



SHEPPnews

Employer Newsletter

FALL 2025



The Value of a Pension Plan

Recent research has shown that defined benefit (DB) pension plans continue to deliver strong value for the employers who offer them.

- ✓ **Recruitment and Retention:** Studies show DB pension plans give employers a competitive edge, with up to 88% reporting stronger recruitment and retention.
- ✓ **Employee Well-being:** Employers increasingly link retirement benefits to lower financial stress, better mental health, and reduced burnout for their employees, creating a more stable, supported workforce.
- ✓ **Increased Productivity:** Organizations that invest in retirement benefits report fewer productivity concerns and more consistent performance improvements.

*Research noted includes findings from **HOOPP**, **Benefits Canada**, **StatCan**, **OPTrust**, and the **University Pension Plan**.*



2025 Top Employer Award

We are proud to be named a Top Employer for the third consecutive year by Benefits and Pensions Monitor magazine, recognizing SHEPP as one of the pension industry's best workplaces in Canada. Visit the Benefits and Pensions Monitor website to learn more about **their list of Top Employers** and see **SHEPP's company profile**.

Funded Status Update

SHEPP's latest actuarial valuation as at December 31, 2024 shows that the Plan remains fully funded for the second consecutive year, with strong investment returns resulting in a healthy surplus. It determined that the Plan is 107% funded on a going-concern basis, with a surplus of \$768 million. The combined contribution rate remains stable at 16.5% of payroll, effective since January 1, 2025.



107%
funded



\$11.1B
in assets



\$768M
surplus

The going-concern funded ratio compares the Plan's assets to the Plan's liabilities (benefits payable). Remaining fully funded on a going-concern basis means the Plan is in a strong financial position, with sufficient assets to cover all current and future pension obligations.

The going-concern funded status includes margins designed to achieve the Board's two main funding objectives:

- ✓ Securing members' benefits
- ✓ Keeping contribution rates stable

SHEPP's priority is to manage the Plan with a long-term view, ensuring it remains strong and provides secure lifetime pensions for members now and in the future.

For more information, read our [Valuation Summary](#) and visit the [Funding](#) page at shepp.ca.

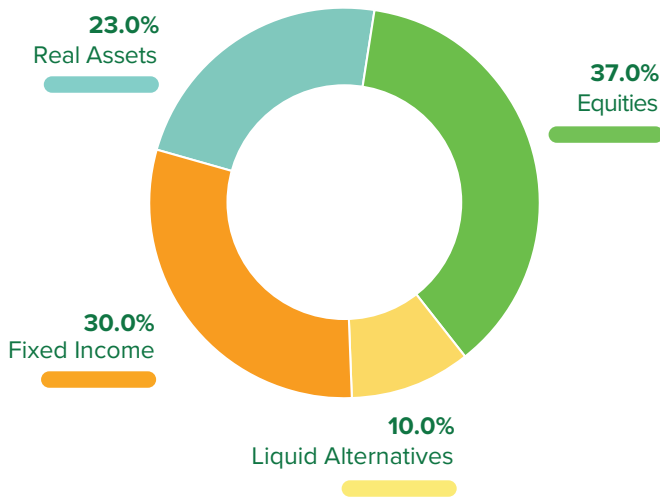
People. Pensions. Results.



Investing for the Future

SHEPP's investment strategy is built for the long run. While markets continue to react to tariffs and changing interest rates, these short-term events have limited impact on the Plan's long-term outlook. The Board's diversified investment approach has demonstrated the Fund's capacity to deliver results and navigate short-term market disruptions.

Long-term Target Asset Mix



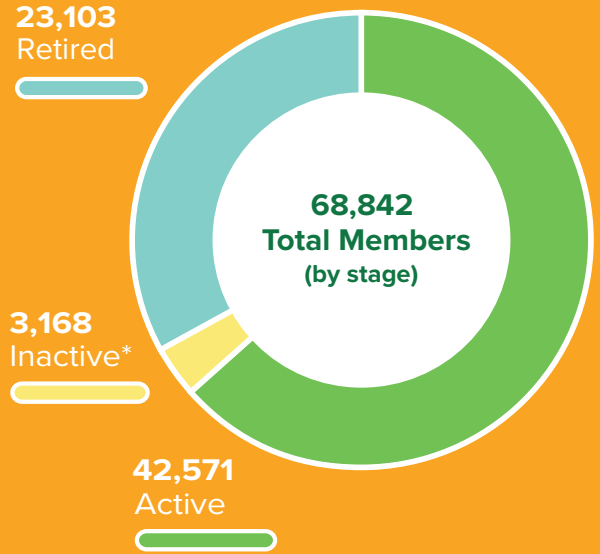
The Plan invests across a broad range of asset classes, including equities, fixed income, real assets (infrastructure, real estate, farmland, and commodities), and liquid alternatives, to balance growth potential with risk management. This helps protect the Fund from market volatility and deliver stable, sustainable growth over time.

By maintaining a disciplined, long-term approach, SHEPP continues to strengthen the Plan's financial position and support stable contribution rates for employers, while delivering the long-term sustainability members depend on.

For more information, read SHEPP's [2024 Annual Report](#).

Snapshot of SHEPP's Membership

Plan Membership Profile (as at September 30, 2025)



*Inactive includes Deferred and Pending members



43 years old
the average age of active members

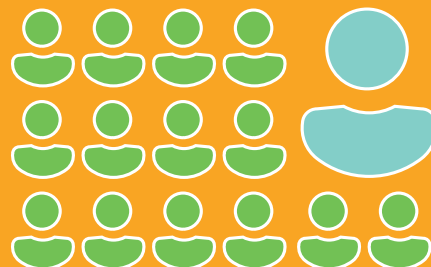


13,971 members
eligible to retire in the next 10 years



59 percent of members
who retired in 2024, retired early (under the age of 65)

Proportion of SK Workers in SHEPP



1 in 15
people employed in Saskatchewan is a member of SHEPP



102 - 4581 Parliament Ave
Regina, SK S4W 0G3

Phone: 306.751.8300
Toll Free: 1.866.394.4440
Fax: 306.751.8301
Email: sheppinfo@shepp.ca

www.shepp.ca

Follow us on LinkedIn