The investment landscape has changed in the past few years and a number of investment options which are considered “alternative investments” are now suitable for defined contribution plans such as Western’s.

At the town hall meetings, members will learn how the Diversified Equity Fund is currently managed, have the opportunity to ask questions and offer feedback. This will assist the Joint Pension Board in making decisions on the optimal composition for the Fund. All members are welcome to attend, no matter what their level of investment knowledge, and all are encouraged to submit questions ahead of time to Martin Bélanger, Director, Investments at mbelang7@uwo.ca. No registration is necessary.

For more information visit the DEF Review website: http://www.uwo.ca/humanresources/facultystaff/comp/pension/DEFreview/. A link is currently available on the Human Resources home page.

**FULL-DAY FINANCIAL & PRE-RETIREMENT PLANNING WORKSHOPS**

Plan your journey to retirement! 2012 Registration is now open for the popular full-day Financial & Pre-Retirement Planning Workshops. Workshops are on the following dates:

- Wednesday March 7th, 2012
- Thursday May 3rd, 2012
- Friday August 17th, 2012
- Tuesday November 6th, 2012

These workshops are aimed at members aged 45 plus, and those considering retirement within the next ten years. Led by The Financial Education Institute of Canada, participants will examine the roles of employer-sponsored pensions, government pensions
and private savings in retirement income planning. Additional topics include lifestyle/lifecycle planning, investing in retirement and tax planning. Past participants have found the workshop to be informative, engaging and an important first step in setting a financial and life plan for retirement. The sessions are open to all members of the Academic and Administrative Staff pension plans. Spouses are welcome and are encouraged to attend with the plan member.

You must register to attend. Go online to www.uwo.ca/hr, then choose “Retirement Plans Information”, then “Workshops and Planning Tools”.

Question or comment? Call 519-661-2194 or send email to hr-communication@uwo.ca.

IN MEMORIAM
Those who have attended Western’s Financial and Pre-Retirement Planning Workshops were saddened to learn of the death of Graydon Watters at the age of 68 on October 21, 2011. Founder of the Financial Education Institute of Canada, Graydon and the Institute have been leading Western’s pension education efforts since 2007. Graydon was a dynamic and passionate speaker at our workshops and our staff conferences. Testimonials referred to his enthusiasm, commitment, dynamism, and innovative educational programs and systems.

PMA PENSION INCREASE
Beginning November 1, 2012, employer contributions for most PMA-eligible employees will increase by 0.5 percent. At the same time, all new PMA-eligible employees joining the pension plan will be required to make regular pension plan contributions of 5.5% - an increase of 3%. Those who joined the plan prior to November 1, 2012 will be asked to make a choice to either maintain their regular pension contributions at 2.5% or increase to 5.5%. Watch for further details.

NEED HELP UNLOCKING YOUR RIF?
Retired plan members who are drawing a pension using the Old LIF or LRIF at Western are reminded of the one-time option to “unlock” up to 50 percent of your locked-in account. The deadline is April 30, 2012.

If you’re still unsure of what to do, you will find more information, a list of the “pros & cons” and the paperwork you’ll need on the Western RIF unlocking website. A link is available from the retirement plans website home page.

Still need some help? Join us for an information session being offered by Human Resources. We’ll outline the unlocking options then offer help with completing the paperwork to proceed with the unlocking, if that is your choice. Registration is required. Please call Human Resources Services at 519-661-2194. Sessions are being held:

- Thursday February 16th, 2012 at noon
- Wednesday March 21st, 2012 at 2 pm
- Tuesday April 17th, 2012 at 9 am
- Wednesday April 18, 2012 at 7 pm

The unlocking opportunity is available because of changes in pension laws governing your Old LIF/LRIF account and a streamlining of the rules to match the administration of New LIF accounts. **Please note:** After the April 30, 2012 deadline, you will not be able to unlock even if you subsequently transfer to a New LIF account.

RIF ANNUAL NOTICE OF PAYMENT ELECTION
Members of the Western Retirement Income Fund are reminded that in February and March you will be asked to elect 2012 tax and payment amounts. The deadline for payment changes is the 15th of each month to be effective the first of the following month. Elections received by February 15, 2012 will be effective March 1, 2012. Be aware the online RIF payment tool will be unavailable from mid-December to early February while pension staff prepare the system for 2012 payment elections. Watch the mail for a reminder in February and elect your payments as soon as possible after that time.
YOU ASKED US - ABOUT RRSPs ...

As we welcome the New Year we also welcome a new “tax season”. In consultation with members, our Pension & Benefit consultants have identified some frequently asked questions which focus on helping members who want to minimize their tax liability by maximizing their Registered Savings.

Q: Where can I find out how much I can put into an RRSP?
A: Your RRSP deduction limit can be found within the RRSP deduction limit statement on your latest Notice of Assessment or Notice of Reassessment 2010. The Notice of Assessment is sent to you by Canada Revenue Agency each year after you have filed your income tax.

Q: Do I have an RRSP at Western?
A: No, participating members contribute on a monthly basis to a registered pension plan (RPP). Western’s Pension Plans are Defined Contribution Plans, often mistaken as a Group RRSP.

Q: I have some RRSP deduction room that I would like to use; can I do this by making a lump sum contribution to my Pension account at Western?
A: No, pension contributions can only be made by payroll deduction. No cash or lump sum contributions are available.

Q: How do my pension contributions affect my RRSP deduction limit?
A: Each year, the income tax act limits the amount of money you can set aside in Registered Savings Plans. This limit is the lesser of 18% of your earned income or $22,450 (in 2011). Contributions made to your pension in 2011, by you and by Western on your behalf, use up some or your entire contribution limit for the year. These pension contributions create your Pension Adjustment for the year. Your 2011 Pension Adjustment will indirectly affect your ability to contribute to a RRSP by reducing your RRSP deduction limit for the following year, 2012. Any RRSP contribution room you have available for 2011 will be unaffected by your 2011 pension adjustment.

Q: How can I find my Pension Adjustment for 2011?
A: Each year the University will report how much has been contributed into your pension account as a pension adjustment on your T4 or T4A. Your pension adjustment for the year appears in box 52 of your T4 Slip or box 034 for your T4A slip. You can also estimate your PA using your December 31, 2011 Earnings Statement, by adding up the year to date totals for Staff or Academic Pension Plan contributions, voluntary contributions and the Employer pension contributions.

Need help planning your “Journey to Retirement”?

Why not check out The Financial Educator? It's a free online resource available to members of Western Retirement Plans. To learn more about this useful website and how to access it, use Google to search the words “UWO The Financial Educator”.

REMINDER
Annual pension statements and annual meeting
Keep an eye out for our next edition of the newsletter for information about your annual pension statements (mailed end of March), and the Annual Member Meetings (held near the end of April).
**CHANGES THAT MAY AFFECT YOUR PENSION**

New Ontario legislation may affect your pension, and you should also be aware of changes to the Canada Pension Plan. Details are on the Retirement Plans website at [http://www.uwo.ca/humanresources/facultystaff/comp/pension_index.htm](http://www.uwo.ca/humanresources/facultystaff/comp/pension_index.htm) under “Changes to your Retirement Plan.” Below is a brief summary.

**Pension division on marriage breakdown - Bill 133**

In effect as of January 1, 2012, this bill prescribes a formula for the valuation of pension assets and allows for immediate settlement of a former spouse’s entitlement where there has been a court order, family arbitration award, etc.

**Ontario Pension Benefits Amendment - Bill 236**

Not yet in effect. Changes will require immediate vesting and locking-in. A small benefit payment rule will allow for some unlocking. The changes will not affect voluntary contributions. There will also be changes to waivers for joint and survivor benefits. We are awaiting further details and will share with Western pension plan members when available.

**Changes to Canada Pension Plan (CPP)**

New rules effective January 1, 2012 affect those 60 to 70 and receiving a CPP retirement pension. Employees 60 to 65 and receiving a CPP retirement pension must make CPP contributions. Employees 65 to 70 and receiving a CPP retirement pension now have the option to make CPP contributions.

### Historical Investment

**Returns at November 30, 2011**

<table>
<thead>
<tr>
<th>FUND</th>
<th>1-month</th>
<th>1-year</th>
<th>5-year</th>
</tr>
</thead>
<tbody>
<tr>
<td>TIERS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balanced Income</td>
<td>-0.23%</td>
<td>3.91%</td>
<td>3.55%</td>
</tr>
<tr>
<td>Balanced Growth</td>
<td>-1.01%</td>
<td>-0.40%</td>
<td>-0.03%</td>
</tr>
<tr>
<td>TIERS 2</td>
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<td></td>
<td></td>
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<tr>
<td>Diversified Bond</td>
<td>0.38%</td>
<td>6.92%</td>
<td>5.77%</td>
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<tr>
<td>Diversified Equity</td>
<td>-1.56%</td>
<td>-3.83%</td>
<td>-3.53%</td>
</tr>
<tr>
<td>TIERS 3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Money Market</td>
<td>0.04%</td>
<td>1.01%</td>
<td>2.15%</td>
</tr>
<tr>
<td>TDF- June/2012</td>
<td>0.12%</td>
<td>1.95%</td>
<td>4.13%</td>
</tr>
<tr>
<td>TDF- June/2014</td>
<td>0.23%</td>
<td>5.10%</td>
<td></td>
</tr>
<tr>
<td>TDF- June/2016</td>
<td>0.32%</td>
<td>7.91%</td>
<td></td>
</tr>
<tr>
<td>Canadian Bond</td>
<td>0.82%</td>
<td>7.92%</td>
<td>5.85%</td>
</tr>
<tr>
<td>Long Term Bond</td>
<td>2.19%</td>
<td>13.94%</td>
<td>7.04%</td>
</tr>
<tr>
<td>SRI Fund – Equity</td>
<td>1.04%</td>
<td>1.68%</td>
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</tr>
<tr>
<td>Canadian Equity</td>
<td>-0.92%</td>
<td>-5.48%</td>
<td>-0.22%</td>
</tr>
<tr>
<td>US Equity (Hedged)</td>
<td>-0.22%</td>
<td>6.36%</td>
<td>-2.53%</td>
</tr>
<tr>
<td>US Equity (Unhedged)</td>
<td>2.12%</td>
<td>6.33%</td>
<td>-2.99%</td>
</tr>
<tr>
<td>Non-North Am. Equity</td>
<td>-3.05%</td>
<td>-8.89%</td>
<td>-8.04%</td>
</tr>
<tr>
<td>Liquidating Trust</td>
<td>-1.68%</td>
<td>1.85%</td>
<td></td>
</tr>
</tbody>
</table>

**OUR COMMITMENT TO ACCESSIBILITY**

The University of Western Ontario is committed to increasing the accessibility for persons with disabilities. We want to ensure that persons such as retirees, staff and faculty who have a disability receive access to our services in a way that recognizes the four principles of accessible service: dignity, independence, integration and equal opportunity. This goal is also consistent with the Accessibility Standard for Customer Service pursuant to the Accessibility for Ontarians with Disabilities Act.