



UBC FACULTY PENSION PLAN

The University of British Columbia (UBC) Faculty Pension Plan (FPP) is an independent trust and has served UBC faculty and administrative executive staff since the first contributions were received in 1967. The Plan is among the most valued benefits offered by the University and is designed to help you save and invest for your future.

ABOUT THE PLAN

The UBC FPP is a Defined Contribution Pension Plan and is also known as a capital accumulation plan or money purchase plan. The income you receive at retirement is not pre-determined and is based on the assets within your account at the time of retirement. Contributions that you and the University make to the Plan are invested in one or more of the Plan's investment options. The focus during your working years is to grow your account balance to help you achieve your retirement goals.

Eligibility

Membership is mandatory for tenure-track faculty members. Membership is optional for other faculty positions but you must have an appointment for one year or more and work at least 50% of the time. Sessional lecturers appointed for four months or more who meet the 50% appointment requirements are also eligible for Plan membership. Visit hr.ubc.ca/benefits/eligibility/faculty for Plan eligibility information.

Contributions

Generally, active members contribute approximately 5% of their gross monthly pensionable earnings and the University contributes approximately 10% to the member's FPP account. Visit faculty.pensions.ubc.ca/overview for more information on contributions. As the Canada Revenue Agency (CRA) limits the amount of total contributions to a pension plan, there is a Supplemental Arrangement plan available to accommodate excess contributions for members who reach the CRA limits.

As a member of the Plan, you are immediately vested in both your and the University's contributions and your full account balance is transferable on termination of employment, retirement or death.

PLAN BENEFITS

The FPP is an integral part of saving for your retirement. Below are some of the benefits of joining the Plan:

Diverse investment options

The Plan offers a selection of investment and guaranteed fund options to build your portfolio.

Flexible retirement income options

Retirement income options are offered within the Plan. You may use all or part of your account balance for each of the following: Variable Payment Life Annuity, RRIF-Type Payments and LIF-Type Payments. The Plan provides you flexibility in structuring your retirement income and tailoring it to your needs. You also have the option to transfer your assets out of the Plan at retirement. Visit faculty.pensions.ubc.ca and select **Life Events > Retiring** for more information on the Plan's retirement options.

Tax advantages

Reduced tax deduction at source – you receive immediate tax savings when you contribute to the Plan. Your pension contributions are deducted from your gross income, which reduces your taxable income. Also, investment earnings earned in the Plan accumulate on a tax-deferred basis.

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Low management fees

The FPP Trustees have negotiated fees that are typically lower than what you would pay if you invested in these funds at a Canadian retail financial institution or investment dealer. Fees have a significant impact on the value of your investments over time. Lower fees mean that more of your money stays invested and continues to grow.

Consolidation options to simplify your investing

You can transfer assets from other Canadian registered plans to the FPP to reduce the number of accounts you need to monitor and manage, and potentially reduce the amount of fees charged on those assets, once transferred.

Voluntary Contributions

You may make contributions above the required contributions. Although they do not attract University matching contributions, there are many benefits to making them if you have the contribution room available.

Financial tools and calculators. A range of online financial and retirement planning tools are available at mysunlife.ca/ubcfpp, to assist you with your personal finances.

INVESTMENT OPTIONS

The Plan's seven investment options offer you a variety of asset classes enabling you to create your own portfolio from a list of specially constructed funds. The following are the investment and guaranteed fund options offered by the Plan:

ASSET CLASS	FUND NAME
Balanced	UBC FPP Balanced Fund
Bond (Fixed income)	UBC FPP Bond Fund
Canadian equity	UBC FPP Canadian Equity Fund
Foreign equity	UBC FPP Foreign Equity Fund
Equity and Bond	UBC FPP Fossil Fuel Free Equity and Bond Fund
Money market	UBC FPP Short Term Investment Fund
Guaranteed funds	SLA 1 Year Guaranteed Fund SLA 2 Year Guaranteed Fund SLA 3 Year Guaranteed Fund SLA 4 Year Guaranteed Fund SLA 5 Year Guaranteed Fund

You have the flexibility to actively choose and monitor your investments or default to the **UBC FPP Balanced Fund**, which offers you a well-diversified portfolio of stocks, bonds and real estate. The **UBC FPP Balanced Fund** was designed for members who do not want to make their own asset allocation decisions and are seeking satisfactory long-term growth with moderate volatility through diversification across different asset classes. You also have the option to invest in the **UBC FPP Balanced Fund** in combination with the other investment funds, to increase or decrease the level of risk associated with your portfolio.

Once you are a member, you will have access to the online **Investment Risk Profiler/Asset Allocation tool** to help you determine your level of investment risk and an appropriate investment mix based on your investment risk profile.

LOOKING FOR MORE INFORMATION?

Contact Member Services at the UBC Pension Administration Office at fpp@hr.ubc.ca. We would be pleased to help you learn more about the Plan and answer your questions.

Life's brighter under the sun



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