



Financial Statements

University of Victoria Money
Purchase Pension Plan

December 31, 2019

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Independent Auditor's Report

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To the Trustees of the University of Victoria Money Purchase Pension Plan

Opinion

We have audited the financial statements of the University of Victoria Money Purchase Pension Plan, which comprise the statement of financial position as at December 31, 2019, and the statements of changes in net assets available for benefits and changes in obligations for benefits for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the University of Victoria Money Purchase Pension Plan as at December 31, 2019, and its changes in net assets available for benefits and its changes in obligations for benefits for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the University of Victoria Money Purchase Pension Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance 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.

In preparing the financial statements, management is responsible for assessing the University of Victoria Money Purchase Pension Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the University of Victoria Money Purchase Pension Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the University of Victoria Money Purchase Pension Plan's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 University of Victoria Money Purchase Pension Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University of Victoria Money Purchase Pension Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the University of Victoria Money Purchase Pension Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Victoria, Canada

April 9, 2020



Chartered Professional Accountants

University of Victoria Money Purchase Pension Plan

Statement of Financial Position

December 31 (expressed in \$000's)	2019	2018
Assets		
Cash	\$ <u>306</u>	\$ <u>215</u>
Investments (Note 4)		
Short-term	351	133
Canadian bonds	23,858	21,115
Canadian equities	17,571	13,571
Foreign equities	29,884	23,589
Currency Hedges	-	-
Real estate	<u>6,708</u>	<u>6,515</u>
	<u>78,372</u>	<u>64,923</u>
Receivables		
Accrued interest and dividend income	209	17
Transactions to be settled and other	<u>193</u>	<u>2</u>
	<u>402</u>	<u>19</u>
	<u>79,080</u>	<u>65,157</u>
Liabilities		
Accounts payable and accrued liabilities	<u>470</u>	<u>23</u>
Net assets available for benefits (Note 6)	78,610	65,134
Obligations for benefits	<u>78,610</u>	<u>65,134</u>
Net assets available for benefits less obligations for benefits	\$ <u>-</u>	\$ <u>-</u>

Approved by the Board of Pension Trustees

_____ Chair _____ Vice-Chair

See accompanying notes to the financial statements.

University of Victoria Money Purchase Pension Plan Statement of Changes in Net Assets Available for Benefits

Year Ended December 31 (expressed in \$000's)	2019	2018
Changes in net assets		
Net return on investments (Note 5)		
Interest income	\$ 685	\$ 646
Mortgage income	-	18
Dividend income	190	179
Net realized and unrealized gain (losses) on investments	9,982	(824)
Investment administration costs	<u>(241)</u>	<u>(260)</u>
	<u>10,616</u>	<u>(241)</u>
Contributions (Note 1)		
Members' required	963	923
Members' additional voluntary	46	41
University's required	2,239	2,153
Transfers from other plans	<u>1,599</u>	<u>391</u>
	<u>4,847</u>	<u>3,508</u>
Payments to or on behalf of members		
Pensions to retired members or beneficiaries	(842)	(732)
Members' accounts transferred and refunded, and death benefits	<u>(1,087)</u>	<u>(1,935)</u>
	<u>(1,929)</u>	<u>(2,667)</u>
Operating expenses		
Office and administrative costs	(37)	(36)
Audit, registration and legal fees	<u>(21)</u>	<u>(7)</u>
	<u>(58)</u>	<u>(43)</u>
Increase in net assets	13,476	557
Net assets available for benefits, beginning of year	<u>65,134</u>	<u>64,577</u>
Net assets available for benefits, end of year	\$ <u>78,610</u>	\$ <u>65,134</u>

See accompanying notes to the financial statements.

University of Victoria Money Purchase Pension Plan Statement of Changes in Obligations for Benefits

Year Ended December 31 (expressed in \$000's)	2019	2018
Obligations for benefits, beginning balance	\$ 65,134	\$ 64,577
Net investment returns (losses)	10,558	(284)
Contributions	4,847	3,508
Benefits paid	(842)	(732)
Accounts transferred or refunded	(1,087)	(1,935)
Change in obligations for benefits	13,476	557
Obligations for benefits, ending balance	\$ 78,610	\$ 65,134

See accompanying notes to the financial statements.

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

1. Description of plan

The following description of the University of Victoria Money Purchase Pension Plan is a summary only. For more complete information, reference should be made to the Trust Agreement.

(a) General

The Plan is a defined contribution pension plan. The Plan covers assistant and associate teaching professors, teaching professors, sessional lecturers, as well as faculty and administrative and academic professional staff holding regular appointments of 50% or more of full-time but less than full time.

(b) Funding policy

In accordance with the Trust Agreement, members are required to contribute 3.0% of their basic salary up to the Canada Pension Plan Year's Maximum Pensionable Earnings ("YMPE") (\$57,400 in 2019), and 5.0% of the basic salary in excess of that amount. The contributions are directed to the members' money purchase contribution accounts.

The University contributes 8.37% of basic salary up to the YMPE, and 10.0% of the basic salary in excess of that amount. The contributions are directed to the members' money purchase contribution accounts.

The total combined member and University contributions to a member's money purchase contribution account in a calendar year are limited to the Income Tax Act (Canada) maximum (\$27,230 in 2019).

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' money purchase contribution accounts and additional voluntary accounts are invested in a balanced fund.

(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 1st of the calendar year in which the member attains age 71.

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

1. Description of plan (continued)

(e) Retirement options

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

- External annuity from a life insurance company.
- Transfer to a locked-in retirement account.
- Transfer to a combination of registered retirement income funds and life income funds.
- Variable benefit pension (provided their account balance is at least twice the year's YMPE).

(f) Termination and portability benefits

Upon termination of employment, members may retain the balance in their money purchase contribution account or transfer it to a locked-in retirement account or to another registered pension plan that will accept the transfer.

Active members may transfer pension entitlements from other registered pension plans into a voluntary account in the Plan.

(g) Survivor benefits

A spouse is automatically entitled to the pre-retirement survivor benefit unless they waive that right by completing a Spousal Waiver (Pension Benefits Standards Regulation BC). The survivor benefit for a spouse is 100% of the benefit accrued by the member. The surviving spouse is entitled to any of the options that are available to the member, with the exception that the spouse need not have attained 55 years of age to commence a monthly benefit. A surviving spouse must commence a pension benefit or elect a transfer from the Plan by the later of one year following the member's date of death or the end of the calendar year in which the spouse attains 71 years of age. The survivor benefit for a beneficiary who is not a spouse is the balance accumulated in the Money Purchase Contribution Account ("MPCA") and, if applicable, Voluntary Contribution Account(s), payable in a cash lump sum, less applicable withholding tax.

The survivor benefit for a variable benefit pensioner is the total in the member's Variable Benefit Account.

(h) Income taxes

The Plan is a registered pension plan as defined in the Income Tax Act (Canada) and is not subject to income taxes, but is subject to indirect taxes including British Columbia provincial sales tax (PST) and goods and services tax (GST). The Plan receives a 33% rebate of the GST paid.

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

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.

3. Summary of significant accounting policies

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, 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. 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 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.

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

3. Summary of significant accounting policies (continued)

(d) Foreign currency translation

Transactions denominated in foreign currencies are translated at the rates of exchange at the date of the transaction. Assets and liabilities denominated in foreign currency are translated into Canadian dollars at the rate of exchange in effect at the statement of financial position date. Unrealized exchange gains or losses on foreign currency are included in the change in fair value of investments.

4. Investments (fair value)

The assets of the Plan are pooled for investment purposes with the Balanced Fund assets of the University of Victoria Combination Pension Plan. At December 31, 2019, 6.58% (2018: 6.25%) of the assets held in the Balanced Fund were in respect of the University of Victoria Money Purchase 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 the Balanced Fund, categorized according to the fair value hierarchy, is as follows:

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

4. Investments (fair value) (continued)

(Expressed in \$000's)		<u>2019</u>	<u>2018</u>
Short-term notes	- Level 1	\$ 173	\$ 8
Short-term notes	- Level 2	178	125
Canadian bonds	- Level 1	23,858	21,115
Canadian bonds	- Level 2	-	-
Mortgages	- Level 1	-	-
Canadian equities	- Level 1	8,676	6,685
Canadian equities	- Level 2	8,895	6,886
Foreign equities	- Level 2	29,884	23,589
Currency Hedges	- Level 2	-	-
Real estate	- Level 3	6,708	6,515
		<u>\$ 78,372</u>	<u>\$ 64,923</u>
Fair value hierarchy			
	Level 1	32,707	27,808
	Level 2	38,957	30,600
	Level 3	6,708	6,515
		<u>\$ 78,372</u>	<u>\$ 64,923</u>

The following table summarizes the changes in the fair value of the Plan's financial instruments classified as level 3 investments, this includes hedges that were entered into within the scope of the real estate program which houses all the level 3 investments:

(Expressed in \$000's)		<u>2019</u>	<u>2018</u>
Beginning balance		\$ 6,515	\$ 5,961
Purchases		3,090	-
Sales		(3,610)	-
Realized and unrealized gains		713	554
Ending balance		<u>\$ 6,708</u>	<u>\$ 6,515</u>

Short-term notes consist of Canadian money market securities maturing in 12 months or less and include treasury bills and guaranteed investment certificates. Canadian bonds consist of government and corporate bonds and debentures. Equities consist of publicly traded shares. Real estate investments consists of diversified Canadian and Global income-producing properties. Investments may be segregated or consist of units of pooled investment portfolios of the investment managers.

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

4. Investments (fair value) (continued)

Currency contracts may be held individually by BC Investment Management Corporation. The contracts are 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 manager 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.

5. Net return on investments

Net investment returns less operating expenses are distributed to members' accounts at the end of each month.

The Balanced Fund earned a gross return of 16.50% (2018: 0.03%) and a net return of 16.05% (2018: -0.42%). Net investment returns are as follows:

(Expressed in \$000's)	<u>2019</u>	<u>2018</u>
Interest		
Cash and short-term notes	\$ 3	\$ 10
Bonds	682	636
Mortgages	-	18
Dividends		
Canadian equities	190	179
Net realized gains	3,098	1,985
Net unrealized gains (losses)	<u>6,884</u>	<u>(2,809)</u>
	<u>10,857</u>	<u>19</u>
Investment costs:		
Management fees	235	252
Custodial fees	2	3
Other	4	5
	<u>241</u>	<u>260</u>
Total net investment return (loss)	<u>\$ 10,616</u>	<u>\$ (241)</u>

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

6. Net assets available for benefits

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

(Expressed in \$000's)	<u>2019</u>	<u>2018</u>
Money purchase contribution accounts ("MPCA")	\$ 57,646	\$ 49,894
Additional voluntary contribution accounts ("AVC")	3,009	2,554
Variable benefit accounts ("VBA")	<u>17,955</u>	<u>12,686</u>
	<u>\$ 78,610</u>	<u>\$ 65,134</u>

7. Money purchase contribution accounts ("MPCA")

Each member of the Plan who is not a pensioner has a MPCA, which is reported annually to the member. MPCAs are invested in the Balanced Fund.

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

8. 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.

9. 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:

(Expressed in \$000's)

	<u>2019</u>	<u>2018</u>
Restricted voluntary accounts	\$ 1,095	\$ 943
Unrestricted voluntary accounts	<u>1,914</u>	<u>1,611</u>
	<u>\$ 3,009</u>	<u>\$ 2,554</u>

10. 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, 2019 would have decreased (increased) investments held in foreign currencies by approximately \$1.5 million (2018: \$1.2 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.

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

10. Risk management (continued)

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 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, 2019, the average duration of the fixed income securities in the Balanced Fund was 7.74 years (2018: 7.40 years). Therefore, if nominal interest rates were to increase by 1%, the value of the Balanced Fund fixed income securities would drop by 7.74% (2018: 7.40%).

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, the standard deviation of change in the value of a financial instrument within a specific time horizon.

	Volatility %	
Short-term holdings	+/- 1.5	
Bonds and mortgages	+/- 5.4	
Canadian equities	+/- 19.5	
Foreign equities	+/- 16.1	
Real estate	+/- 13.0	
		Net impact on market value
Benchmark for investments	% change	
FTSE TMX Canada 91-day Treasury Bill Index	+/-1.5	\$5
FTSE TMX Canada Universe Bond Index	+/- 5.4	1,288
S&P/TSX Capped Composite Index	+/-19.5	3,426
MSCI World Net Index	+/- 16.1	4,811
Canadian Consumer Price Index plus 4% (real estate)	+/- 13.0	597

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. Based on the volatility of the current asset class holdings outlined above, the Balanced Fund has an estimated volatility of 8.8%.

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, and operating expenses. Liquidity requirements are managed through income generated by monthly contributions and investing in sufficiently liquid equities, pooled funds and other easily marketable instruments.

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

10. 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, 2019, the maximum risk exposure for this type of investment is \$24.2 million (2018: \$21.2 million).

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 and mortgage holdings in the portfolio by credit rating.

Rating	%
AAA	32.0%
AA	33.9%
A	17.4%
BBB	13.7%
BB and below	1.3%
Unrated	1.7%

11. Capital disclosures

The purpose of the Plan is to provide 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 Procedures ("SIP&P") which sets out the investment principles, guidelines and monitoring procedures that are appropriate to the needs and objectives of the Plan. The SIP&P sets out benchmarks and asset allocation ranges that are intended to best secure the obligations for 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&P and individual manager mandates. As required, the Board of Pension Trustees reviews the SIP&P and manager structure at least annually, and makes such changes to the SIP&P and/or mandates as it deems necessary. With the assistance of an outside consultant, the Board of Pension Trustees and the Pension Services regularly monitor the asset mix of each manager and fund to ensure compliance with the SIP&P and mandates.

University of Victoria Money Purchase Pension Plan

Notes to the Financial Statements

December 31, 2019

11. Capital disclosures (continued)

The benchmark and ranges for the Balanced Fund are as follows:

	Benchmark	Range
Cash and equivalents	0%	0-21%
Universe bonds	36%	20-46%
Canadian equities	22%	14-27%
Foreign equities	32%	20-40%
Real estate	10%	5-15%

12. Subsequent events

Since December 31, 2019, the outbreak of COVID-19 and related global responses have caused material disruptions to businesses around the world, leading to an economic slowdown. Global equity markets have experienced significant volatility and weakness. As of the date that these financial statements were authorized for issue, the fair value of the Plan's investments had declined significantly to the following amounts:

Investments (fair value) (Expressed in \$000's)	Subsequent Measurement	December 31, 2019
Short-term	\$ 188	\$ 351
Canadian bonds	24,816	23,858
Canadian equities	13,912	17,571
Foreign equities	25,976	29,884
Real estate	7,104	6,708
Total	\$ 71,996	\$ 78,372

While governments and central banks have reacted with monetary and fiscal interventions designed to stabilize economic conditions, the duration and extent of the impact of the COVID-19 outbreak, as well as the effectiveness of government and central bank responses, remains unclear at this time.

These subsequent changes in the fair value of the Plan's investments are not reflected in the financial statements as at December 31, 2019. As these values are as of the date of these financial statements, the change in real estate value is a result of purchases and not market changes as real estate is valued quarterly with the next valuation not received as of the date of these financial statements.
