVAA provides benefits to members who elected to take internal variable annuities with all or part of their CCA, VBA and AVC. The IVAA is invested in the Balanced Fund.

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### 13. Risk management

The Plan's investments are recorded at fair value. Other financial instruments consist of cash, receivables, and accounts payable and accrued liabilities. The fair value of these financial instruments approximates their carrying values. Fair values of investments are exposed to market risk, liquidity risk and credit risk.

#### **Market risk**

Market risk is comprised of currency risk, interest rate risk, and other price risk.

Currency risk: Currency risk relates to the possibility that the investments will change in value due to future fluctuations in US, Euro and other international foreign exchange rates. For example, a 5% strengthening (weakening) of the Canadian dollar against foreign currencies at December 31, 2014 would have decreased (increased) investments held in foreign currencies by approximately \$17.3 million (2013: \$13.9 million).

Currency risk associated with foreign equities may be hedged at the discretion of the Global Equity Manager, BC Investment Management Corporation, in order to protect the value of foreign equity investments from the impact of an appreciating Canadian dollar (relative to the foreign currency).

The Fixed Income Manager may purchase US Treasury Bonds, provided the foreign currency exposure is hedged through the purchase of currency contracts.

Interest rate risk: Interest rate risk relates to the possibility that the investments will change in value due to future fluctuations in market interest rates. Duration is an appropriate measure of interest rate risk for fixed-income securities (bonds, mortgages and short-term notes) as a rise in interest rates will cause a decrease in the price of fixed income securities – the longer the duration, the greater the effect. At December 31, 2014, the average duration of the fixed income securities was 7.2 years (2013: 6.4 years). Therefore, if nominal interest rates were to increase by 1%, the value of the Balanced Fund fixed income securities would drop by 7.2% (2013: 6.4%).

# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

### 13. Risk management (continued)

Other price risk: Other price risk relates to the possibility that the investments will change in value due to future fluctuations in market prices. This risk is reduced by the investment policy provisions approved by the Board of Pension Trustees for a structured asset mix to be followed by the investment managers, the requirement for diversification of investments within each asset class and credit quality constraints on fixed income instruments. Other price risk can be measured in terms of volatility, i.e., the standard deviation of change in the value of a financial instrument within a specific time horizon. Based on the volatility of the current asset class holdings shown in Note 4, the expectation is that over the long-term, the Balanced Fund will return around 6.4%, within a range of +/- 9.4% (i.e., results ranging from -3.0% to 15.8%) and the Defined Retirement Benefit Fund will return around 7.0%, within a range of +/- 12.1% (i.e., results ranging from -5.1% to 19.1%).

Benchmark for investments	% change	Net impact on market value (in thousands)	
		Balanced Fund	Defined Retirement Benefit Fund
	<b>Volatility %</b>		
Short-term holdings	+/- 1.5		
Bonds and mortgages	+/- 5.4		
Canadian equities	+/- 19.5		
Foreign equities	+/- 17.1		
Real estate	+/- 13.0		
FTSE TMX Canada 91-day Treasury Bill Index	+/- 1.5	138	13
FTSE TMX Canada Universe Bond Index	+/- 5.4	13,898	1,279
S&P/TSX Capped Composite Index	+/- 19.5	35,183	6,543
MSCI World Net Index	+/- 17.1	48,961	10,431
Canadian Consumer Price Index (real estate)	+/- 13.0	12,070	1,613

Other price risk is managed by diversification of the portfolio, both by investment managers (three) with differing investment styles and mandates and by allocation of equities across a range of sectors and companies.

### Liquidity risk

Liquidity risk is the risk of being unable to generate sufficient cash or its equivalent in a timely and cost effective manner in order to meet commitments as they come due. The primary liabilities in the Plan are defined contribution entitlements (see CCA, VBA and AVC account balances in Note 7), internal variable annuities (see Note 7), future defined benefit obligations (see Note 6) and operating expenses. Liquidity requirements are managed through income generated by monthly contributions and investing in sufficiently liquid (eg. publicly traded) equities, pooled funds and other easily marketable instruments.

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# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

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### 13. Risk management (continued)

#### Credit risk

Credit risk relates to the possibility that a loss may occur from failure of a fixed income security issuer to meet its debt obligations. At December 31, 2014, the maximum risk exposure for this type of investment is \$266.6 million (2013: \$211.1 million) in the Balanced Fund and \$24.6 million (2013: \$22.4 million) in the Defined Retirement Benefit Fund.

The Plan limits credit risk by investing only in short term debt rated R1 or higher and other debt rated BBB or higher, as rated by the Dominion Bond Rating Service or equivalent. Debt rated below BBB is only permitted in the case of a high yield bond fund which has been specifically approved for investment by the Board of Pension Trustees.

The following shows the percentage of bond holdings in the portfolio by credit rating.

Rating	Balanced Fund	Defined Retirement Benefit Fund
AAA	21.2%	23.0%
AA	45.1%	43.3%
A	17.2%	17.3%
BBB	14.7%	14.3%
BB and below	1.7%	2.0%
Unrated	0.1%	0.1%

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### 14. Capital disclosures

The purpose of the Plan is to provide pension benefits to plan members. As such, when managing capital, the objective is to preserve assets in a manner that provides the Plan with the ability to continue as a going-concern, to have sufficient assets to meet future obligations for benefits and to have sufficient liquidity to meet all benefit and expense payments.

In accordance with regulatory requirements, the Board of Pension Trustees has established a Statement of Investment Policies and Goals ("SIP&G") which sets out the investment principles, guidelines and monitoring procedures that are appropriate to the needs and objectives of the Plan. The SIP&G sets out benchmarks and asset allocation ranges that are intended to best secure the obligations for pension benefits and result in reasonable risk-adjusted return on investment. Individual investment decisions are delegated to investment managers subject to the constraints of the SIP&G and individual manager mandates. As required, the Board of Pension Trustees reviews the SIP&G and manager structure at least annually, and makes such changes to the SIP&G and/or mandates as it deems necessary. With the assistance of an outside consultant, the Board of Pension Trustees and the Pension Office regularly monitor the asset mix of each manager and fund to ensure compliance with the SIP&G and mandates.

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# University of Victoria Combination Pension Plan

## Notes to the Financial Statements

December 31, 2014

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### 14. Capital disclosures (continued)

The benchmark and ranges for the funds are as follows:

	Balanced Fund		DRBA	
	Benchmark	Range	Benchmark	Range
Cash and equivalents	0%	0-21%	0%	0-20%
Canadian bonds	36%	20-46%	20%	15-25%
Canadian equities	22%	14-27%	25%	15-35%
Foreign equities	32%	20-40%	45%	40-50%
Real estate	10%	5-15%	10%	5-15%

The Plan is also subject to the Pension Benefits Standards Act (BC) and Regulations, which require that solvency and going concern actuarial valuations are performed every three years, at which time the Plan must take measures to eliminate any funding deficiencies that may arise.

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