

CPBI Saskatchewan Presents:

PENSIONS BEYOND THE BASICS



November 6, 2024 | Sheraton Cavalier, Saskatoon, SK

Join us for a full program where industry experts will address in-depth aspects of pension plans, current trends, and emerging issues. This 1-day seminar will provide a comprehensive framework that will enhance your understanding of pensions, act as a primer for the PPAC program, and offer valuable continuing education credits for the Insurance Council of Saskatchewan. This is also an excellent opportunity to network with fellow participants and event speakers. Attendees will also receive a certificate of completion.

AGENDA

- 8:00 am Registration & Breakfast
- 8:40 am Opening Remarks
- 8:45 am Session 1
- 9:45 am Break
- 10:00 am Session 2
- 11:00 am Break
- 11:15 am Session 3
- 12:15 pm Lunch
- 1:00 pm Session 4
- 2:00 pm Break
- 2:15 pm Session 5
- 3:15 pm Break
- 3:30 pm Session 6
- 4:30 pm Closing Remarks

PENSIONS, BEYOND THE BASICS

NOVEMBER 6, 2024

AGENDA

8:00 a.m. **Registration & Breakfast**

8:40 a.m. **Opening Remarks**

8:45 a.m. **Session 1: Introduction to Retirement Programs**

This session will set the stage for the day by providing an overview of retirement programs. Where did our retirement programs come from and what is their purpose? This session will explore the roots of our retirement systems, explain the types of pension plan designs that are available for employers to offer employees for large corporations as well as small businesses, and discuss government sponsored retirement programs that are offered to Canadians. This topic will examine the advantages and disadvantages of the various types of retirement savings programs for both employers and individuals and how legislation impacts retirement vehicles. We will also look at new initiatives that are being implemented with the intent to make pension plans more sustainable into the future and assist Canadians to save for retirement.

Speaker:

9:45 a.m. **Break**

10:00 a.m. **Session 2: Pension Plan Design and Financing**

What are the items that you need to take into consideration when designing your pension plan? Why consider a DB vs. a DC plan? Should it be a pension plan or some other combination of retirement vehicles? What is a target benefit plan? Come and learn about all the different aspects that need to be considered when implementing a retirement program. As you determine what design your plan will take, you also need to consider how much it is going to cost to fund that plan. Once you determine how much you can spend on a retirement program, you can factor that into the plan design. Join us in an interactive workshop to look at how these two important aspects of a retirement program work together to provide an expected level of retirement benefits and some costs for plan sponsors to consider.

Speakers:

11:00 a.m. **Break**

11:15 a.m. **Session 3: Pension Law and Pension Litigation & Legislation**

Pension Law: Canadian registered pension plans are challenged to operate within the evolving regulatory confines imposed by the Income Tax Act and the federal & provincial Pension Benefits Acts. This session will explore the parameters within which pension plans must operate to ensure compliance, as well as the mechanisms by which these plans can streamline their operations to avoid cumbersome administrative practices. **Pension Legislation & Litigation:** Join us for a brief history of pensions from the inception of the first basic concepts to the comprehensive world of pension legislation & regulation that exists today. What are the roles of the federal and provincial Pension Benefits Acts? What are the major compliance requirements of the Income Tax Act? What part do the federal and provincial regulators play? A look at the current landscape will include the role of CAPSA and the implications of their guidelines for DC plans, along with the latest in pension reform initiatives and current case law.

Speaker:

12:15 p.m. **Lunch**

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NOVEMBER 6, 2024

AGENDA (continued)

1:00 p.m. | Session 4: Best Administrative Practices

Effective and well-managed administrative practices are paramount to meeting regulatory requirements and mitigating pension risk. How do Pension Plans advise members on investment and election decisions while managing the risk of misrepresentation? How far does a pension plan's responsibility to track marital status or to find members with outstanding benefits extend? What standards will ensure compliance with PIPEDA when providing confidential information over the phone or via email? How is call quality monitored? What policies and procedures can help to protect plans from negligent misrepresentation or miscommunication? How do DB plans manage today's growing reality of solvency deficiency holdbacks? A look at best practices within leading Canadian plans will help answer these questions. Attendees will also have the opportunity to share best administrative practices from their own organizations.

Speakers:

2:00 p.m. | Break

2:15 p.m. | Session 5: Pension Plan Investing

This session will review pension plan sponsor and member objectives, and the challenges being faced to meet those objectives. What are sponsor and member objectives and how have they evolved? Are DB and DC Plan objectives really that different? How has the current market environment made meeting Plan objectives tougher? What asset classes and strategies are available to investors? How does access to the most progressive investment strategies vary across plans – DB and DC; big and small? What are the impediments to accessing more progressive strategies and how has the industry and investment strategies adapted to address this? How is the industry evolving to bring more innovative decumulation solutions to the large and growing DC market?

Speaker:

3:15 p.m. | Break

3:30 p.m. | Session 6: Engagement of Pension Plan Members

The shift from defined benefit to capital accumulation plans means employees must actively engage in their pension plan to reach retirement savings objectives. It's not happening. Instead, many employees behave in ways that defy logic: leaving company matching contributions on the table, not taking advantage of lower management fees under group plans, not making active investment decisions or never revisiting them after initial enrollment. Employees spend more time planning their annual vacation than they do preparing for 25+ years of retirement! This is unlikely to change. Most employees will never develop a strong interest in retirement planning or a fierce desire to understand all things pension – despite the best education efforts. So, what are plan sponsors to do? Design pension plans with built-in features for "dummies", and Make learning and taking action as easy and fun as hitting "like" on a cool post. Join this session to learn how to combine smart design features with engaging and actionable communication to get employees to reap the full benefits of their pension plan

Speaker:

4:30 p.m. | Closing Remarks