

Education Session

Group Savings and Retirement Plan – Supplemental Programs

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May 2023





TODAY'S AGENDA

- Let's talk about retirement?
- Summary of your supplemental plan provisions
- Investment Options
- Digital tools
- Q & A

Who is iA?

iA Financial Group is one of the biggest and most reputable insurance and financial services providers in Canada

Over 8,600 employees



130 years in business



Strong presence coast to coast



Certified carbon neutral



LET'S TALK ABOUT RETIREMENT



How much retirement income will be enough?

Replacement ratio

70%

of your income
before retiring

For example:

Before retiring: \$50,000

70% of \$50,000 = **\$35,000**

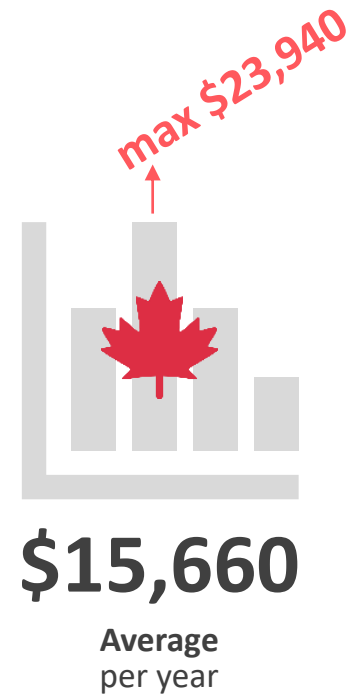
Remember:

- Less expenses at retirement
- Suppression of payroll deductions and retirement savings



Your income from public plans

Benefits received are taxable



Maximum benefits payable at 65 in 2023

SUPPLEMENTAL PLAN PROVISIONS





What is a Group RRSP?

Registered Retirement Savings Plan

- *Assist you in reaching your retirement savings goals through payroll deductions*
- *Enables you to take advantage of Employer Contributions in order to maximize your retirement savings*
- *Contributions are tax-deductible from your annual taxable income*
- *Contributions made and the returns they generate are tax deferred until they are withdrawn*
- *Return on your investments will be based on your personal investment decisions*

What your plan looks like: Supplemental programs

CRITERIA	RRSP (REGISTERED RETIREMENT SAVINGS PLAN)
Enrolment	<ul style="list-style-type: none"> • Optional.
Eligibility	<ul style="list-style-type: none"> • Immediate. All permanent full-time or part-time employees.
Earnings	<ul style="list-style-type: none"> • Means your regular salary excluding overtime and bonuses (base plus housing). / Hourly: hours worked (any hours worked including statutory, vacation and sick pay, no bonuses or allowances).
Regular contributions	<ul style="list-style-type: none"> • Up to 3% of your earnings (up to the maximum allowed by tax laws).
Employer contributions	<ul style="list-style-type: none"> • Your employer will contribute 100% of your regular contributions, up to a maximum of 3% of your earnings per year.
Voluntary contributions	<ul style="list-style-type: none"> • Optional. You may voluntarily contribute to the RRSP as soon as you enrol in the plan.

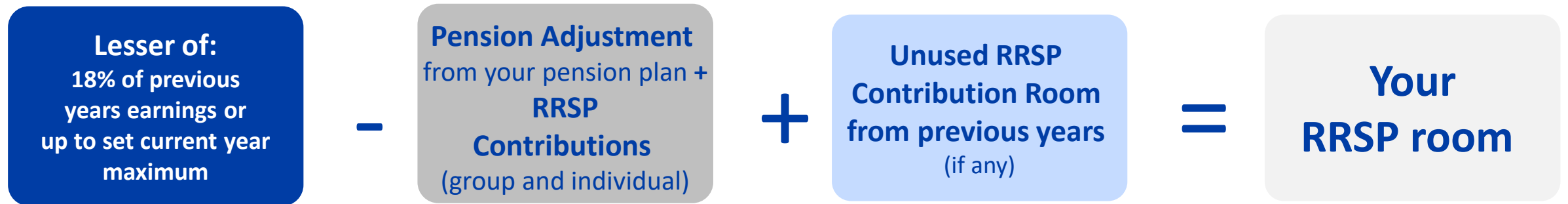
**Please refer to your plan summary document for a complete overview of your plan rules.*

What your plan looks like

CRITERIA	RRSP (REGISTERED RETIREMENT SAVINGS PLAN)
Transfer-in policy	<ul style="list-style-type: none"> You can transfer assets from another registered plan into your Group RRSP
Withdrawal of your regular contributions	<ul style="list-style-type: none"> Withdrawals are permitted (taxable for cash withdrawals) in the following situations: <ul style="list-style-type: none"> While employed While on disability leave During a maternity, paternity or parental leave (per applicable law) For participation in the HBP or the LLP.
Withdrawal of the employer contributions	<ul style="list-style-type: none"> Withdrawals are not permitted in the following situations: <ul style="list-style-type: none"> While employed While on disability leave During a maternity, paternity or parental leave (per applicable law) For participation in the HBP or the LLP
Withdrawal of your voluntary contributions	<ul style="list-style-type: none"> Withdrawals are always permitted. (taxable for cash withdrawals)
Spousal contributions	<ul style="list-style-type: none"> Your group RRSP allows you to contribute for the benefit of your spouse (spousal RRSP). The contributions you make to the spousal RRSP are tax deductible on your personal income tax return and count towards your own RRSP contribution limit.

Impact of group RRSP contributions

- ✓ Contributions made to your RRSPs (individual and/or group) have to stay within your RRSP room



Where to find your contribution limits

Government of Canada / Gouvernement du Canada

Canada Revenue Agency [Sign out](#)

My Account [Mail 8](#) [Submit documents](#)

Overview

i We've made some enhancements to improve your experience in My Account. Try the new [My Account BETA!](#) [Learn more](#)

Tax returns

- View your [2021 Notice of Assessment](#)

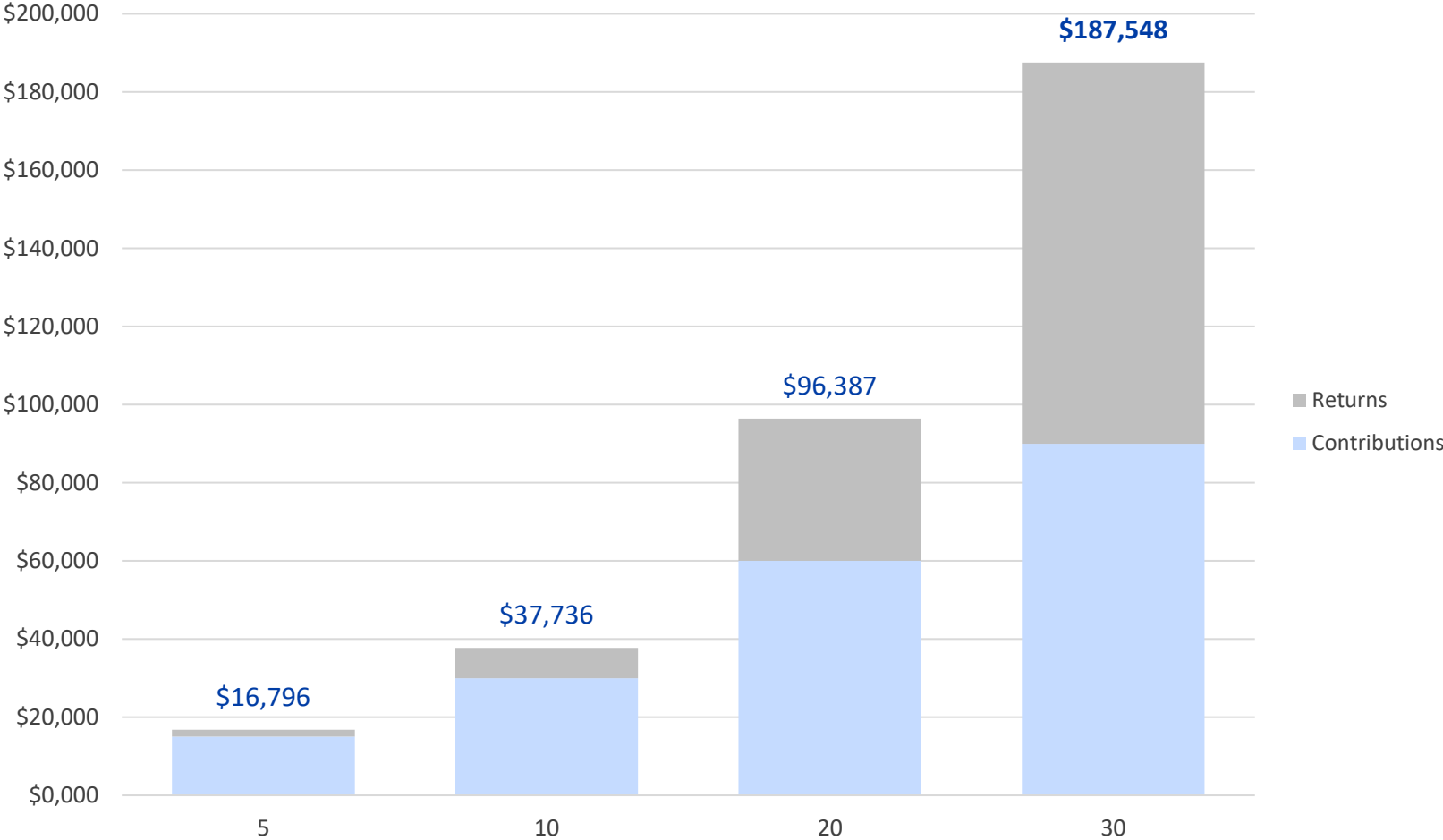
[Change my return](#)

[Go to Tax returns details](#)

Canada Revenue Agency
www.canada.ca/myaccount

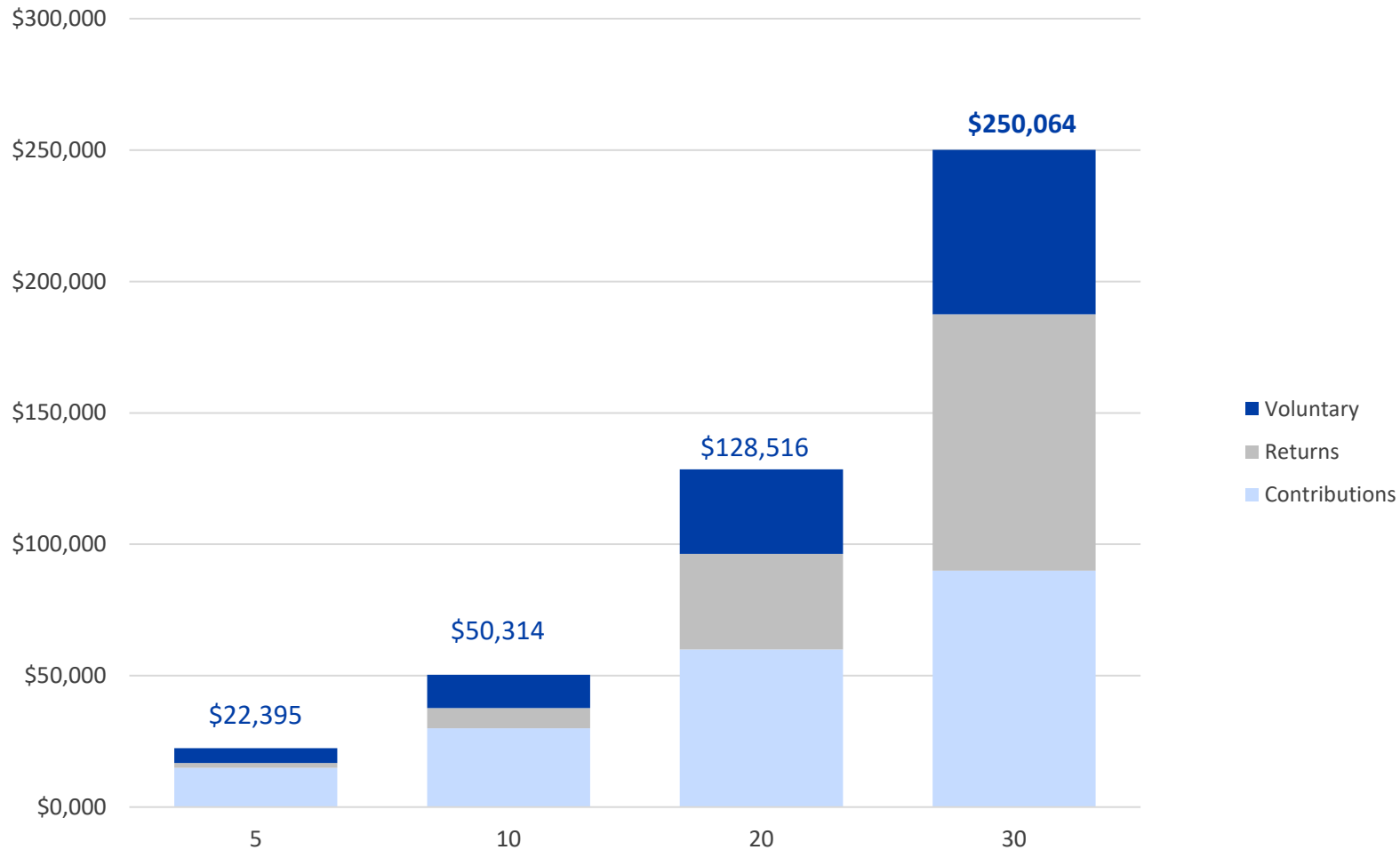
Maximize your plan!

\$50,000 income	
Regular contributions: 3%	\$58 bi-weekly
+	
Employer contributions: 3%	\$58 bi-weekly
Total annual savings	\$1,500 (employee) + \$1,500 (employer) \$3,000



This example is based on a rate of return of 5% and based on a bi-weekly pay schedule (26 per year).
 This illustration provides an estimate using the assumptions noted above and does not constitute a guarantee.

Voluntary Contributions add up!



Add an additional 2%
Voluntary Contribution
\$1,000/yr
(Total: \$4,000/yr)

Increase of
\$38/bi-weekly
over 30 years
leads to
more than
\$62,516
in retirement!

This example is based on a rate of return of 5% and based on a bi-weekly pay schedule (26 per year).
This illustration provides an estimate using the assumptions noted above and does not constitute a guarantee.

Advantage of lower management fees



Your RRSP Group Plan

\$3,000 yearly during 30 years

IMF: 0.47%



\$187,548



Personal Plan

\$3,000 yearly during 30 years

IMF: 2.10%

"MER" – Management Expense Ratio



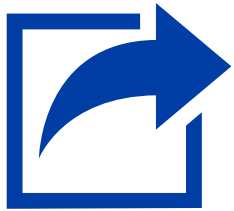
\$141,128

Additional savings of more than **\$46,420** over 30 years!

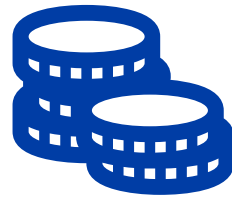
This example is based on a rate of return of 5% and based on a bi-weekly pay schedule (26 per year). No voluntary. This illustration provides an estimate using the assumptions noted above and does not constitute a guarantee. Retail fees are based on 2019 study by Investment Funds Institute of Canada (IFIC)

What happens if I am no longer with my employer?

Termination | Retirement



Transfer to personal registered plan or registered plan of new employer (if allowed)



Cash Settlement
(amounts from registered plan are taxable)

Co-Pilot

Keep your assets with iA Financial Group

Maintain some of the advantages of your group plan (competitive management fees and investment options)

INVESTMENT OPTIONS



One destination, two choices of itinerary

Simplified mode



Choose a BlackRock investment solution and let the experts manage your investments

Advanced mode

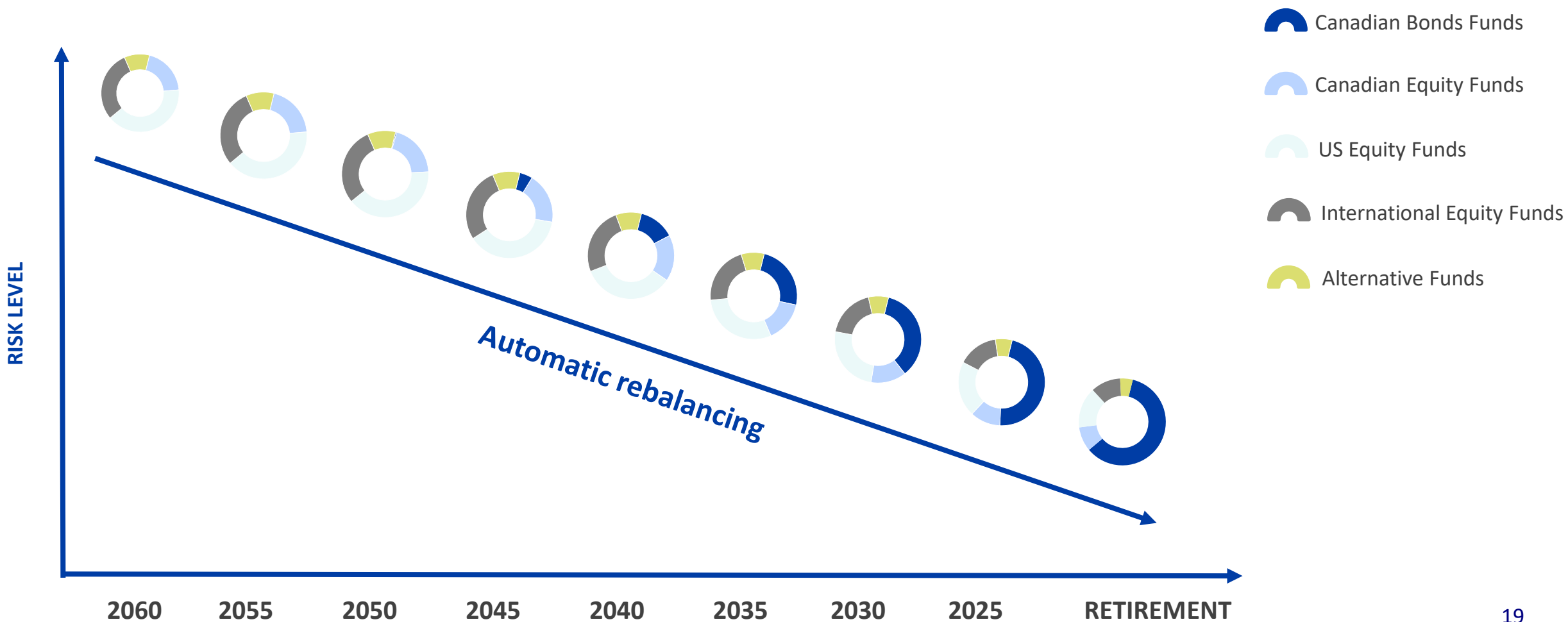


Make your own selections from a wide range of investment options

Simplified mode: BlackRock LifePath

A simplified & diversified investment solution

These investment solutions have a “Target Date” approach: **The level of risk in your investments automatically** reduces gradually as you get closer to retirement



Advanced Mode: Learn more about the available funds

Group Investment Funds

Income Funds

	Year to date ¹	Past 1 year ¹	Past 5 years ¹	Past 10 years ¹	Risk level
Fund A	0.2%	0.6%	0.8%	1.3%	
Fund B	1.6%	2.2%	2.6%	3.7%	
Fund C	3.6%	3.0%	3.5%	5.1%	

Fund A

Fund Code: 070
Inception date: September 1991

Investment Advisor
iA Investment Management
Lead Manager: Christian Pouliot, MBA, CFA
Co-Managers: Louis Gagnon, CFA, Alexandre Morin, CFA

Objectives of the Fund

- Oriented on short term revenues
- Priority placed on capital protection
- Conforms to a short term investment horizon

Investment style
Interest rate forecasts

Investment limits
Short term 100%

Risk level

Total net assets: \$373.4 million Group savings and retirement

Commentary
The Fund seeks to maintain excellent protection of capital and a high level of liquidity, while maximizing the total return. It is composed essentially of quality securities, with a maximum term of one year, guaranteed by the provinces, governments and some companies. The management style focuses on interest rate forecasts which are based on careful analysis of the economic outlook.

Asset mix of the Fund
As at March 31, 2017

Characteristics of the Fund
As at March 31, 2017

Average rating	81 High
- Money Market securities	90 days
Average term to maturity	0.5%
Yield at market value	

Top 10 Holdings of the underlying fund
As at September 30, 2022

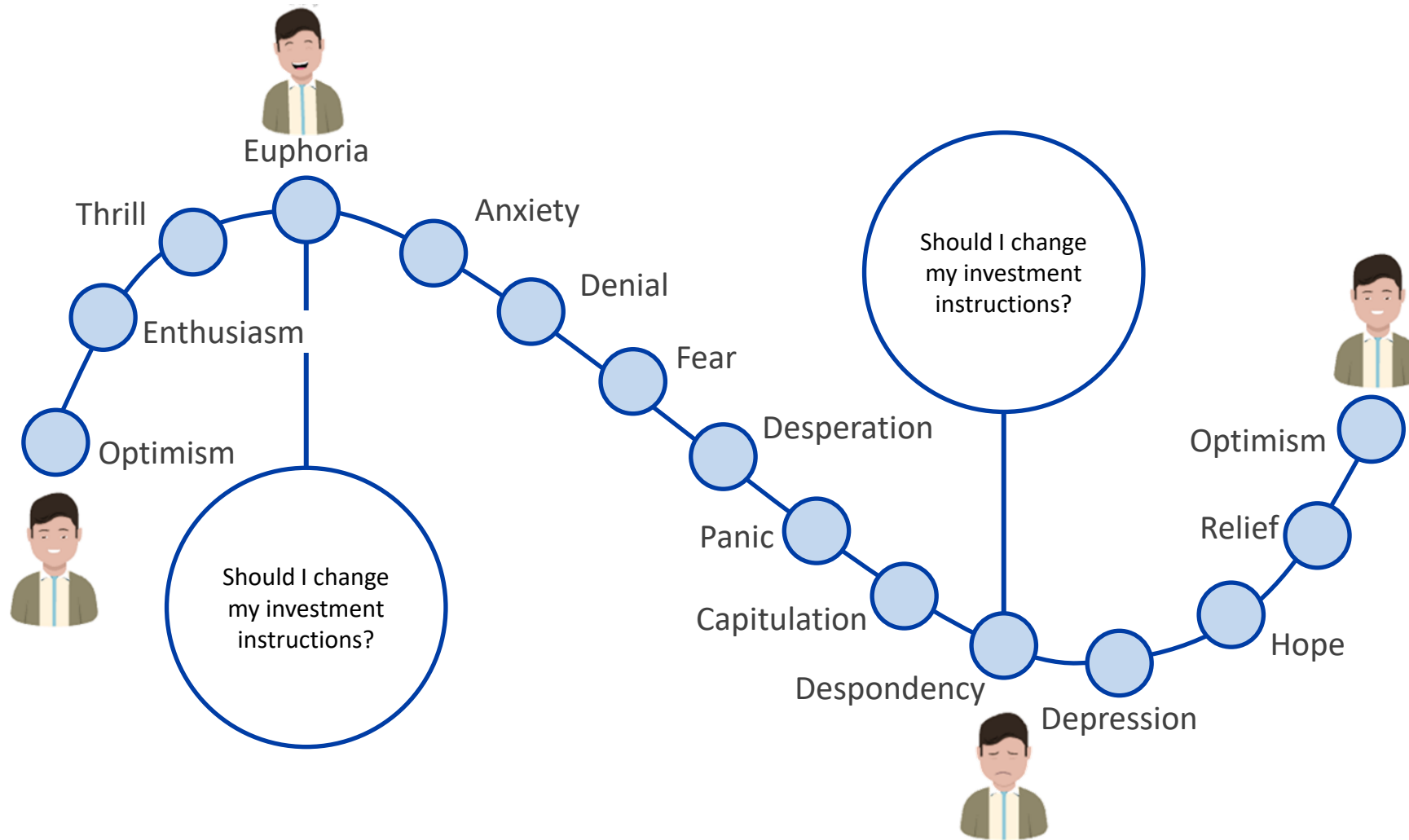
Canadian National Railway Co.	8.20%	Restaurant Brands International Inc.	4.00%
JF Special Equity Fund	7.10%	Alimentation Couche-Tard Inc.	4.00%
Brookfield Asset Management Inc., class A	6.00%	WSP Global Inc.	4.00%
The Bank of Nova Scotia	5.20%	Intact Financial Corp.	3.80%
Thomson Reuters Corp.	4.20%		
CCL Industries Inc., class B	4.10%		

- Historical Returns
- Fund Sheets
- Risk Levels
- Top 10 Holdings
- Investment Management Fees

KEEPING ON
TRACK
AND FOCUSING
ON THE LONG
TERM



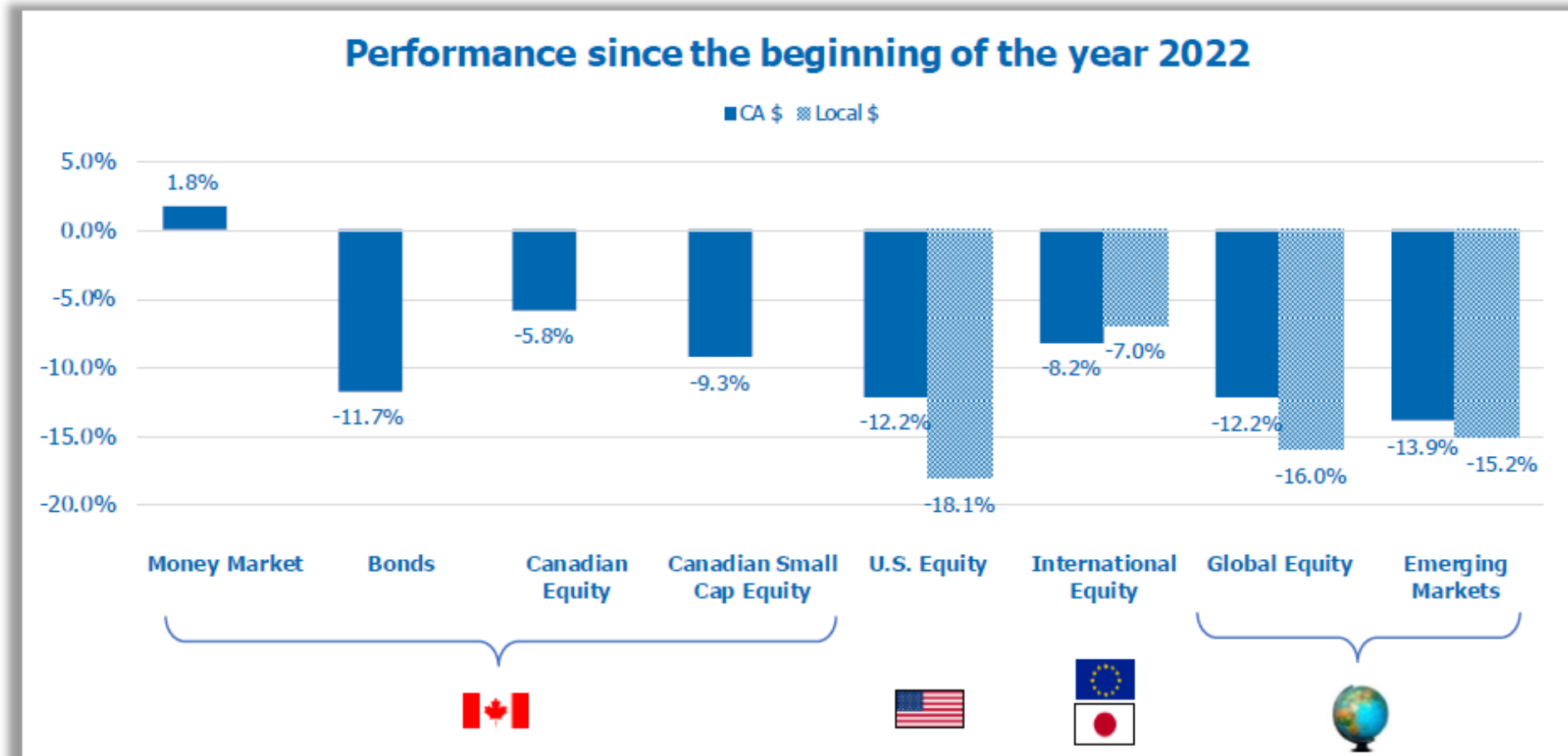
The Cycle of Investor Emotions



2022 was an unusual year

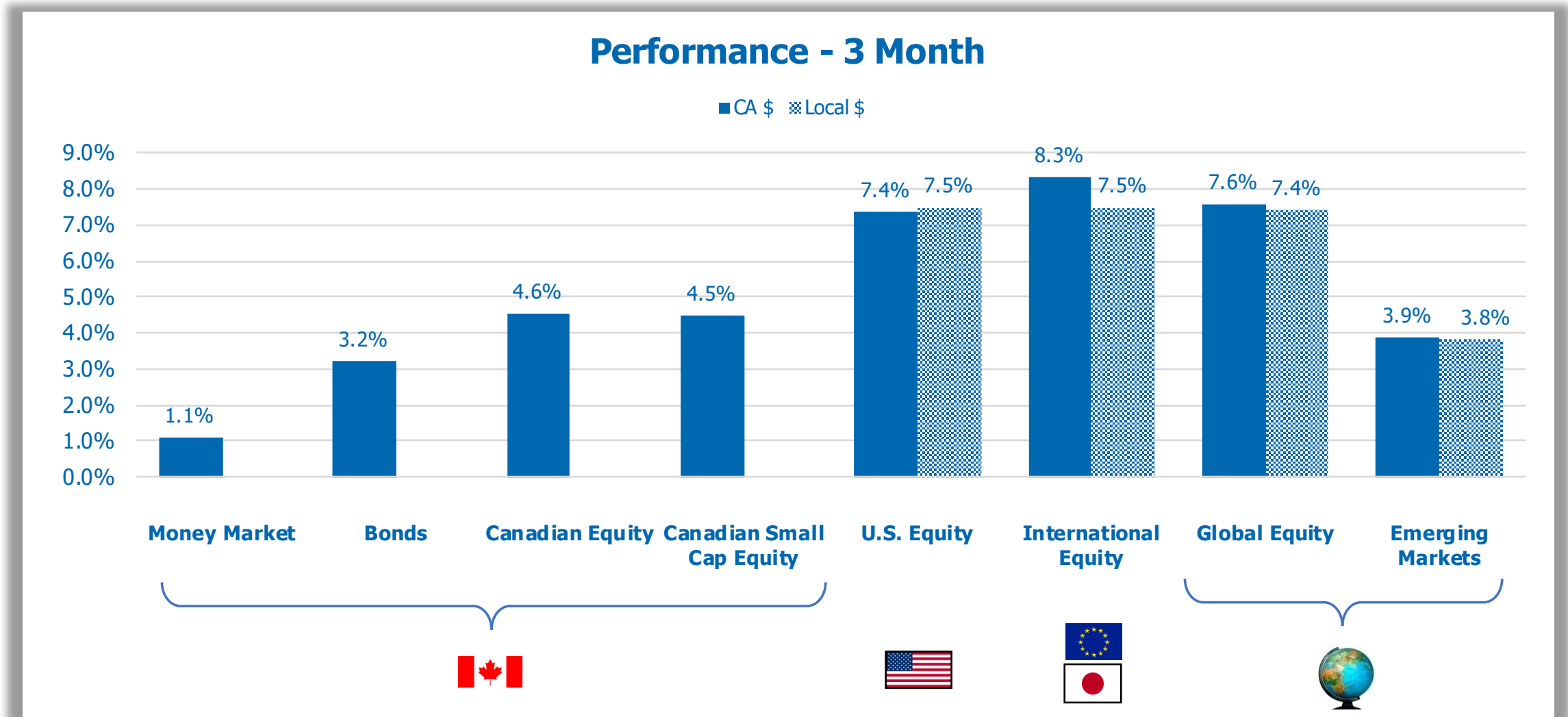
Asset Class Performance

as at December 31, 2022



Asset Class Performance

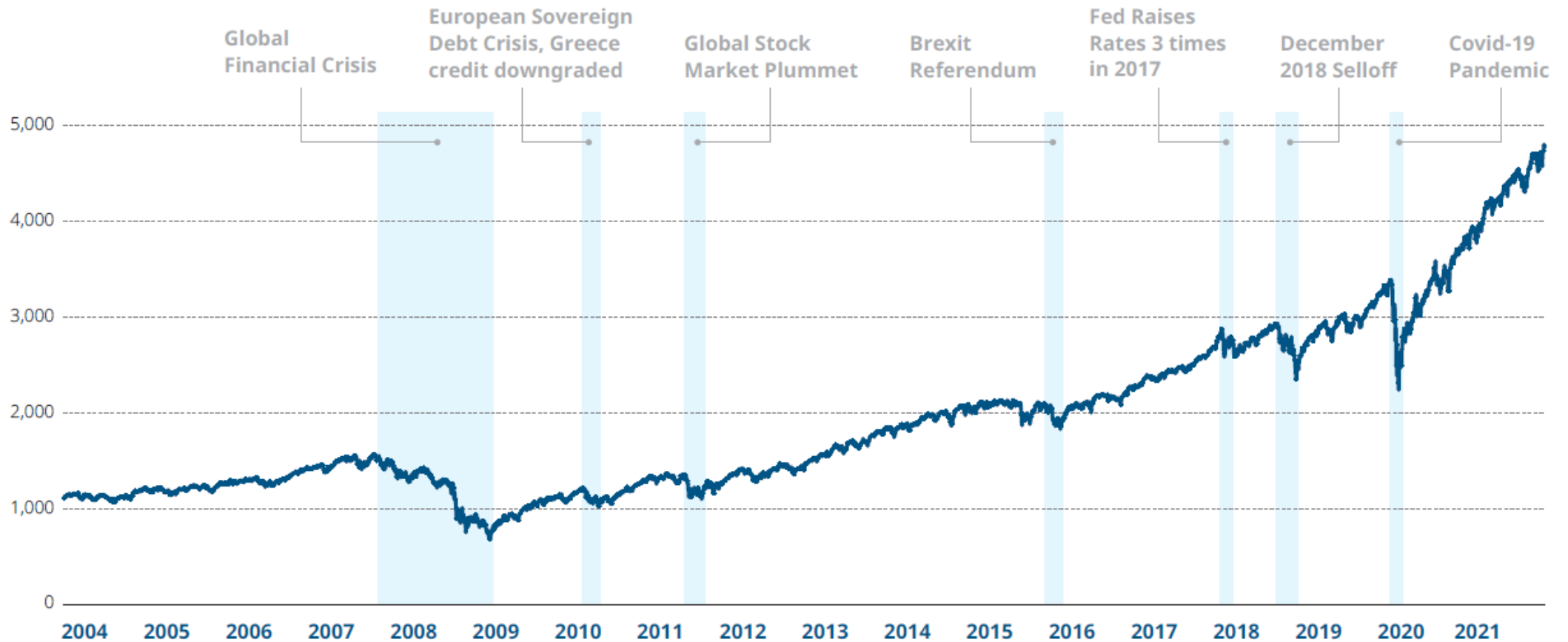
as at March 31, 2023



The Market Has Faced Many Economic Downturns Over Time

Historically, despite many periods of increased volatility, markets have remained resilient.

S&P 500 Index - Price



Source: Investor's guide: Market Volatility, Mackenzie Investments, Bloomberg

DIGITAL TOOLS



Easy online enrolment!

ia.ca/enrolnow

All-in-one process



Personal information



Beneficiary designation



Investor profile



Investment choice



Contribution rate (if applicable)



Setup of My Client Space




The form is titled "Who are you?". It has a red circle around the "Plan identification number" field, which is labeled "(Provided by your employer or sponsor)". Below this are fields for "Title", "First name", and "Last name". There are also fields for "Date of birth" (month, day, year) and "Social insurance number". At the bottom, there is a "Continue" button.

Get started at: ia.ca/enrolnow

My Client Space: ia.ca/myaccount

MY CLIENT SPACE

 The visual changes we have made in no way affect your online experience. Sign in using your regular username and password.

Username

Password

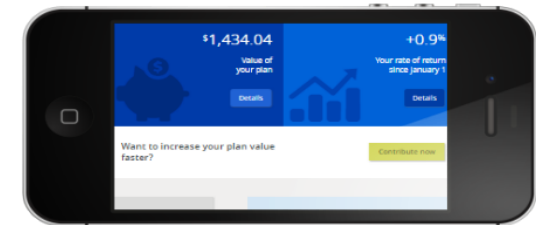
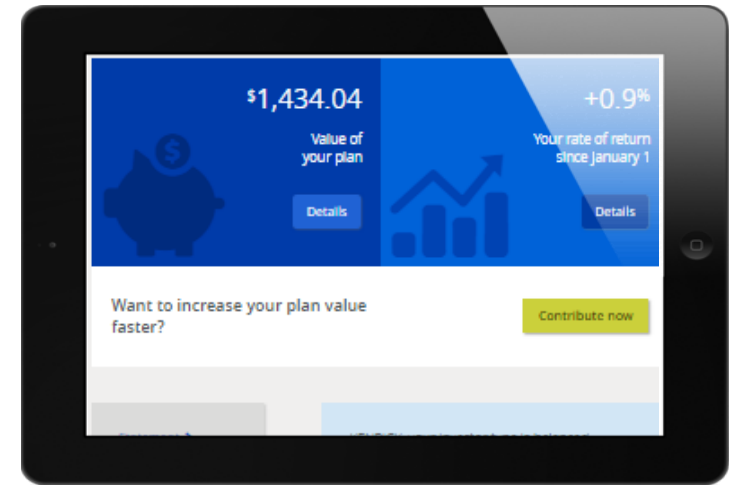
Remember the username

Sign In

[Forgot password?](#)

[Forgot username?](#)

Create account



Manage your account

The image shows a screenshot of a web application interface for managing a group savings and retirement plan. The interface is divided into a left sidebar, a main content area, and a bottom section.

Left Sidebar:

- GROUP SAVINGS AND RETIREMENT** (Header)
- Dashboard
- ▼ Your RRSP
- In a nutshell
- Balance
- Rate of return
- Investments
- Transactions
- Contributions
- Beneficiaries
- Unit values and fees
- ▶ PLANNING TOOLS

Main Content Area:

Your group savings and retirement plan

The main content area features two primary data cards:

- Balance of your plan:** \$15,688.30. Includes a piggy bank icon and a "Details" button.
- Your rate of return since January 1:** +12.5%. Includes a bar chart icon and a "Details" button.

Bottom Section:

- Tax receipts >**
- Tax slips >**
- Statement >**
- Forms >**
- Interest rates >**
- What type of investor are you?** (Section Header)
- Select your investments based on your financial risk tolerance.
- Do the test** (Button)

Callouts (Annotations):

- Modify your investment instructions:** A dashed box with an arrow pointing to the "Investments" menu item in the sidebar.
- Designate your beneficiaries:** A dashed box with an arrow pointing to the "Beneficiaries" menu item in the sidebar.
- Consult the details of your account:** A dashed box with an arrow pointing to the "Details" button on the rate of return card.
- Complete your investor profile:** A dashed box with an arrow pointing to the "Do the test" button in the bottom section.

Your Investor profile

GROUP SAVINGS AND RETIREMENT

Dashboard

▶ Your RRSP

▼ PLANNING TOOLS


Retirement simulator


Investor profile


Financial calculators


What type of investor are you?


What is your current financial situation?

 VERY PRECARIOUS

 SOMEWHAT PRECARIOUS


 SOMEWHAT STABLE


 GOOD


 VERY GOOD


Very little or no debts and solid savings.


Your main investment goal is...

 SECURITY

 STABILITY


 MODERATE GROWTH


 SIGNIFICANT GROWTH


 MAXIMUM GROWTH


Obtain maximum investment growth. I can accept significant variation.


Should the markets go through a difficult period, what decrease in the value of your investments could you tolerate?

 NO DECREASE

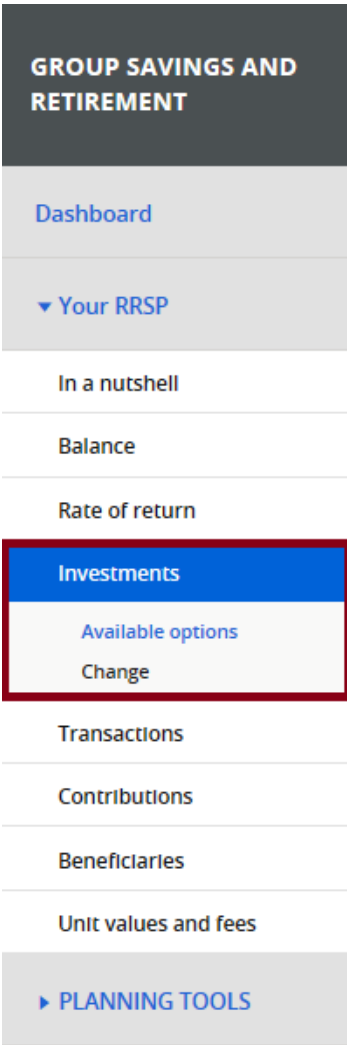
 LESS THAN 5%

 BETWEEN 5% AND 10%

 BETWEEN 10% AND 20%

 OVER 20%

Modify Your Investments



GROUP SAVINGS AND RETIREMENT

Dashboard

▼ Your RRSP

In a nutshell

Balance

Rate of return

Investments

Available options

Change


Transactions

Contributions

Beneficiaries

Unit values and fees

▶ PLANNING TOOLS



What do you wish to change?

I want to change how **all type of contributions** to my plan are invested.

OR

I want to **only** change how the following are invested:

- my regular contributions (such as salary contributions).
- my voluntary contributions (such as lump-sum contributions and transfers from another plan).
- employer contributions.

Continue

Which mode do you wish to use to choose your investments?

- Simplified mode**
Propose an investment solution adapted to my reality and managed by experts.
- Advanced mode**
Show me all available investment options. I want to make my own choices and manage my investments.

Continue

Cancel

Beneficiary Designation

GROUP SAVINGS AND RETIREMENT

Dashboard

▼ Your RRSP

In a nutshell

Balance

Rate of return

Investments

Transactions


Contributions

Beneficiaries

Unit values and fees

▶ PLANNING TOOLS

Your beneficiaries



- 50% SAMUEL MILLER [revocable](#)
- 50% JULIA MILLER [revocable](#)

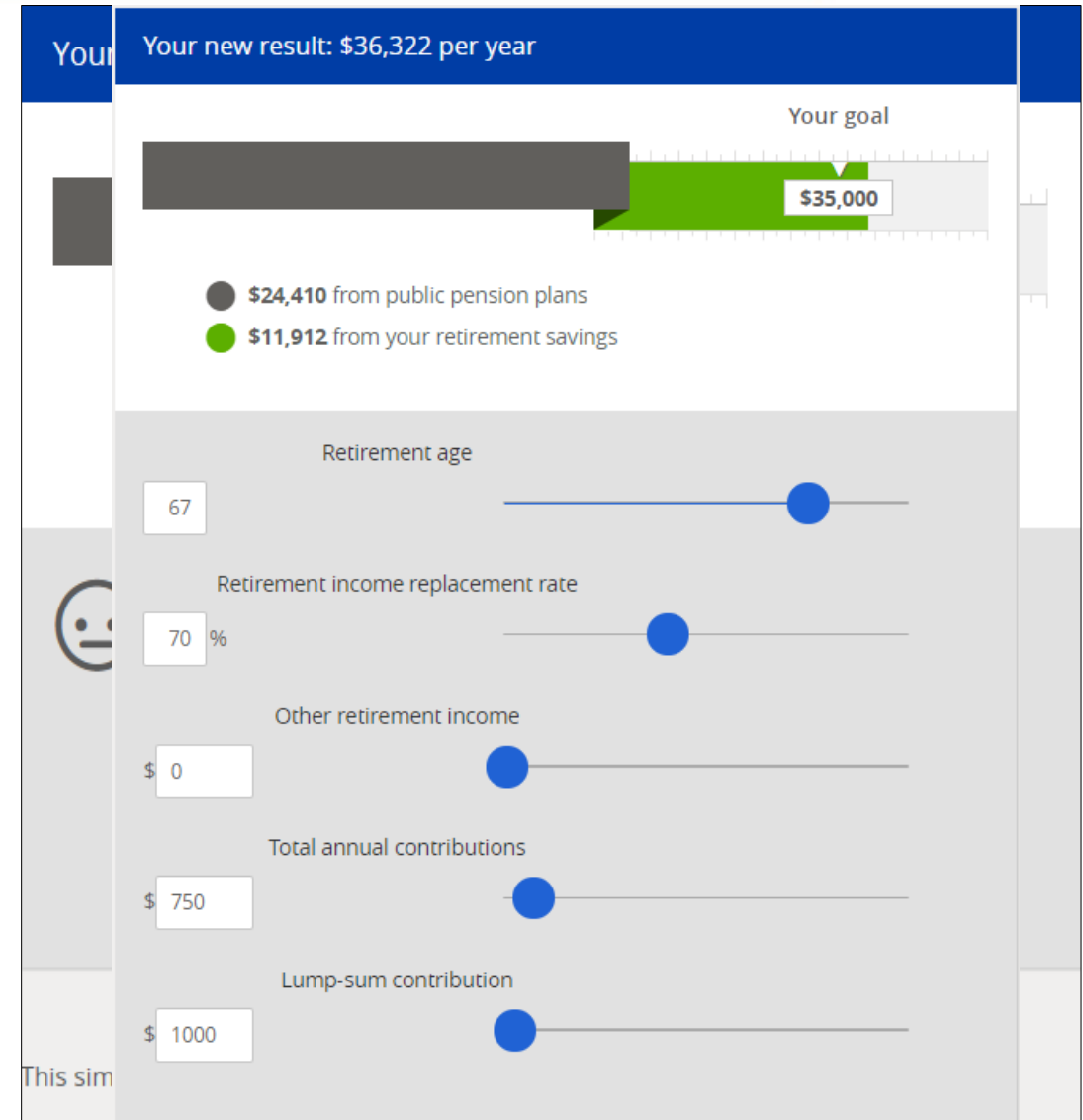
[Change a beneficiary >](#)

Retirement Simulator

Retirement projection tool

Allows you to:

- Set a retirement goal
- Test various scenarios
- Receive tips to improve your outlook
- Link your results with your member statement



Your Financial Wellness Zone

The screenshot displays the iA Financial Group My Client Space interface. The top navigation bar includes the iA logo, 'My Client Space', a language selector for 'Français', and a 'FR' flag. Below this is a secondary navigation bar with links for 'Home', 'Your products', and 'Log Off'. A left sidebar lists various financial products: 'GROUP SAVINGS AND RETIREMENT' (Dashboard, Your RPP, Your RRSP, Your VRSP, Your DPSP, Your NRC), and 'PLANNING TOOLS' (Your Financial Wellness, which is circled in red). The main content area is titled 'Your Financial Wellness' and features a 'FINANCIAL WELLNESS ZONE' section with a woman meditating, a 'YOUR OVERALL FINANCIAL WELLNESS SCORE IS GOOD!' section with a man at a computer, and a 'Understanding the Four Pillars' section with a woman smiling. The 'Four Pillars' section includes three cards: 'Make your budget', 'Protect your finances', and 'Set your financial goals'. Below these are four detailed cards: 'Make your budget', 'Protect your finances', 'Set your financial goals', and 'Plan your retirement'. At the bottom right, there is a section titled 'The path to financial wellness is different for everyone' with an image of a couple and a 'Complete the assessment' button.

GROUP SAVINGS AND RETIREMENT

Dashboard

Your RPP Registered Pension Plan

Your RRSP

Your VRSP Voluntary Retirement Saving Plan

Your DPSP Deferred Profit Sharing Plan

Your NRC Non-Registered Contract

PLANNING TOOLS

Your Financial Wellness

Your Financial Wellness

FINANCIAL WELLNESS ZONE

The Financial Wellness Zone contains a wealth of information to help you improve your financial health, one step at a time. You'll find resources and tools on budgeting, protecting your finances, setting financial goals and planning for retirement.

[Explore the Financial Wellness Zone](#)

YOUR OVERALL FINANCIAL WELLNESS SCORE IS GOOD!

Your overall financial wellness score is good! You understand the key concepts of the personal financial pillars and have already adopted positive habits for some of them. To improve your score by making some changes to your financial habits, see your action plan for each financial pillar.

[See your action plan](#)

Understanding the Four Pillars

Knowing and understanding some basic financial concepts is the first step to start improving your financial wellness.

Make your budget

Protect your finances

Set your financial goals

Before you set goals, you need to know what's important to you and what you want to do. Then you'll be ready to set SMART goals:

- Specific
- Measurable
- Achievable
- Relevant
- Time-Bound

Here are a few examples to help inspire you:

Debt management

"I want to pay off my credit card balances by paying an extra \$200 a month until November."

Do you feel like you're drowning in debt and don't know which way to turn? It's time to take control of your finances.

One option is to start by paying down the debt with the highest interest rate first. Another strategy is to start with the one that has the lowest balance. Knocking off a few debts can help build momentum and motivate you to keep going.

After that, you might want to consider consolidating your debts. A consolidated loan is a loan that's used to pay off all your debts. By consolidating your high-interest debts, such as those on your credit cards, you'll be able to pay them off faster and pay less interest. Don't hesitate to talk to a trusted financial advisor who can guide you through the process.

Emergency fund

"I want to build up an emergency fund of \$6,500 in the next 5 years."

An emergency fund is money you set aside to pay for unexpected expenses. It can help reduce your financial stress and keep you from going into debt if a significant, unforeseen expense should arise. According to the Financial Consumer Agency of Canada, an emergency fund should be equal to about 3 to 6 months' salary, or enough to cover your expenses for the same period of time.

This might sound like a lot, but it's not uncommon to take several years to build up a solid emergency fund. The important thing is to start slowly with realistic amounts, based on what you can afford.

Financial Wellness Zone

Improving your financial health one step at a time.

Understanding the four personal financial pillars

Make your budget

Do you know where your money goes? To find out, look at your expenses and then make a budget. This will help you limit unnecessary expenses and reach your goals.

[Start now](#)

Protect your finances

Life can throw challenges our way. What would happen if you got into a car accident, if you were unable to work anymore or, even worse, if you died?

[Start now](#)

Set your financial goals

No matter where you're at, it's always a good idea to set measurable financial goals and realistic plans for achieving them.

[Start now](#)

Plan your retirement

You no doubt have all kinds of plans for your retirement. You can achieve them all if you start planning now.

[Start now](#)

The path to financial wellness is different for everyone

Your path to financial satisfaction will vary depending on your age, your financial situation, your personal goals, and habits. Our financial assessment will help you know where you stand and what you should do next.

[Complete the assessment](#)

Financial Wellness Assessment

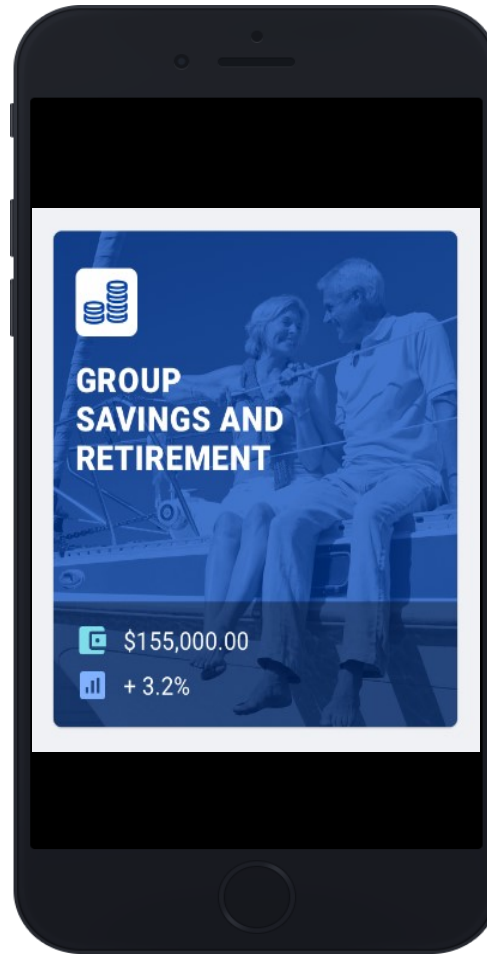
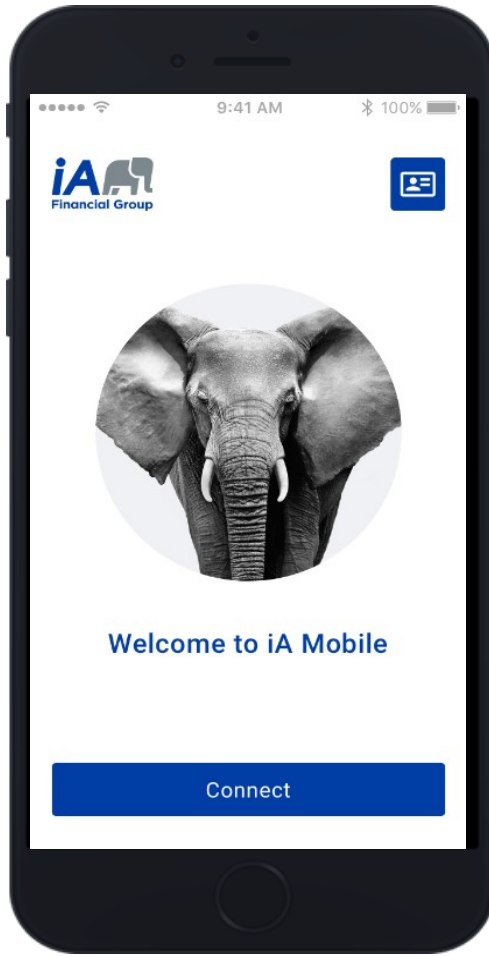
- ✓ 4 Pillars of Financial Wellness
- ✓ Global score for each pillar with Benchmark
- ✓ Personalized action plan and resources
- ✓ Progress at their own pace according to their preferences

The screenshot displays the 'Financial Wellness Assessment' interface. At the top, the iA Financial Group logo is visible on the left, and a 'Go to My Client Space' button is on the right. The main heading is 'FINANCIAL WELLNESS ASSESSMENT'. Below this, a section titled 'Personal financial pillars' provides an overview. It features a progress bar and a 'Global Score: 55%' with a benchmark of 'Other user's average score: 0%'. The four pillars are: Budget (20%), Financial Goals, Financial protection (100%), and Retirement. Each pillar has a brief description and a 'See your action plan' button. A second 'Go to My Client Space' button is located to the right of the overview section.


The second part of the screenshot shows a detailed view of the 'FINANCIAL GOALS' pillar. It includes a 'Your action plan' section with a 'Priority' and 'Category' filter. The action plan items are: 'Investment advice' (Mark as done), 'Type of investment vehicle' (Mark as done), 'Investor profile' (Mark as done), 'Investment fees' (Mark as done), and 'Diversification' (Mark as done). Each item includes a brief description and a 'Tool' link. A 'Redo the assessment' button is located at the bottom right of the detailed view. A 'Score: 60%' and 'Other user's average score: 0%' are displayed at the top right of the detailed view.

iA Mobile

Makes life easier!



MY CLIENT SPACE

 The visual changes we have made in no way affect your online experience. Sign in using your regular username and password.

Username

Password

Remember the username

Sign In

[Forgot password?](#)

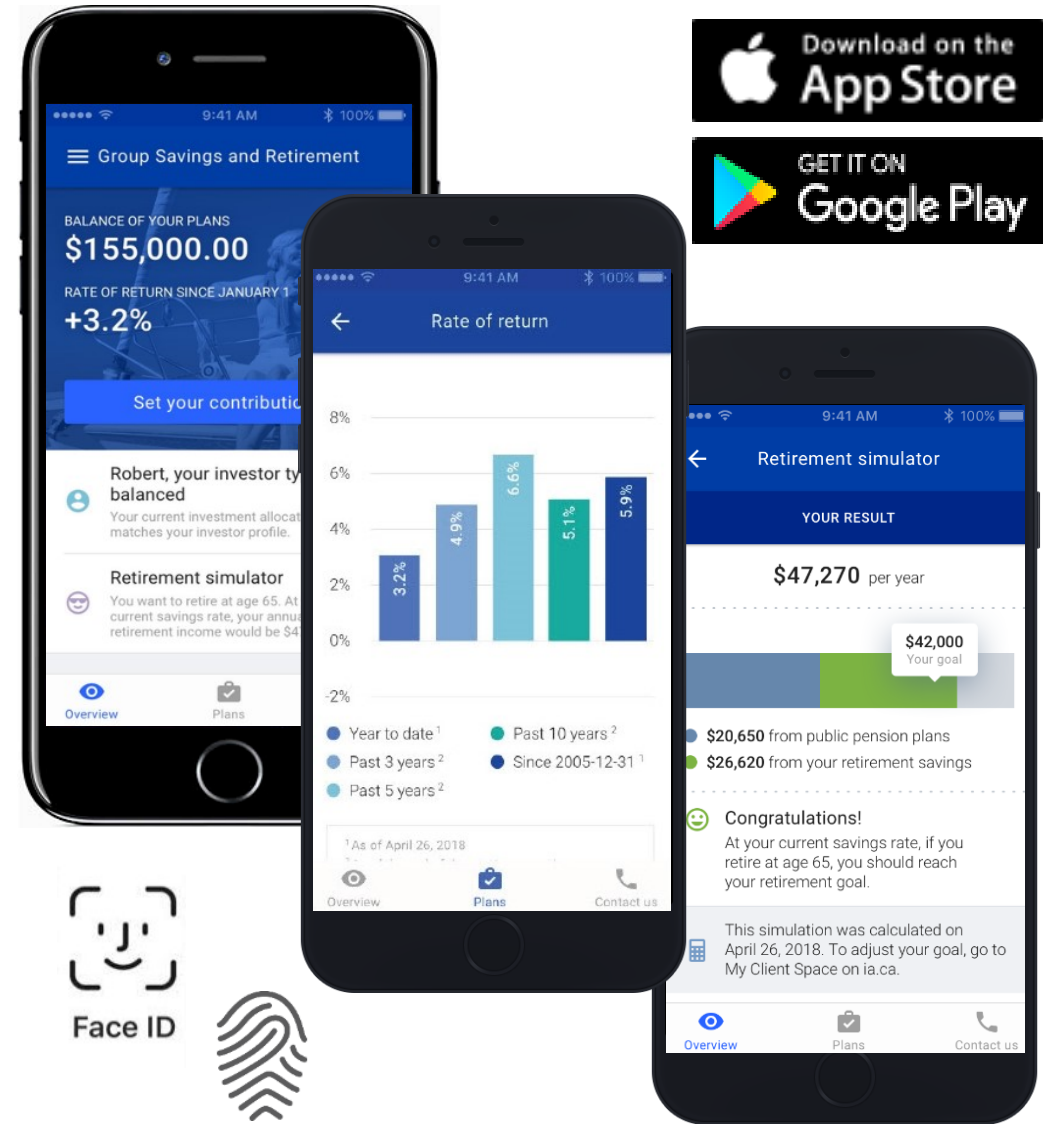
[Forgot username?](#)



To connect to iA Mobile,
you must be registered for
My Client Space

iA Mobile: your savings and you

- Overview
 - Account balance
 - Current & historic rate of return
- Transactional features
 - Voluntary contributions via pre-authorized debit
 - Beneficiary update/change
 - Investor Profile Questionnaire
- Retirement Simulator (read-only)
- Yearly member statement & tax receipts/tax slips (can be converted to PDF and shared)



The power of the group!

**Employer Matching
Contributions**



**Lower
investment fees**



**Convenience of
payroll deductions**



**Immediate
tax savings**



**Wide variety of
investment options**



**My Client Space & iA Mobile
App: 24/7 access**



Questions?



1 (800) 567-5670

Monday to Friday

5AM to 5PM (PT)

6AM to 6PM (MT)

7AM to 7PM (CT)

8AM to 8PM (ET)

9AM to 9PM (AT)

9:30AM to 9:30PM (NT)



pension@ia.ca

The information contained in this presentation is for informational purposes only and is not intended to be a source of advice on any issues including investment decisions or estate and financial planning. We suggest that you contact a professional if you require any additional details or advice about specific situations or options available to you. iA Financial Group cannot be held responsible or liable for the actions taken by individuals, based on the information provided in this presentation.

