



A Message to Members

While the COVID-19 pandemic has had considerable impact on financial markets and the economy, the Plan has had a strong track record of weathering market volatility and downturns. Our long-term track record of superior performance and our liability driven investment strategy have positioned the plan well to navigate the current market turmoil. We remain committed to careful management and oversight of the investments even through market uncertainty. Members can rest assured that their pension is secure. Please visit our website for additional information. <http://cbc-radio-canada-pension.ca/>

CBC PENSION PLAN QUARTERLY REPORT

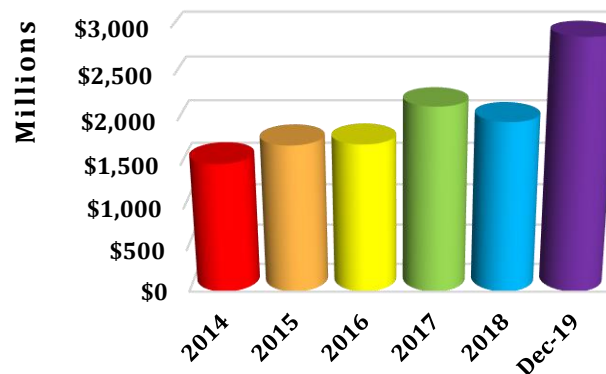
Financial Health

The CBC Pension Plan continues to be in a sound financial position with the Plan's key measures of overall pension plan financial health finishing the year in a positive position. The Plan maintained both of its funded statuses above 100% in 2019.

The CBC Pension Plan had a going-concern funding surplus of \$2.8 billion at December 31, 2019 an increase of \$811 million from the start of the year. The Plan's going-concern funding ratio was 153.4% at December 31, 2019, an increase of 14.0% from the start of the year.

The Plan's funding status on a solvency or windup basis was in a surplus of \$229 million at December 31, 2019, an improvement of \$150 million since the start of the year. The Plan's solvency funding ratio was 102.9% at December 31, 2019, an increase of 1.8% for the year.

Going Concern Funding Surplus



Get to Know Your Board Members

Marie-Andrée Charron

Pension Board Member since April 2017



Ms. Charron joined CBC/Radio-Canada in 2011 and is currently an Accounting Officer in Montreal. She is the acting Vice-Chair of the Consultative Committee on Staff Benefits (CCSB) and is a representative on the Joint Working Group on Workplace Culture. Ms. Charron was actively involved in the negotiation of the first unified collective agreement for the Syndicate des Communications de Radio-Canada (SCRC). She brings a detailed understanding of pension plan member issues to the Board.

	December 31, 2019	December 31, 2018
NET ASSETS AVAILABLE FOR BENEFITS	\$8,023 million	\$7,013 million
Going Concern Funding Surplus	\$2,792 million	\$1,981 million
Solvency Funding Surplus / (Deficit)	\$229 million	\$79 million
Number of Pensions Being Paid	10,021	9,938
Number of Plan Contributors	7,459	7,321

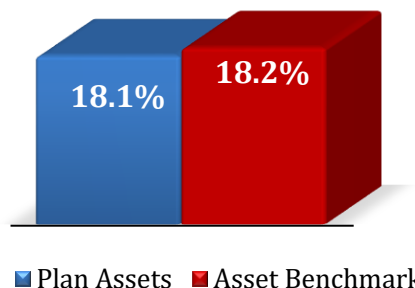
Financial Performance

The Plan had net assets of \$8.0 billion at December 31, 2019, an increase of \$1,009 million for the year. The increase in assets was the result of strong fixed income and equity market returns in 2019. Illustrating the mature nature of the Plan, the Plan made pension payments of \$313 million to pensioners and received contributions of \$112 million from CBC/Radio-Canada and employees to the end of the year.

For 2019, the Plan posted a return of 18.06%, which slightly underperformed its asset benchmark return of 18.16%. The Plan's annualized 4-year return of 9.15% outperformed its asset benchmark of 7.83%.

Plan Return

Jan 1 to Dec 31, 2019



Investment Strategy

The Plan's Liability-Driven Investment strategy continued to perform well. The strategy targets returns that match the growth in the Plan's pension obligations over the long term. This results in more stable funded positions and enhances benefit security. While performance may fluctuate in any given year, the Plan remains committed to its Liability-Driven Investment strategy.

Member Services

The Plan's members rated pension administration services with an overall satisfaction of 95% during the fourth quarter of 2019. This was based on a survey of members who called the pension administration center. The Plan strives to deliver a high-quality pension administration service to Plan members in a cost-effective manner.



We are continually looking for ways to improve the timeliness of member communications and reduce the costs to administer the Plan. If you are a retired member and you would prefer to receive your future communications such as the Pension News by e-mail, send an e-mail with your instructions to CBC Pension Payroll at pension@cbc.ca.

Governance Matters

At the March 2020 Pension Board meeting, Mr. Rob Jeffery was re-elected as the Chair of the CBC Pension Board of Trustees. The Board also accepted and approved the Plan's 2019 actuarial and audit reports, as well as approved the Plan's 2019 Financial Statements.






The **2019 CBC Pension Plan Annual Report - Building a Foundation For Your Future**, will be available shortly on the Plan's website at: <http://cbc-radio-canada-pension.ca/publications/annual-reports/>

A summary of the Pension Board's 2015 - 2020 Strategic Plan and the status of key objectives is included in the infographic on the next page.

A glossary of common pension terms can be found at cbc-radio-canada-pension.ca/help/glossary-of-terms (under the "Help" tab on the Plan's web site)



✔ Achieved
 ⋯ Underway/Planned
 ✖ Incomplete

STRATEGIC GOALS		KEY PERFORMANCE INDICATOR (KPI) as at December 31, 2019	STATUS	2019 ACTIVITIES as at December 31, 2019	STATUS	DESIRED OUTCOME BY 2020
1	Deliver risk-adjusted net returns to support the financial viability and liquidity needs of the pension plan	• 4-year Fund return to exceed benchmark portfolio by 0.50%.	✔	• Invest in a way to meet core fund return objectives.	✔	• Plan reaches fully funded status. 
		• 4-year Fund return to equal or exceed actuarial required return.	✔	• Conduct multi-objective Asset-Liability Modeling (ALM) study	✔	
		• Surplus-at-Risk (SAR) volatility trades within Risk tolerance expectations.	✔	• Implement 2019 asset mix changes.	✔	
				• Transition of real estate portfolio to a more global focus	✔	
				• Update the Plan's investment beliefs	✔	
2	Provide pension administration services pursuant to the Plan Text on a timely and cost-efficient basis	• Make Pension payments on time.	✔	• Manage and monitor the provision of pension administration services to meet Service Level Agreements	✔	• Service levels meet achievable expectations. • Web usage by membership increases resulting in lower and fewer call centre services required. 
		• Member experience survey results of 80% or higher.	✔	• Negotiate contract for pension administration and actuarial services	✔	
		• Provide pension admin service consistent within targets.	✔	• Begin upgrade of PAC website	✔	
3	Communicate effectively with members and stakeholders	• Annual assessment of relationship with Pension Plan Sponsor.	✔	• Continue the roll out of the communication / branding strategy.	✔	• Branding exercise completed. • More formalized collaborative discussions with Sponsor established. 
		• Provide timely, comprehensive and clear communications to members.	✔	• Complete annual presentations to stakeholders.	✔	
4	Maintain effective governance and organizational structures to meet fiduciary obligations and business requirements	• Meet all regulatory requirements	✔	• Hire & onboard new Secretary/Treasurer	✔	• Organization is well resourced with competent Trustees and management team capable to manage the organization into the future. 
		• Obtain an unqualified audit opinion free of any material adjustments.	✔	• Conduct 2018 actuarial valuation.	✔	
		• Trustee meetings and education evaluation grades of Good or higher.	✔	• Undertake biennial update of the 2015 to 2020 Strategic Plan.	✔	
		• Costs equal or less than benchmark.	✔	• Evaluate the Plan's actuarial processes & controls.	✔	
		• Trustee Self-Assessment rating of Satisfactory.	✔	• Complete the development & implementation of a Risk Management Framework	✔	
				• Undertake annual Succession Planning Review.	✔	
5	Be a continuous learning organization	• Continuing education items are regularly offered	✔	• Provide for orientation of incoming Trustee(s).	✔	• An adaptive organization willing to assess innovative theses and practises including continual review of the LDI strategy. 
				• Provide Trustee continuing education items.	✔	
				• Provide development /training opportunities for staff.	✔	