



Risk & Insurance | Employee Benefits | Retirement & Private Wealth

Unlock Better Outcomes

Key Strategies for Smarter Retirement & Savings Plans





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Agenda

Plan Sponsor Key Strategies

1 Define your Plan Purpose

2 Your Decision Framework

3 Putting your Framework to Work

- Plan Features
 - Fees & Expenses
 - Investment Selection
 - Employee Communications
 - Employee Education
 - Focus on Innovation
-

4 Plan Member Responsibility

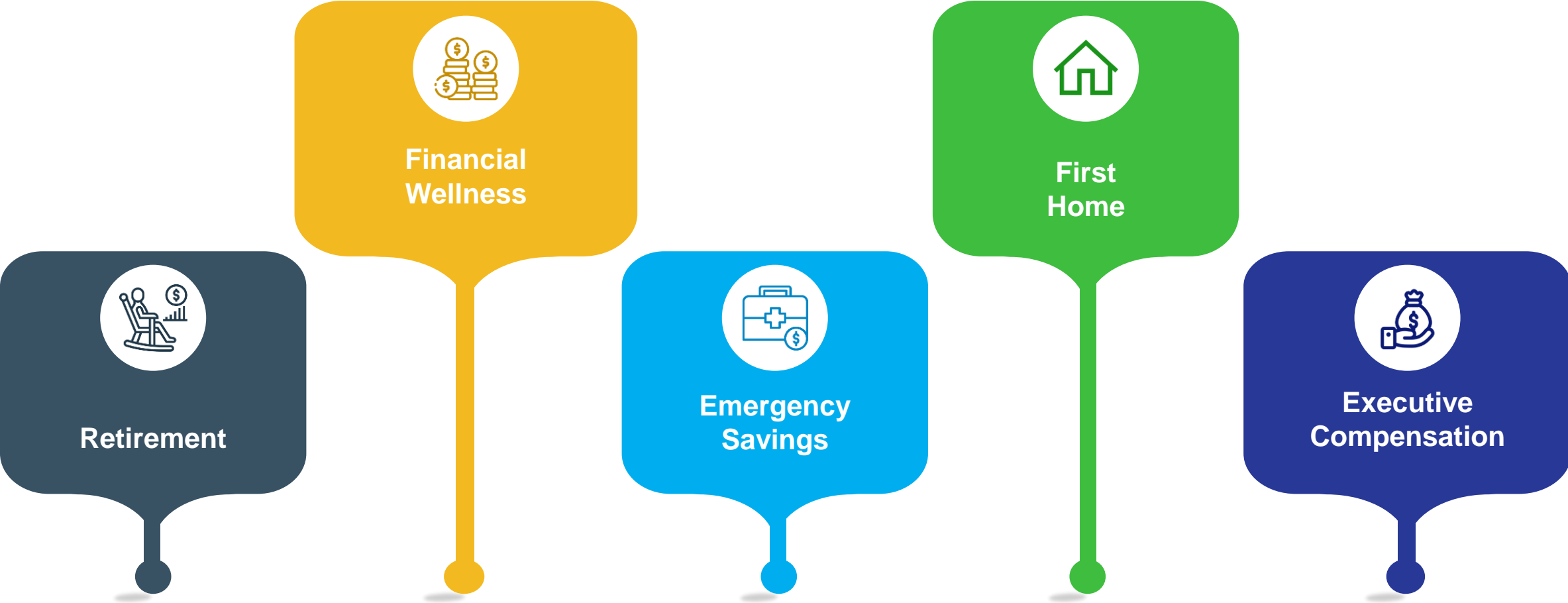
Plan Sponsor Best Practices

- Governance framework
- Plan Sponsors & their Service Providers
- Investment selection
- Plan Sponsors & their Plan Members



Defining the Plan's Purpose

Desired Objectives?



Decision Framework

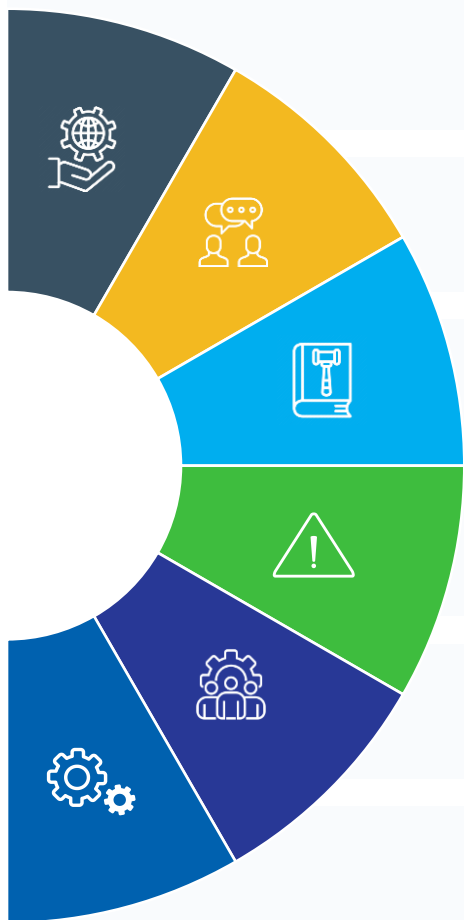
Intended outcome.



The clear vision of the desired outcomes for the plan will guide all plan decisions.



Show Your Process



A description of the roles, responsibilities and accountabilities of any stakeholders or parties involved in the governance of the plan (e.g., employer, union, board of directors, pension committee, governance committee, service providers, plan members)

A communication process, including a process for addressing member complaints;

A code of conduct, including a policy to manage conflicts of interest;

A risk management framework (as may be applicable to the CAP);

A framework for the regular review of the performance of service providers, including investment managers (with articulated performance criteria); and

A process for the regular review of the governance process.

Trust Your Process

Establish and document a governance framework for administration of the plan appropriate for **the size and complexity** of your plan



Plan Features

Review plan features to determine if they continue to meet purpose and objectives of CAP



Administrative solutions

Evolution of plan features

Decision-making tools for employees

Fees & Expenses

Fees & Expenses

01



Provide value for employees

02



Disclosure to employees

03



Regular reviews to ensure fees remain competitive relative to the size of your plan

Investment Selection

01




Why Isn't More Choice Better?

02



Factors to consider when selecting your funds

03



Factors to consider in establishing the default fund

Employee Engagement

Concise



Easy to understand



Timely



Employee Engagement

Ongoing Strategy

Consider Levels of Financial Literacy



Align with Personas



Review Effectiveness Towards Objectives



Access to in Plan Advice

Criteria

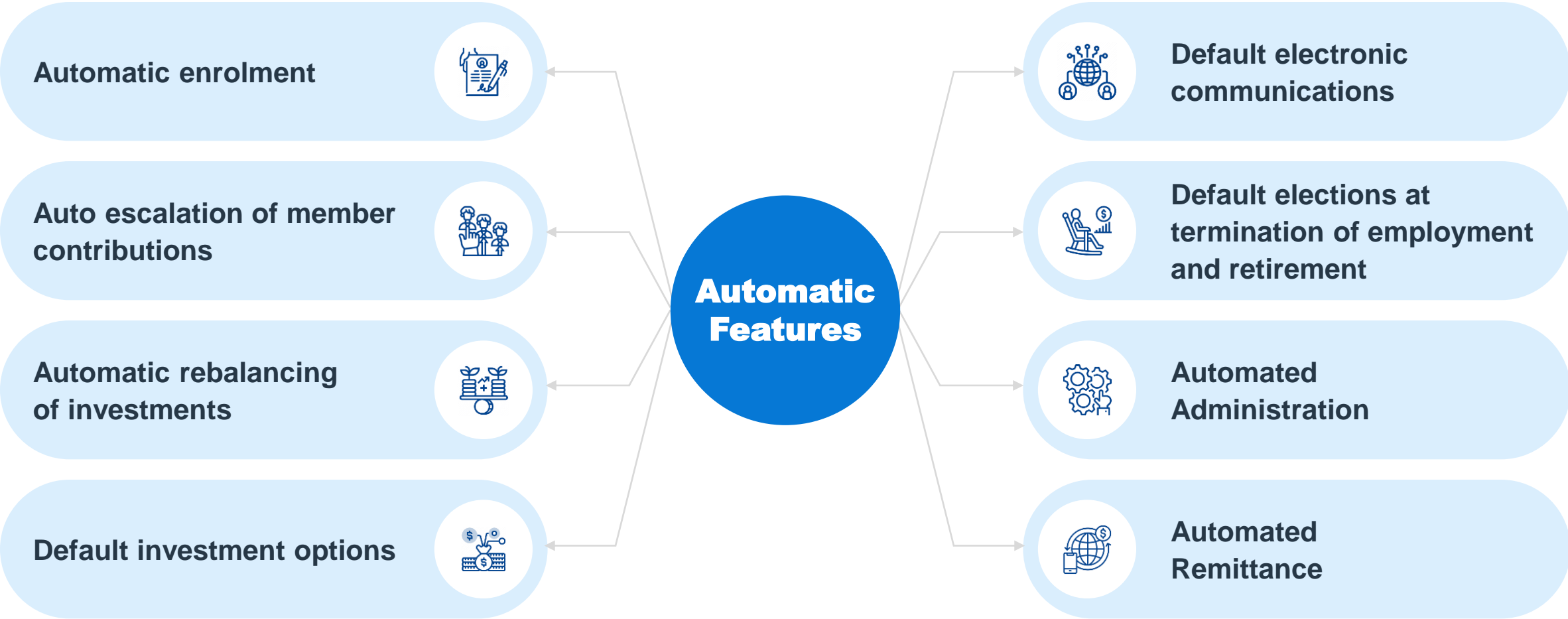
Scope of Advice in Plan ▼



Qualifications ▼



Focus on Innovation – Automatic Features



Focus on Innovation – New Products

Enhanced list of products



Flexibility (Tax-Free Savings Accounts)



Income Focus (RRIF and LIF as well as PRPP)



Other Savings Goals (RESP and FHSA)



Debt Repayment (Student Loan, Mortgage, etc.)

**New
Products**

Plan Member Responsibilities



Plan Member Responsibilities

Members should strive to understand their plan and make decisions regarding their contributions, investment and withdrawals.



Evaluate automatic or default features and decide whether to accept or make other choices.



Understand how investment risk directly influence outcomes.



Inform themselves about the plan features and their rights and obligations as participants



Determine how much to withdraw annually for retirement income and which decumulation option(s) best suit their goals.



A call to action

By taking proactive steps today, you are not just fulfilling a fiduciary responsibility—you are helping to unlock better outcomes for your employees' financial futures.



Together, we can build smarter, more resilient retirement and savings plans that meet the evolving needs of your workforce.

