



Employer Newsletter

SUMMER 2025



Welcome New Employers

We'd like to extend a warm welcome to our newest SHEPP participating employers:

- Saskatchewan College of Paramedics joined SHEPP effective April 1, 2025
- Saskatchewan Medical Association joined SHEPP effective April 1, 2025
- Fillmore Ambulance Inc. joined SHEPP effective July 1, 2025

SHEPP now has 52 participating employers. See the full list of **Participating Employers** at shepp.ca.



Supporting Our Employers

SHEPP's Employer Experience team provides our employers with accurate, timely, helpful and approachable service, ensuring your organization has the resources needed to administer pension benefits in compliance with the Plan terms and conditions.

The team provides online and in-person training as well as online and phone support. This includes onboarding for new employers and payroll contacts, ongoing ad hoc training and support, and yearly training on compliance and employer roles and responsibilities.

If you have any questions or need support, please contact our Employer Experience team at employerservices@shepp.ca.

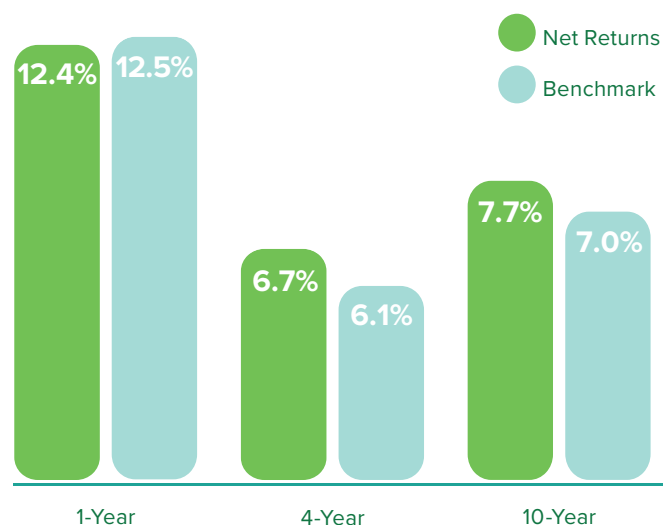
Strong Performance in 2024

Financial markets continued to rally through 2024 as inflation moderated and central banks began to lower interest rates. This led to strong returns across all major asset classes within the SHEPP portfolio.

The SHEPP Fund experienced a strong one-year net investment return of 12.4% in 2024, which slightly trailed the 12.5% benchmark return. At year-end, the total value of the Fund was approximately \$11.1 billion.

Total Fund Rate of Return

(annualized, net of investment management fees)
as at December 31, 2024



SHEPP's investment strategy focuses on the long term, and is driven by Plan sustainability objectives. As such, success must be examined over a period longer than one year.

As of the end of 2024, the Fund exceeded performance targets with a four-year annualized return of 6.7%, surpassing the 6.1% benchmark. Over 10 years, the return was 7.7%, which also exceeded the 7.0% benchmark.

People. Pensions. Results.



A Focus on Plan Sustainability and Risk Mitigation

SHEPP's investment strategy is built for long-term sustainability, with a well-diversified portfolio designed to weather market disruptions.

While the current economic environment bears watching, SHEPP's portfolio has weathered past market challenges, proving its resilience and ability to perform over time.



SHEPP implements a variety of measures to mitigate risk, such as diversifying investments, regularly monitoring the Plan's financial health through funding valuations, and building margins to support long-term stability and build resilience.

Those margins are:

- ✓ **The Benefit Security Margin**, reflected in the balance sheet, safeguards accrued benefits for Plan members.
- ✓ **The Contribution Stabilization Margin**, integrated into the contribution rate, mitigates frequent rate fluctuations.

Together, these margins act as a safety net, supporting long-term sustainability.

SHEPP remains focused on generating sufficient long-term returns while taking on an acceptable level of risk to maintain the Plan's funded position, secure members' benefits, and stabilize contributions.

For more information, visit shepp.ca.



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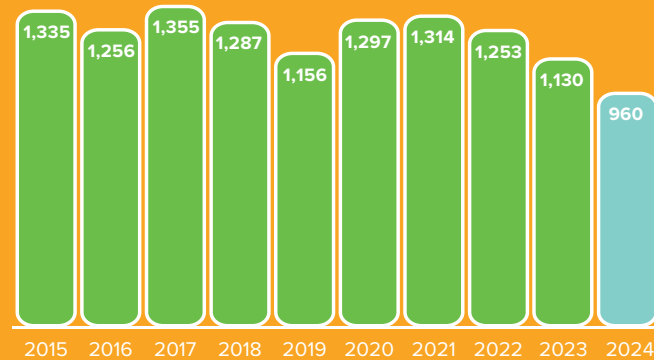
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2024 SHEPP Highlights

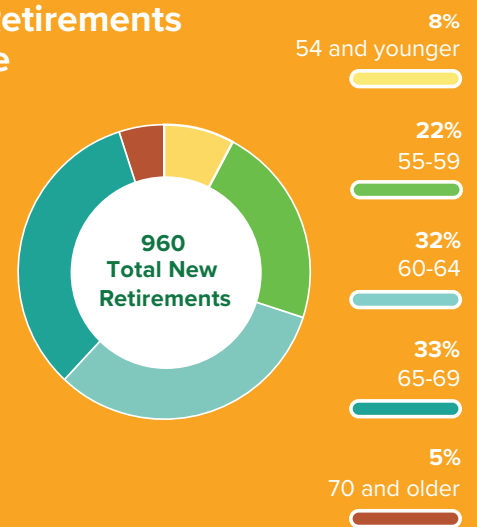


3.3% growth
in active members

Total Annual Retirements



New Retirements by Age



New Retirements by Pension Type

