

**Management Draft Priorities
2011-2012 Academic Year**

Potential Deliverables	Description / Implications
<i>Plan Structure:</i>	
1. Review the composition of the Diversified Equity Fund	<ul style="list-style-type: none"> • The Diversified Equity Fund was last reviewed in 2008 and restructured in October 2008 with the addition of 2 global equity managers • Potential changes: <ul style="list-style-type: none"> ○ Change mix between Canada, U.S. and EAFE ○ Allocate larger share to global equities ○ Add Canadian or international equity small cap ○ Add direct exposure to emerging markets ○ Add alternative investments
2. Review the composition of the Diversified Bond Fund	<ul style="list-style-type: none"> • The Diversified Bond Fund was last reviewed in 2007 and restructured in February 2007 to the existing structure • Potential changes: <ul style="list-style-type: none"> ○ Review allocation between SSgA and AllianceBernstein ○ Review foreign exposure ○ Review currency hedging policy ○ Add commercial mortgage mandate ○ Add real return bond component
<i>Member Support:</i>	
3. Update Investment Personality Questionnaire	<ul style="list-style-type: none"> • The IPQ was developed in 2007 • Review existing IPQ and provide comments • Test the questionnaire with a sample of respondents • Recommend changes to the wording of the questions and the scoring system to improve the reliability and the validity of the IPQ • Recommend changes to the wording of the questions and the scoring system to improve the reliability and the validity of the IPQ • Ensure that there's an appropriate

Potential Deliverables	Description / Implications
	distribution of members among the proposed portfolios, to make sure it addresses all types of investors
4. Implement GAP statements	<ul style="list-style-type: none"> • Develop a simple tool that shows members the savings rate required to reach their individual goal at retirement such as a specific retirement income and retirement age • Review existing products
5. Increase effort to enroll part-time members	<ul style="list-style-type: none"> • Monitor the number of part-time members enrolling • Offer information sessions for part-time members • Need to comply with the collective bargaining agreements (if auto-enrollment)
6. Review our education programs	<ul style="list-style-type: none"> • Develop age-specific education programs
7. Encourage more voluntary contributions	<ul style="list-style-type: none"> • Monitor voluntary contributions • Highlight the advantages of making voluntary contributions
8. Provide investment tool for equity allocation	<ul style="list-style-type: none"> • Develop glide path that could be used by members as guideline for their asset allocation

Joint Pension Board Priorities

Potential Deliverables	Description / Implications
9.	
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Status of 2010-2011 Joint Pension Board Deliverables

Deliverables	Description / Implications	Status
1) Enhance our education programs	<ul style="list-style-type: none"> • Review readership of our publications • Update investment personality questionnaire • Make additional tools available to members (tools that can show them the impact on their replacement rates of making different decisions or having a different experience, such as making voluntary contributions, having higher rates of return, etc.), such as a gap statement • Review success our current education programs <ul style="list-style-type: none"> ○ Number of attendees at FEIC workshops ○ Evaluation forms ○ Hits on TFE™ and investment personality questionnaire • Review other opportunities to improve offerings 	<ul style="list-style-type: none"> • Review of readership of publications is being undertaken by Ann Hutchison, Director, Client Services • Success of education programs is continually being monitored • Update of investment personality questionnaire postponed to 2011-2012 • Gap statement still under investigation
2) Development of a communication plan for the retirement plans	<ul style="list-style-type: none"> • Review our communication practices and identify main messages and most effective communication tools • Develop a plan for all main groups outlining what, when and how we will be communicating with members, and 	<ul style="list-style-type: none"> • Communication plan approved at the February 9, 2011 meeting • In the process of implementing the plan • Members surveyed in spring/summer 2011

Deliverables	Description / Implications	Status
	other beneficiaries <ul style="list-style-type: none"> • Develop targeted communications as needed • Identify specific member actions needed and communications initiatives to support these • Actively seeking members' feedback 	
3) Encourage more voluntary contributions	<ul style="list-style-type: none"> • Monitor voluntary contributions • Highlight the advantages of making voluntary contributions 	<ul style="list-style-type: none"> • Voluntary contributions continually being monitored • Advantages of making voluntary contributions promoted at 2011 annual member meetings and in pension newsletter
4) Address changes in pension plan legislation that affect UWO RIF	<ul style="list-style-type: none"> • DC plan members to be allowed to take LIF-type payments out of the pension plans • Significant implications for UWO RIF • Details on legislative changes to come 	<ul style="list-style-type: none"> • Western RIF Unlocking website developed • Monitored changes in legislation with external legal counsel • Impact of DC plan variable benefits payment not yet available
4) Should we allow terminated members to stay in the plan?	<ul style="list-style-type: none"> • Currently the pension plan document provides for continued participation • Review standards for RIF membership 	<ul style="list-style-type: none"> • Pension board passed motion to force ex-spousal accounts out of the plan when possible
4) Are we doing best practices in terms of governance?	<ul style="list-style-type: none"> • Review our practices • CAPSA Governance Principles • Improve risk management processes • Pension Board conduct a self assessment of our practices 	<ul style="list-style-type: none"> • Risk management plan reviewed on an annual basis • Self-assessment of pension board done on an annual basis • Tightened up process to comply with

Deliverables	Description / Implications	Status
	<ul style="list-style-type: none"> • Ensure compliance with all legal and regulatory filings and deadlines 	<ul style="list-style-type: none"> legal and regulatory filings deadlines
7) Monitor members' investment choices	<ul style="list-style-type: none"> • Keep monitoring figures for RPP and RIF members • Stress importance to young members of having a large equity exposure at meetings and workshops • Design investment decision-making tools and explore lifecycle funds to address the issue • Prepare research to validate equity exposure at various ages 	<ul style="list-style-type: none"> • RPP and RIF members' equity exposure and fund selection monitored closely • Importance of equity exposure stressed at annual member meetings and pre-retirement workshops
8) Adjust for trends impacting the retirement industry	<ul style="list-style-type: none"> • Account for member inertia and need for investment education, low expected returns, aging of RIF members, low level of voluntary contributions 	<ul style="list-style-type: none"> • New default option seems to be working
8) Add lifecycle funds		<ul style="list-style-type: none"> • Nothing done
8) Eliminate one of the U.S. equity funds		<ul style="list-style-type: none"> • Nothing done