

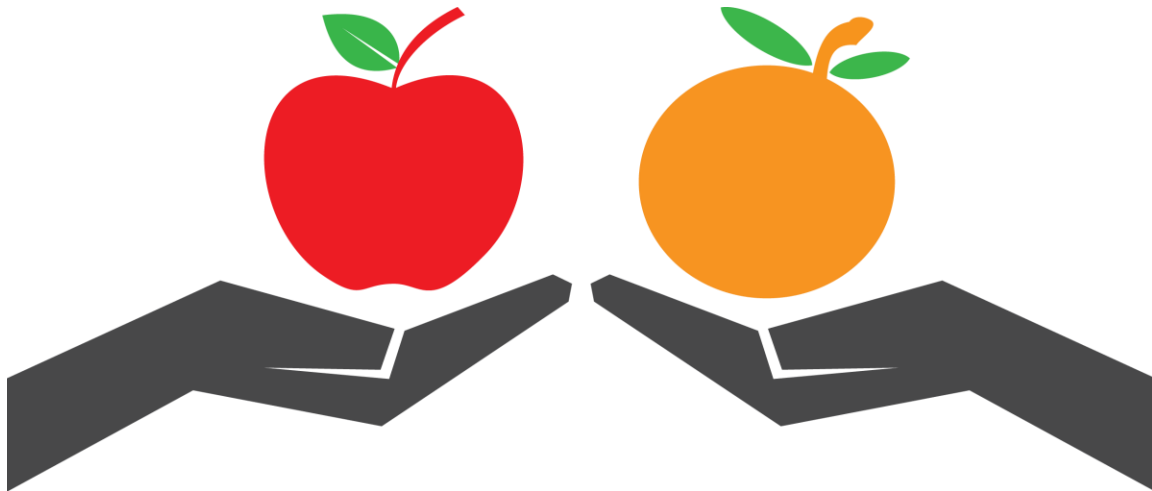
# Apples & Oranges®

## MEPP Benchmarking Study

### Customized Results

### Canada Pension Plan

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**Date:**  
May 2024

**For further information, contact:**

Online  
Online



## Summary of Plan Information

<b>Pension Plan:</b>	Canada Pension Plan			
<b>Jurisdiction of Registration:</b>	Federal Minister of Finance			
<b>Membership:</b>	Total	31,709,000		
	Actives	19,410,000		
	Average age of actives	N/A		
<b>Market Value of Assets:</b>	\$544,000,000,000			
<b>Asset Mix:</b>	Bonds	23.00%	Canadian equities	29.00%
	US equities	0.00%	Global equities	26.00%
	Emerging market equities	0.00%	Real estate	0.00%
	Mortgages	0.00%	Hedge funds	22.00%
	Private debt	0.00%	Private equities	0.00%
	Infrastructure debt	0.00%	Infrastructure equity	0.00%
	Cash	0.00%	Overlay	0.00%
	Other	0.00%		
	Other Description: N/a			
<b>Benefit Type:</b>	Final Average			
<b>Benefit Formula:</b>	33.33% of MPEA			
<b>Average Hourly Contribution Rate:</b>	Employer: 5.95% of earnings Employee: 5.95% of earnings			
<b>Average Annual Earnings:</b>	\$50,444			
<b>Average Hours Worked per Year:</b>	2,080			
<b>Ancillary Benefits:</b>	Early retirement subsidies	<input type="checkbox"/>		
	Normal form other than life only	<input checked="" type="checkbox"/>		
	Pre-retirement indexing / Final average	<input checked="" type="checkbox"/>		
	Post-retirement indexing	<input checked="" type="checkbox"/>		
	Bridge benefit	<input type="checkbox"/>		
	Disability benefit	<input checked="" type="checkbox"/>		

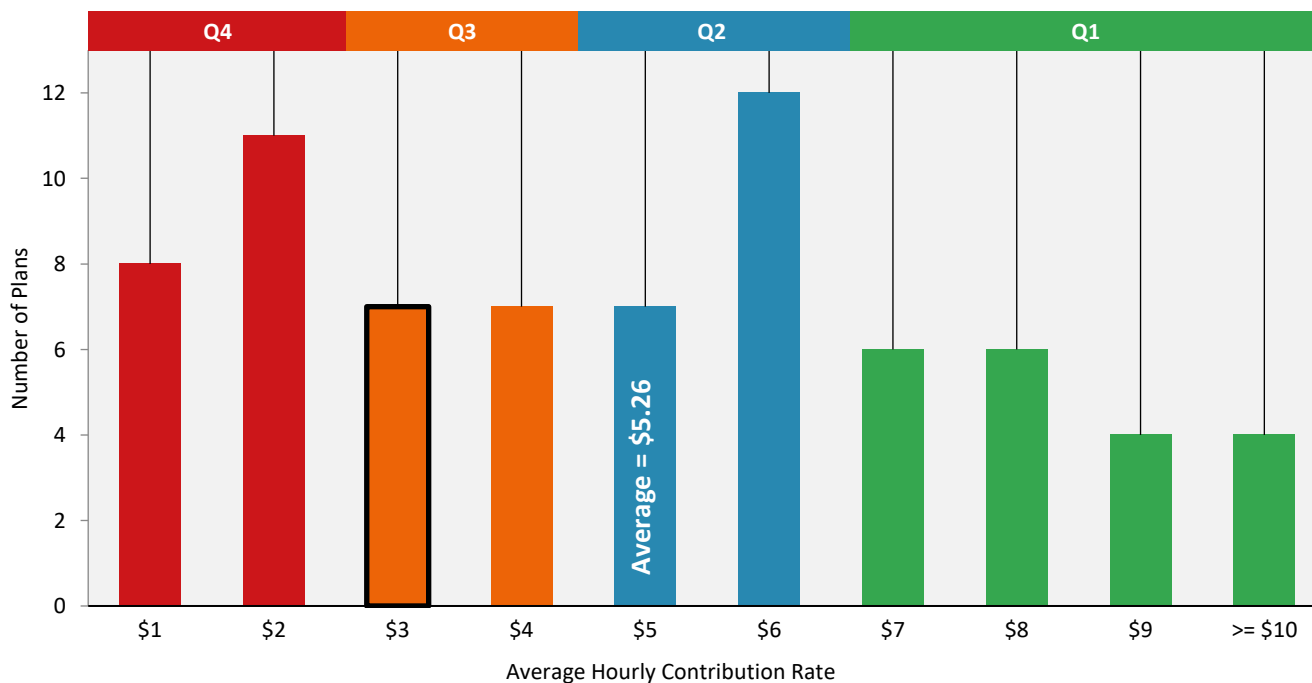
The Apples & Oranges® MEPP Benchmarking Study converts various pension plan designs into one equivalent basis, giving participants the ability to compare various aspects of their own pension plan to others across Canada. Contributions, benefits and risk-taking effectiveness are compared. It is the only Canadian pension study of its kind.

### Contribution Rates – How does your plan compare?

Contribution levels are largely dependent on the funding available, and can differ significantly by organization, industry and/or location. None the less, it is interesting to see the level of contributions currently being remitted to pension plans across Canada.

While contribution formulas can be expressed in many different ways, the study converts all formulas to one consistent basis of **average dollar amount per hour worked** in order to ease comparability across plans.

#### ➔ Contribution Rates



#### Contribution Rate Ranking









# Apples & Oranges<sup>®</sup> MEPP Benchmarking Study

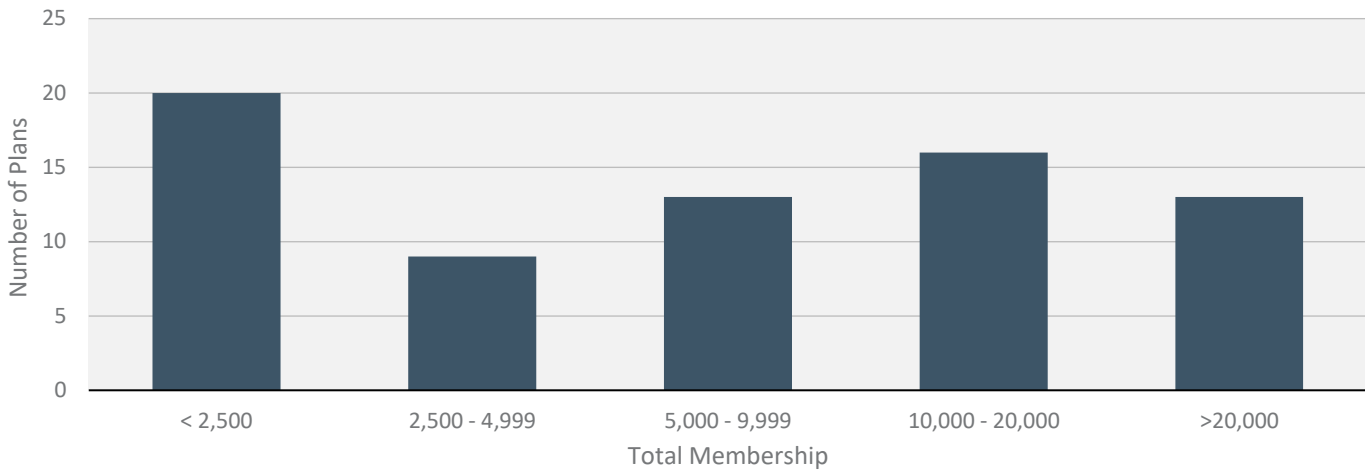
Appendix

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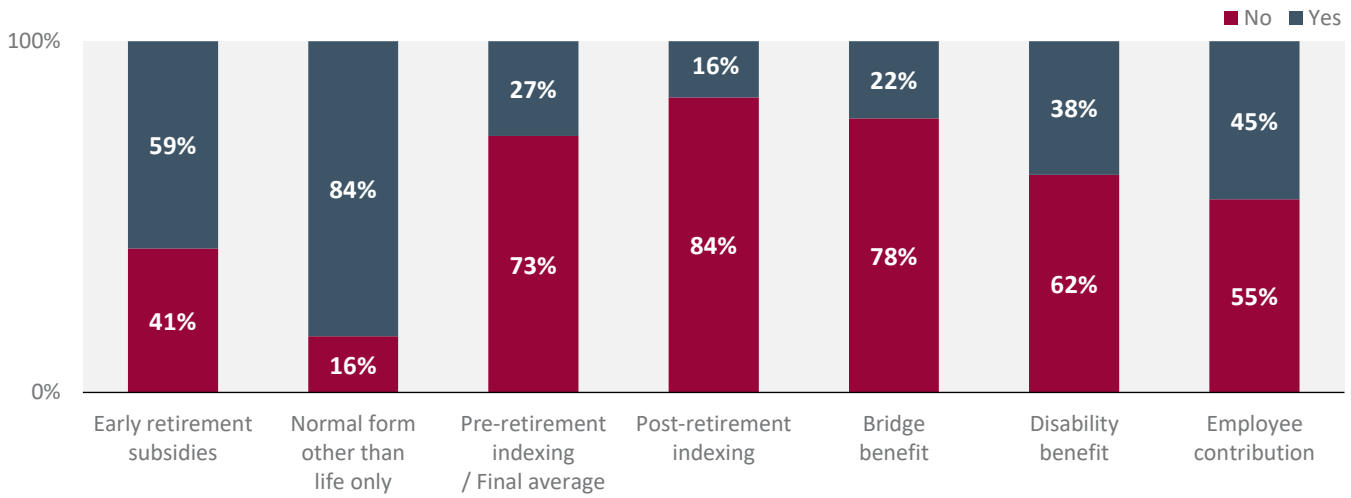
## **Additional Facts**



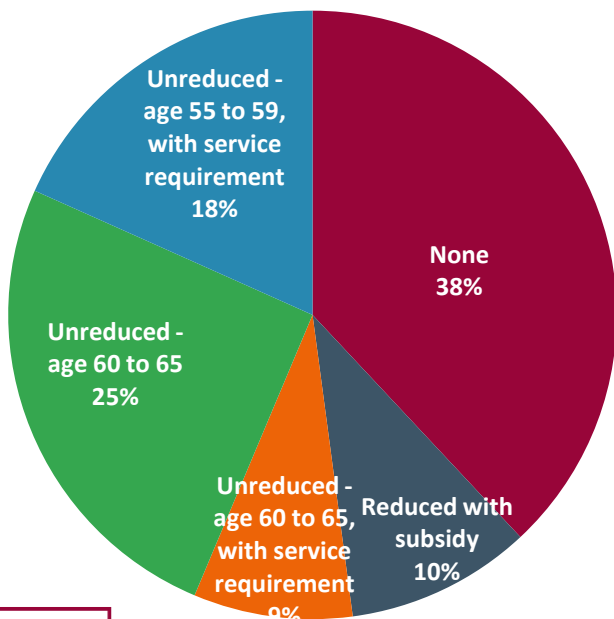
## Membership Size



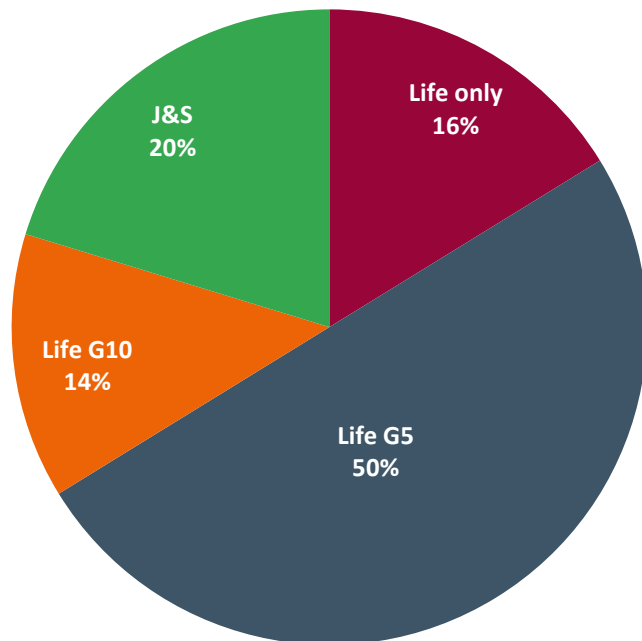
## Ancillary Benefits



## Early Retirement Subsidies

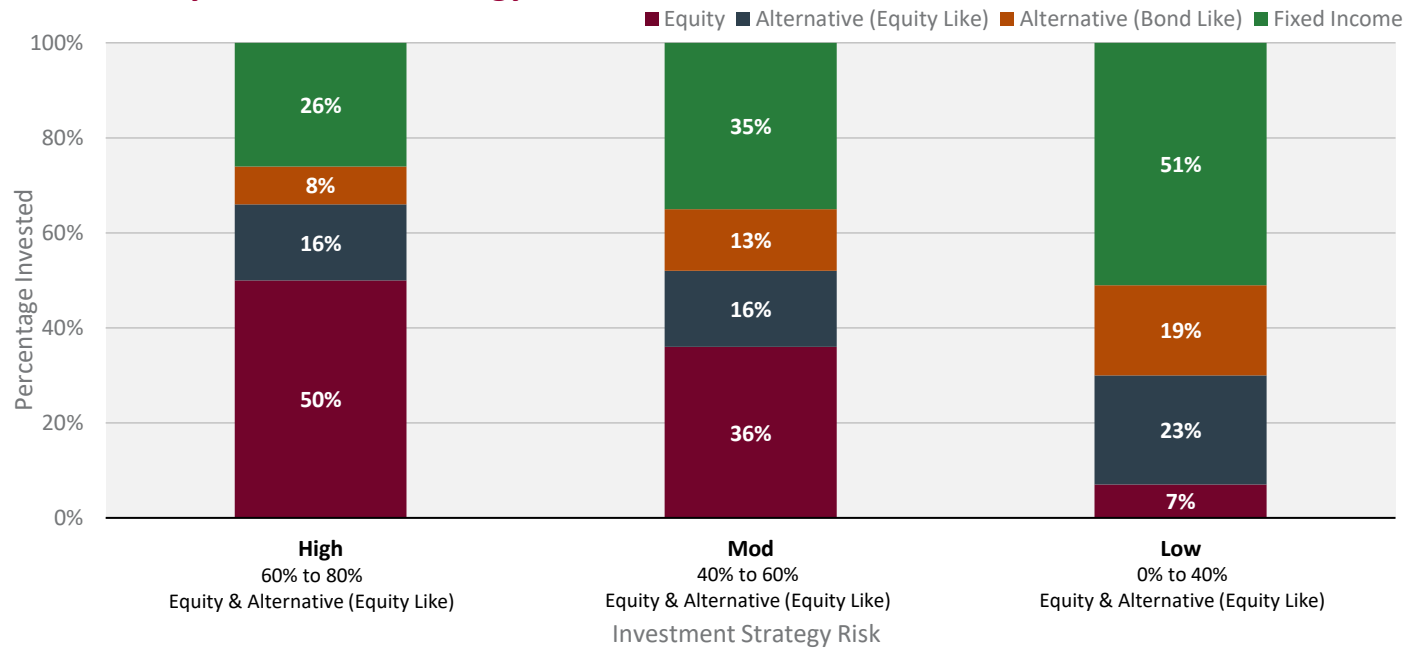


## Normal Form

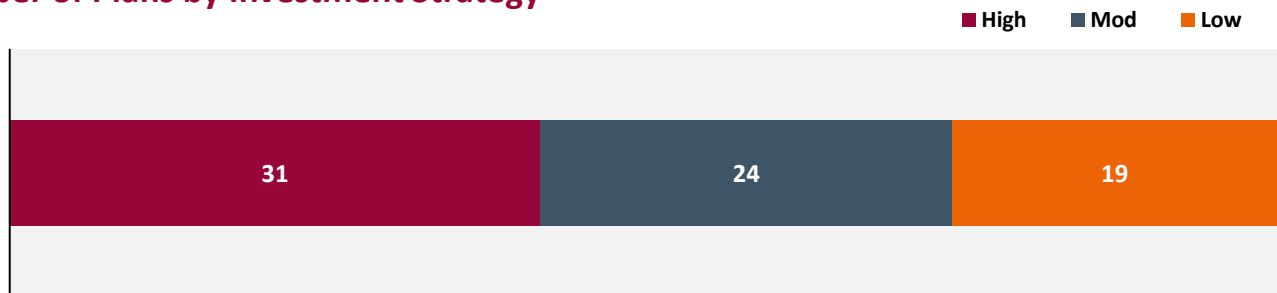




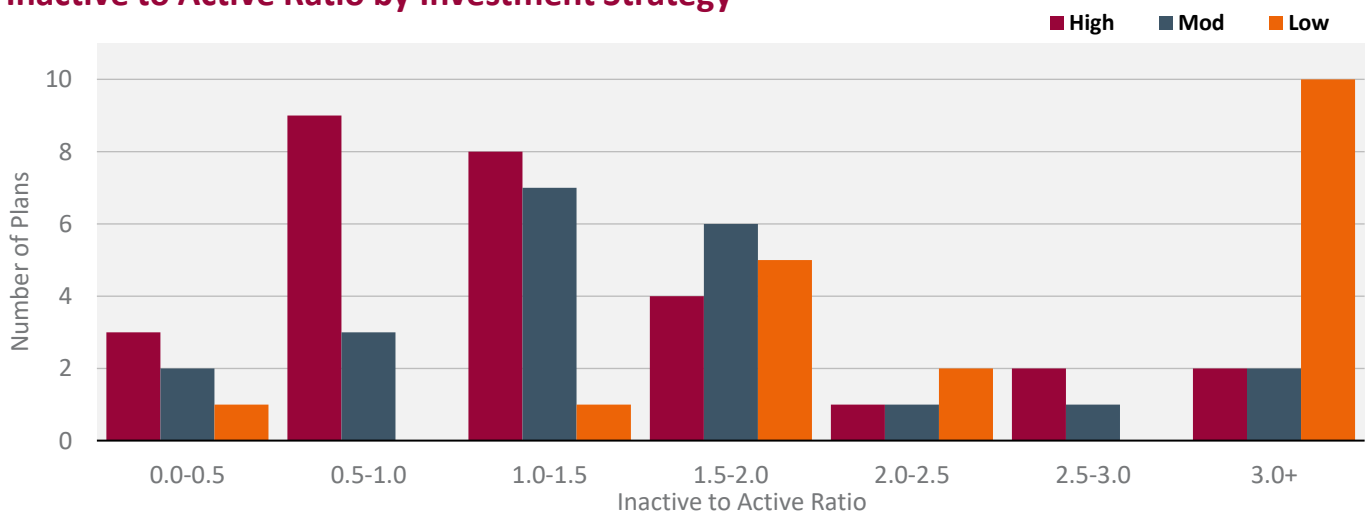
## Asset Mix by Investment Strategy



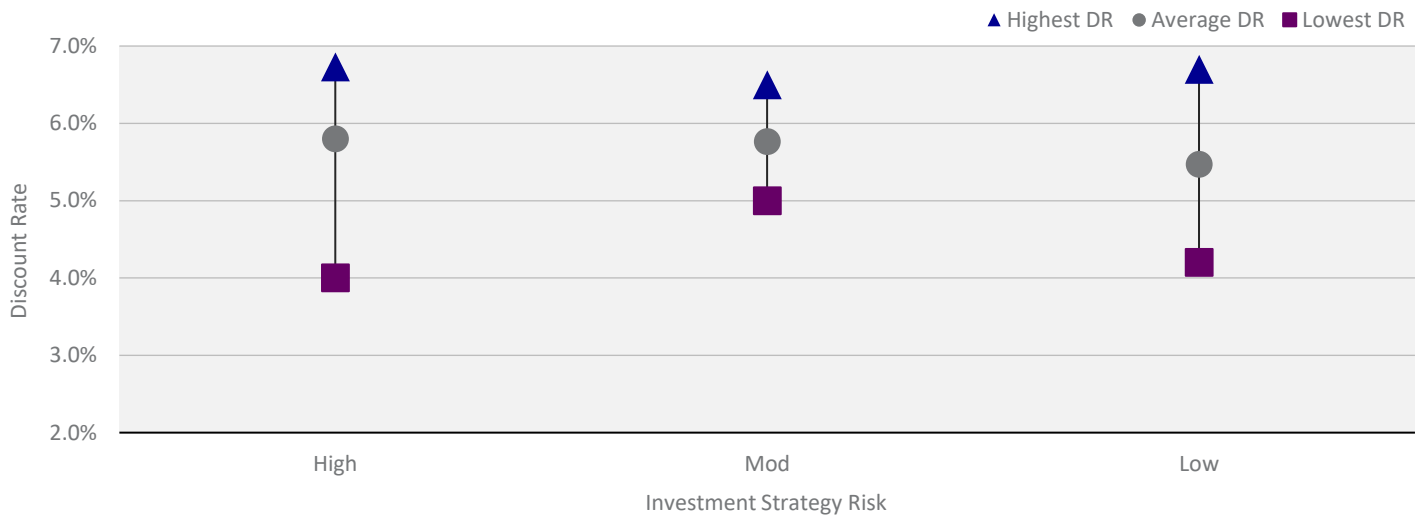
## Number of Plans by Investment Strategy



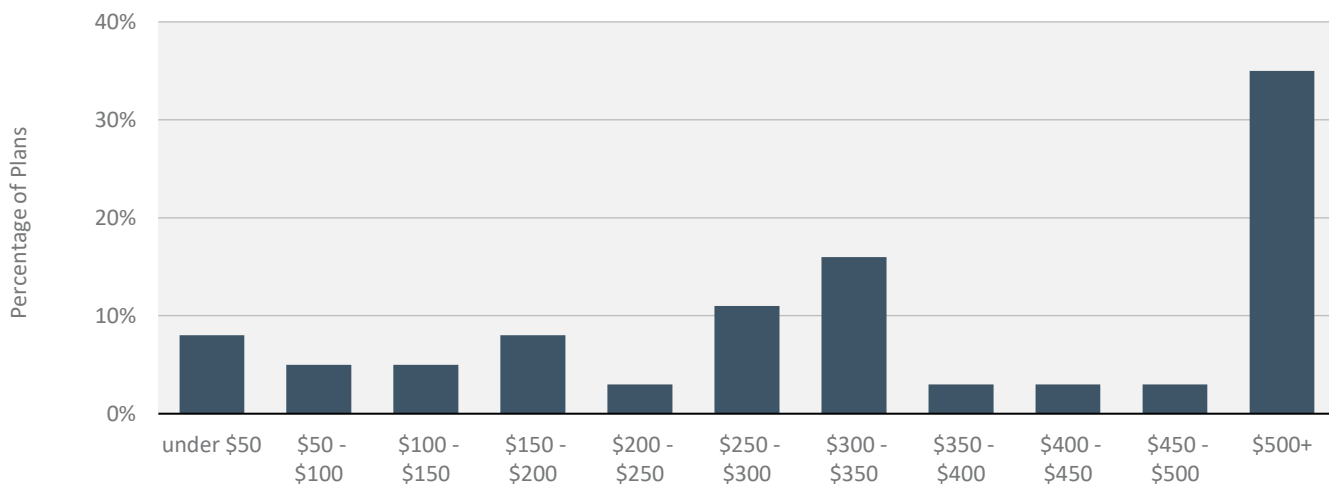
## Inactive to Active Ratio by Investment Strategy



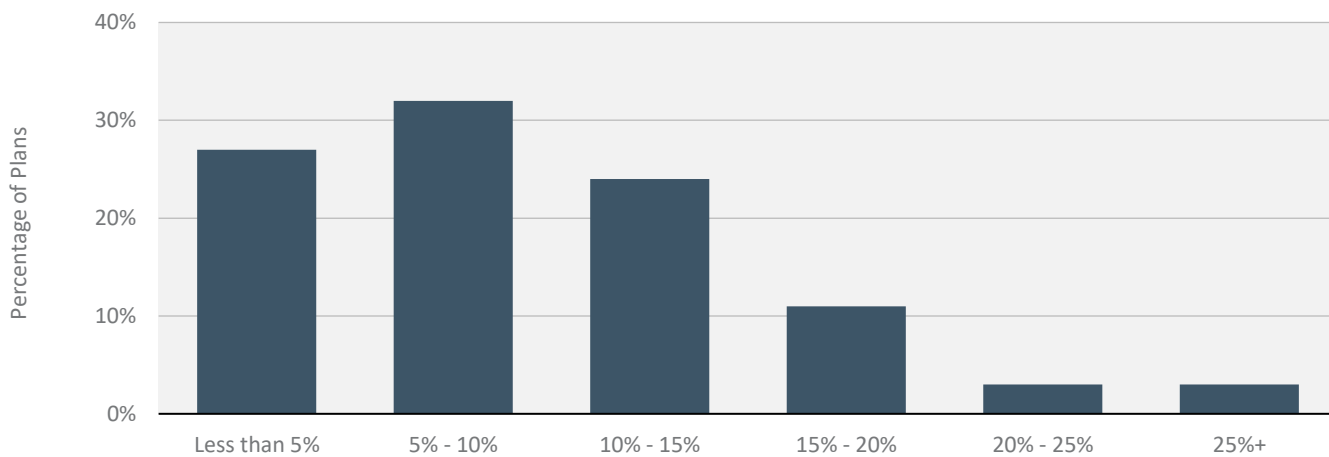
## Discount Rates (DR) by Investment Strategy



## Administrative Expense per Member

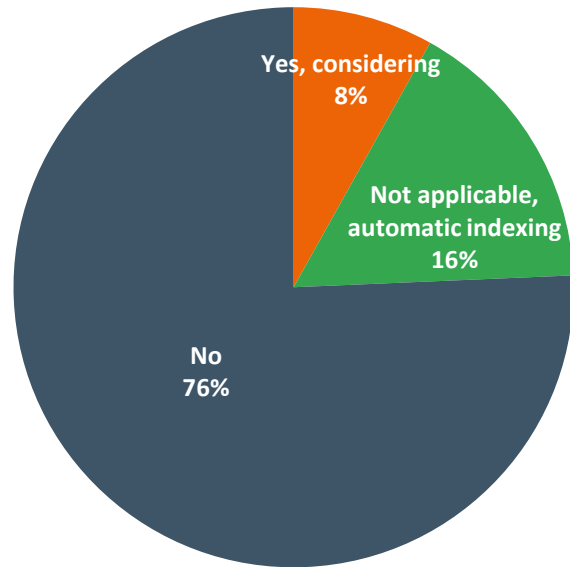


## Administrative Expense as a % of the Cost of Benefits

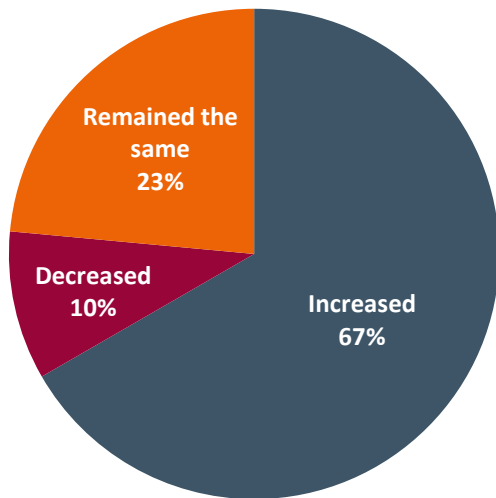


## NEW for Current Study

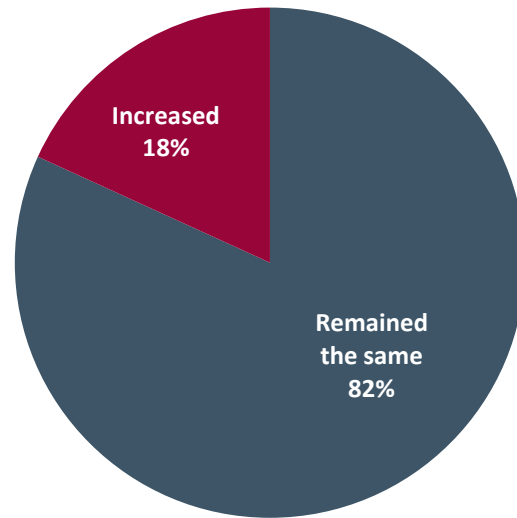
Has the high inflationary environment caused you to consider providing a cost-of-living adjustment to pensioners?



Discount rate assumption compared to last valuation



Salary scale assumption compared to last valuation



Change in Discount Rate since last actuarial valuation by Investment Strategy

