



# Pension and Benefit Solutions for a Secure Future

**SFL Pension & Benefits Conference**

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# Who is Plannera?



# Highlights

Plannera is **Saskatchewan's largest multi-billion-dollar** pension and benefits administrator

**\$ 17B**

in assets  
administered

**27**

Plans  
administered

**155**

Plannera employees

**112k**

Plan members  
and annuitants

**84%**

Member satisfaction  
ratings\*

**99%**

Employer customer  
service satisfaction ratings\*

\*Satisfaction ratings for two largest plans administered (avg.)  
Data accurate as of March 2025

# Who We Were

Over 40 years of experience. Our story is still being written.

- Formerly known as **Public Employees Benefit Agency (PEBA)**
- Operated as part of the **Government of Saskatchewan**
- **Inconsistent regulation** with other pension administration
- Restricted by **government regulations**

# Our History

## Transition with a purpose

**1983**

### **PEBA is established**

The Public Employees Benefits Agency is established

**2020**

### **Exploring a new model**

Governing bodies discuss pursuing a not-for-profit corporation

**2023**

### **Bill 94 becomes Law**

Royal assent for Bill 94

**January 1, 2024**

### **Plannera begins operations**

**1987**

### **PEBA transfers to MoF**

PEBA is transferred to the Ministry of Finance

**2021**

### **Transition begins**

Transition to not-for-profit groundwork begins

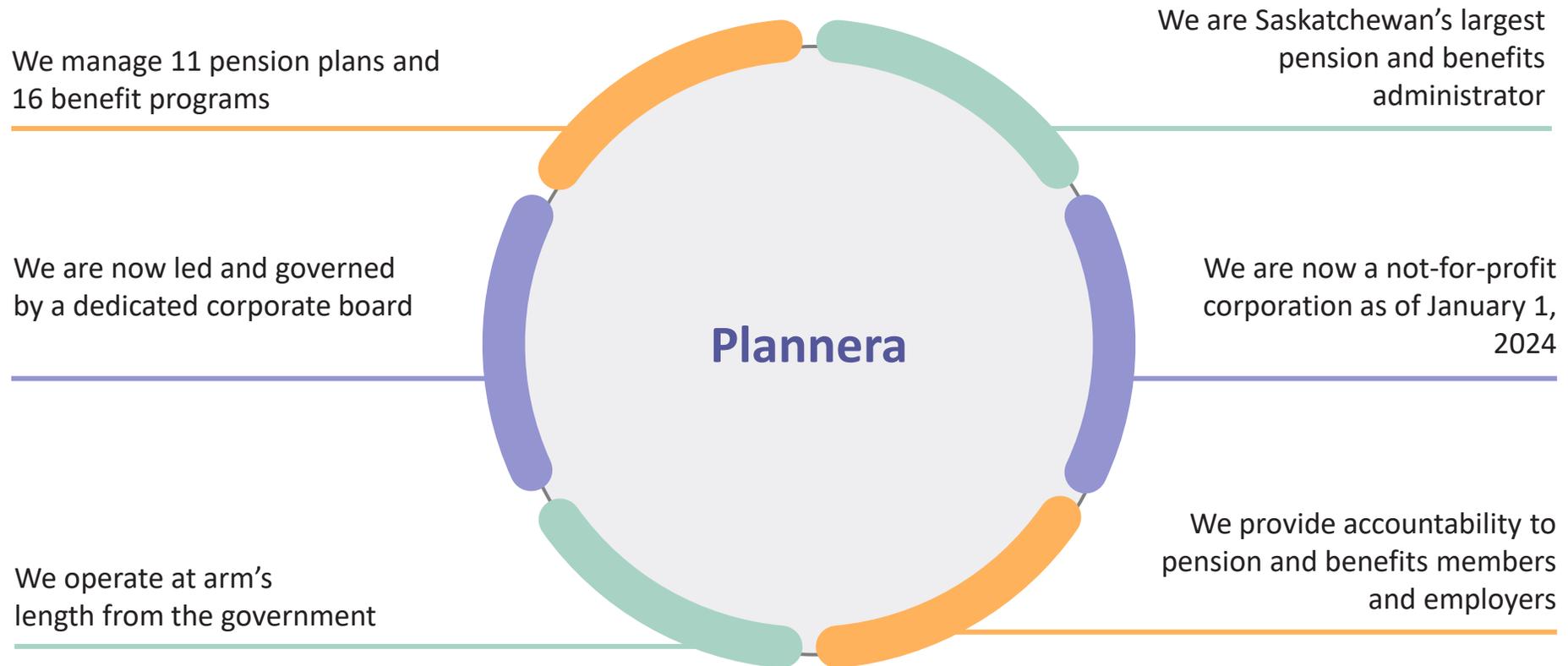
**2023**

### **Plannera takes shape**

Not-for-profit Corporate board is established and the Plannera name and logo are launched

# Who We Are Now

**Saskatchewan born. Proudly serving Canadian members.**



# Our Mission, Vision and Values



## Our Mission

To provide innovative pension and benefit services.



## Our Vision

Partners for a secure financial future.



## Our Values

### Member Focused

Serving in members' best interests, with a commitment to continuous improvement.

### People Centered

Creating a respectful, inclusive environment for colleagues and those we serve.

### Results Driven

Setting ambitious goals and delivering on our commitments.

We're driven by a shared purpose:  
to make a meaningful difference  
in the lives of those we serve.

# Plannera Advantage

**Proven expertise**  
in DB and DC pension plan  
administration



We are **national  
leaders** in DC plan  
administration



A **40-year track record** of  
member service and  
investing excellence

**Ongoing innovation**  
focused on stability  
and service security



**Dedicated people** right  
here in Regina



Our **size and scale** are  
unmatched in  
Saskatchewan

# Who We Work With

As an industry leader, we partner with some of the **world's most well-known consulting and service provider firms.**

## Industry Partners



## Advisory Partners



## Technology Partners



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# Pension & Benefit Plans



# Plans we Serve - Benefit Plans

Our benefit plans provide a wide spectrum of health and well-being coverage for public employees and their families.

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Pension Plans

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Benefit Plans

## Deferred Salary Leave Plan

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Allows employees to defer part of their salary for 12 to 72 months

## Dental Plan

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Reduces employee costs for preventative, routine, and major restorative dental work

## Disability Income Plan

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Provides long-term disability benefits and funding for rehabilitation services

## Extended Health Care Plans

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Provides protection and security in meeting healthcare needs. The plan covers certain medical services and supplies not reimbursed from the provincial medical plan

## Group Life Insurance Plan

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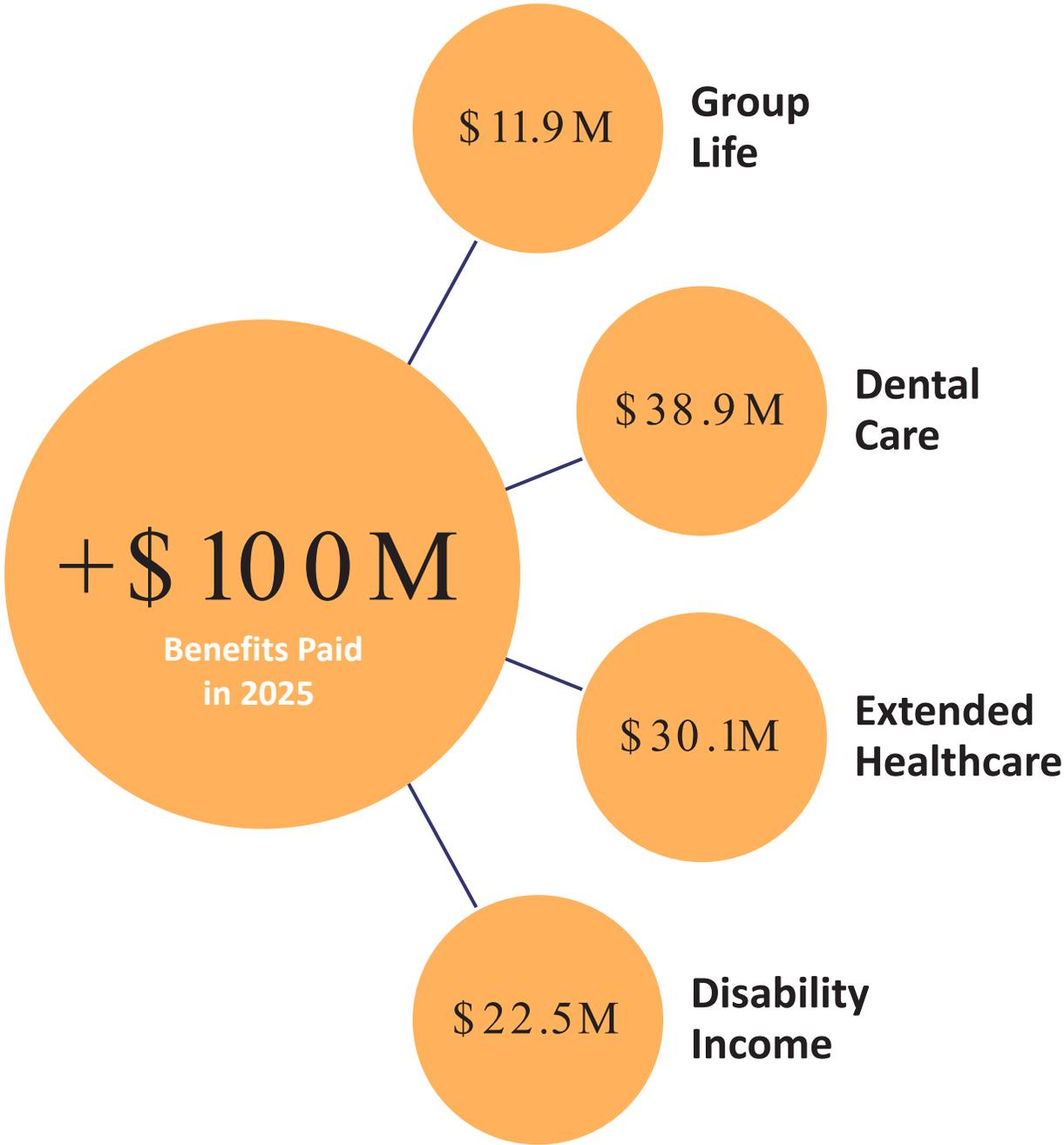
Provides comprehensive life insurance coverage

## Other Benefit Plans

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Plannera administers several other programs on behalf of various employers

# Impact of the Benefit Plans



# Plans We Serve - Pension Plans

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Pension Plans

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Benefit Plans

## Pensions and Annuity Funds:

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### **Public Employees Pension Plan (PEPP)**

PEPP is a defined contribution pension plan with 148 employers and over 75,000 members

### **Municipal Employees' Pension Plan (MEPP)**

MEPP is a defined benefit pension plan with 752 employers and over 29,000 members

### **Public Service Superannuation Plan (PSSP)**

Plannera administers several defined benefit plans on behalf of various employers under PSSP

### **Saskatchewan Pension Annuity Fund (SPAF)**

SPAF is for members of PEPP who want to buy an annuity as a source of retirement income

### **Other Pension plans**

Plannera administers several other plans on behalf of various employers

# Municipal Employees' Pension Plan (MEPP)

## Saskatchewan's Steadfast Plan

- **Defined benefit (DB)** pension plan
- **\$4 billion** in assets under management
- 752 employers
- 29,000 members
- More than 7,700 pensioners
- Contribution Rates: 9% for general members and 12.5% for emergency members



# MEPP Profile

MEPP members are our **friends, neighbours, and everyday heroes**—urban and rural municipalities, police officers, firefighters, school staff, and more.



## Members by Employers



Figure 1.2

- 58.0%** Schools (9,859)
- 13.0%** Rural Municipalities (2,264)
- 11.0%** Cities (1,856)
- 8.0%** Towns (1,384)
- 3.0%** Villages (582)
- 3.0%** Regional Colleges (571)
- 2.0%** Regional Libraries (389)
- 2.0%** Other (252)



# Public Employees Pension Plan (PEPP)

## Canada's Largest Defined Contribution (DC) Plan

- Over **\$14 billion** in assets under management
- **148 employers** and over 75,000 members
- **Built for flexibility** with members in mind
- **Low eligibility age** for retirement, options for retirement income
- Contribution Rates: allow **flexibility for employers**



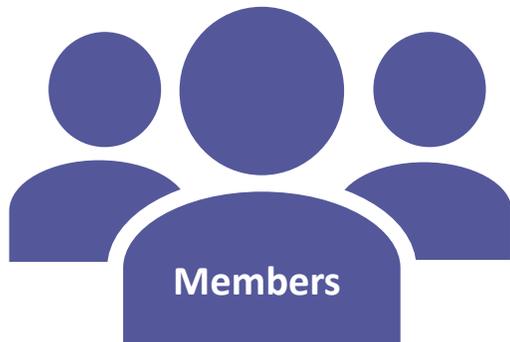


# Participating Employers

- PEPP is powered by **public sector employers** — including the Government of Saskatchewan, Crown Corporations, agencies, boards, and public institutions
- Members also include professionals from education and healthcare, making PEPP a **broad and inclusive plan**



# PEPP Investment Options



Choose  
the fund to  
invest in



## Investment Options

PEPP Steps •  
Accelerated Growth • Growth •  
Balanced • Moderate • Conservative •  
Money Market • Bond

That are  
invested in



## Asset Classes

### Equities

Canadian • Foreign • Private

### Alternatives

Real Estate • Infrastructure •  
Liquid Alternatives • Farmland

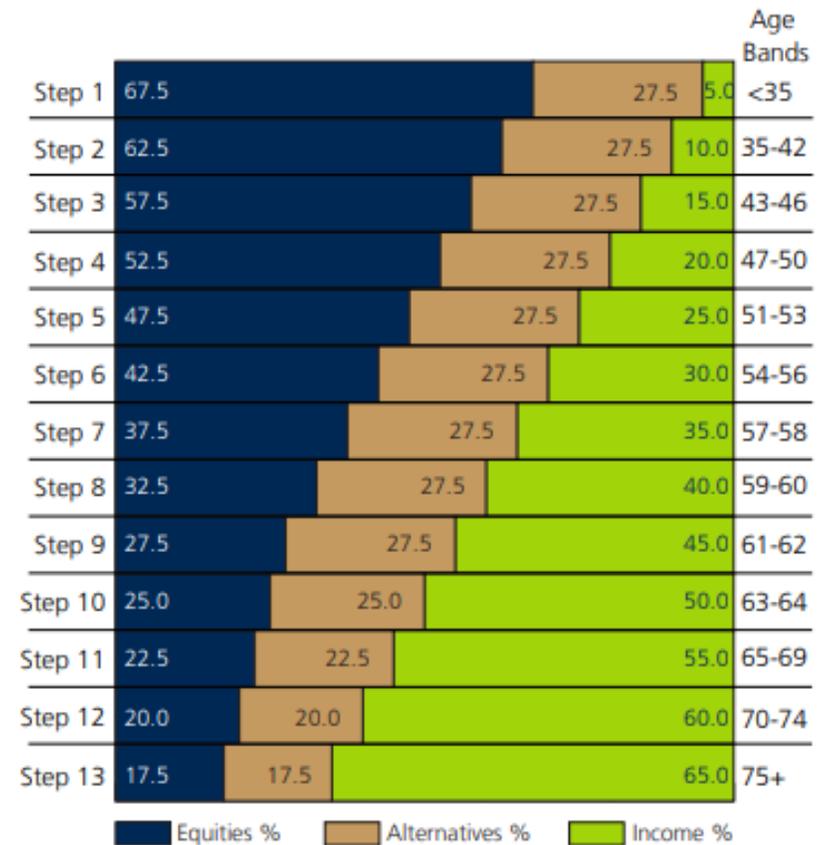
### Income

Bonds • Cash & Equivalents • Private  
Credit

# A Proven Track Record

Fund	5 Year Returns		10 Year Returns	
	(As at Dec 31, 2025)		(As at Dec 31, 2025)	
	Return (%)	Benchmark(%)	Return (%)	Benchmark(%)
Accelerated Growth Fund	9.7%	9.9%	9.3%	9.3%
Growth Fund	8.6%	8.6%	8.5%	8.3%
Balanced Fund	6.9%	6.7%	7.2%	7.0%
Moderate Fund	5.2%	4.8%	5.9%	5.6%
Conservative Fund	3.2%	2.7%	4.4%	4.0%
Bond Fund	0.5%	0.1%	2.2%	1.9%
Money Market Fund	2.9%	2.9%	2.1%	1.9%
Step 1	9.7%	9.9%	9.3%	9.3%
Step 2	9.1%	9.3%	8.9%	8.8%
Step 3	8.6%	8.6%	8.5%	8.3%
Step 4	8.0%	8.0%	8.0%	7.8%
Step 5	7.4%	7.3%	7.6%	7.4%
Step 6	6.9%	6.7%	7.2%	6.9%
Step 7	6.3%	6.0%	6.7%	6.4%
Step 8	5.7%	5.4%	6.3%	5.9%
Step 9	5.2%	4.8%	5.9%	5.5%
Step 10	4.6%	4.1%	5.4%	5.0%
Step 11	4.1%	3.6%	5.0%	4.6%
Step 12	3.7%	3.1%	4.7%	4.2%
Step 13*	3.2%	2.7%	-	-

## PEPP Steps Fund Target Asset Mixes



\*\* Step 13 has an inception date of July 2, 2019. Longer term history is therefore not available

# Retirement Income Options

- **Lifetime Pension (VPLA)**
- **Variable Pension Benefit (VPB)**
- **Saskatchewan Pension Annuity Fund (SPAF)**



# Lifetime Pension

## The First of its Kind: Predictable Income for life

- The Lifetime Pension is an **additional retirement option** for PEPP members.
- Designed to provide PEPP members with a **dependable monthly income for life**.
- Designed to complement the flexibility of the **Variable Pension Benefit (VPB)**, giving members the power to tailor their retirement to their lifestyle and goals.



# Variable Pension Benefit

- Provides PEPP members with a **flexible income stream** and investment choices.
- Allows members to **withdraw funds as they need based** on life circumstances.
- Puts responsibility on the member to **budget their funds** in retirement.
- Designed to **complement the Lifetime Pension**, which gives members a dependable monthly income for life.

# Retirement Income Options

50%

## Lifetime Pension

### Benefits of Lifetime Pension:

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- Income payments for life
- Spousal or beneficiary protection available
- Budgeting for known expenses
- Fund performance may keep pace with inflation

50%

## Variable Pension

### Benefits of Variable Pension:

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- Flexible payment options
- Choice of Investment funds
- Flexibility for unexpected expenses
- Can transfer to Lifetime Pension, SPAF, or a PRIF

Our commitment runs deep because the people we serve are more than members—they're our friends, family, neighbours, and coworkers.

Questions?

