UNIVERSITIES ACADEMIC PENSION PLAN

UNIVERSITY OF ALBERTA
MARCH 2026
INFORMATION SEMINAR

UNIVERSITIES ACADEMIC PENSION PLAN (UAPP)

This presentation provides “big picture” information only.
Refer to the UAPP’s governing documents for details.

AGENDA

- Introduction
- Pension Formula
- Termination and Death Before Retirement
- Retirement Dates
- Forms of Pension and Options
- Pension Calculation Example
- Cost of Living Increases
- Working as a Pensioner
- Process and Important Notes
- Website, Retirement Planner, and Information Resources

INTRODUCTION

- UAPP is a defined benefit plan registered provincially and federally
  - Benefit is based on salary and service, not contributions
- Participating employers are Universities of Alberta, Calgary, and Lethbridge, Athabasca University, and Banff Centre
- UAPP is independent from Public Service Pension Plan (PSPP)
- Board of Trustees is responsible for governance and administration of the plan
- Sponsors Group is responsible for plan design
- UAPP Administration Centre (Gallagher) provides administration services
- CIBC Mellon holds pension funds and pays benefits

UAPP PENSION FORMULA

1. For service prior to 1992, the benefit is 2.0% x highest average salary (uncapped) x years of pension service before 1992

PLUS

2. For service in 1992 and 1993, the benefit is subject to Income Tax Act limits and is 2.0% x highest average capped salary* x years of pension service in 1992 & 1993

PLUS

3. For service after 1993, the benefit is (1.4% x average YMPE** + 2.0% x highest average capped salary* in excess of the average YMPE) x years of pension service after 1993

* Average capped salary is the earnings level at which you will have maximized your UAPP benefit under the Income Tax Act.

** YMPE is the Year's Maximum Pensionable Earnings, the earnings level at which you will have made maximum contributions to the base portion of the Canada Pension Plan.

UAPP PENSION FORMULA, CONT'D.

4. For retirement prior to age 65 (early retirement), a bridge pension is also payable. For service after 1993, the benefit is 0.6% x average YMPE x years of pension service after 1993 x any applicable reduction factor. The bridge pension ceases at age 65.

Notes:

- Average salary is calculated as highest 60 consecutive months.
- To June 30, 2026, the maximum highest average capped salary is $178,822 for 1992 and 1993 service and $199,186 for post-1993 service.
- The average YMPE to June 30, 2026 is $67,880.
- Maximum total service, including Combined Pensionable Service, is 35 years but earnings thereafter count in the average.

OPTIONS ON TERMINATION OF EMPLOYMENT

Member's employment terminated

Less than age 55

- Deferred pension
- Transfer to a Locked-In Retirement Account (LIRA)*
- Transfer to another Registered Pension Plan

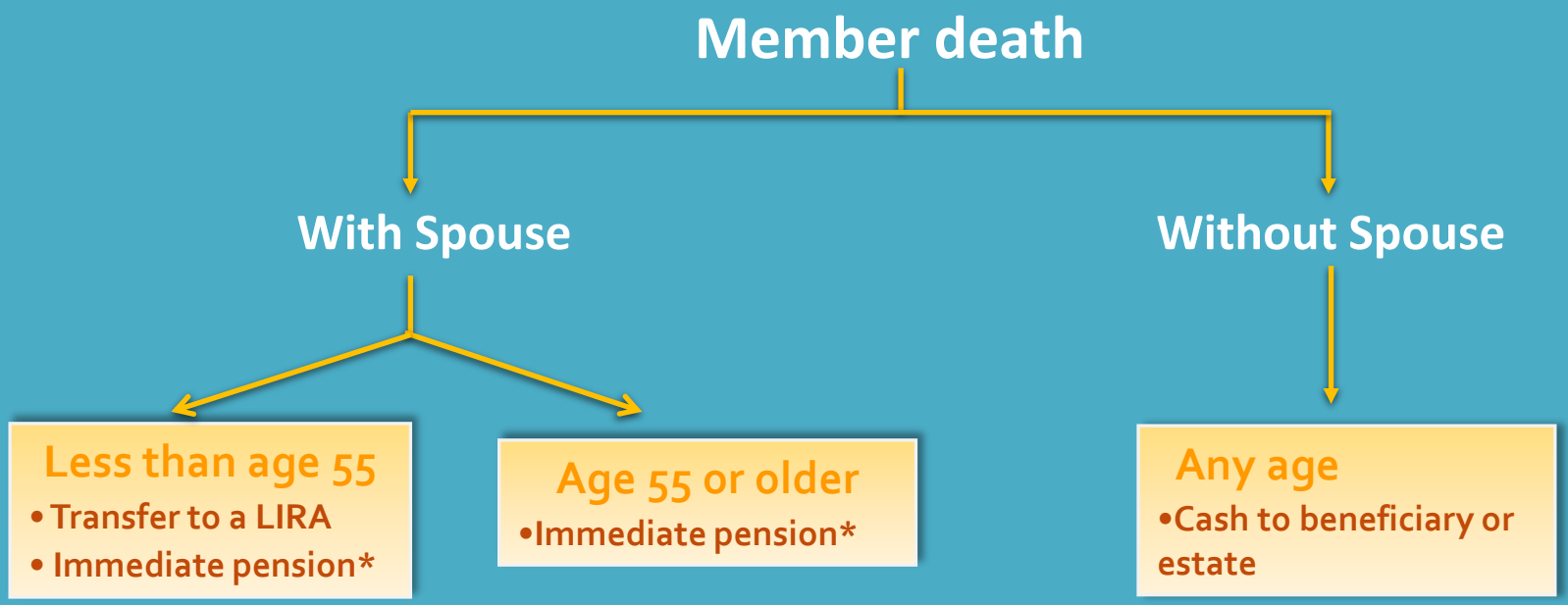
Age 55 or older

- Deferred pension
- Immediate pension

*LIRA transfer subject to the Maximum Transfer Value rules

Note: If you qualify for non-residency status for tax purposes, you can unlock your termination benefit; applies only if under age 55.

DEATH PRIOR TO RETIREMENT OR TERMINATION



**Pension to a surviving spouse calculated as if member retired on the day immediately prior to date of death*

RETIREMENT - UNREDUCED PENSION

(i) Age 55 if age + service = 80; commonly called “Rule of 80” (includes Combined Pensionable Service)

or

(ii) Age 60

or

(iii) Normal* Retirement Date (June 30 after age 65) or later

- Earliest date for retirement is age 55. A reduction factor of 3% applies on post-1993 service for each year you are short of meeting the criteria in the earlier of (i) and (ii).
- Latest date to commence pension is end of year in which you reach age 69. You can continue to work after age 69.
- You can retire on any day of the year.

***Normal does not mean “usual” or “common” but rather plan formula definition**

NORMAL FORM OF PENSION

- Normal* Form refers to basic payment rules for your calculated formula pension (i.e. what happens to the pension at your death)
- Pension for pre-1994 service is guaranteed for your life or 15 years, whichever is longer
- Pension for post-1993 service depends on whether you have a spouse or are single
  - Pension for member with a spouse is for your life with 2/3^{rds} continuing to your surviving spouse
  - Single member's pension is guaranteed for your life or 10 years, whichever is longer

***Normal does not mean "usual" or "common" but rather plan formula definition**

PENSION OPTIONS SELECTION RULES

- Both (pre-1994 and post-1993 service) Normal Forms of pension must be converted into the same form
- Spousal status at the time of retirement matters
  - Spouse added after retirement does not qualify as spouse for pension purposes
- Members with a spouse must choose a pension form paying at least 2/3^{rds} of the pension to the spouse after the member's death, unless the spouse signs a waiver
  - If a spouse signs a waiver, the member is treated as single for the Normal Form of post-1993 pension

PENSION OPTIONAL FORMS

Single Life Pension Options:

(i) No guarantee

(ii) 5 year minimum guarantee

(iii) 10 year minimum guarantee

(iv) 15 year minimum guarantee

Reminder: Pensions are always paid for your lifetime, regardless of which optional form is elected. The guarantee on a Single Life pension option applies only when the member is deceased.

PENSION OPTIONAL FORMS, CONT'D.

Joint Life Pension Options:

(i) 2/3rds of pension is paid to your spouse on your death

(ii) 2/3rds of pension is paid to your spouse on your death with a minimum guarantee of 10 years

(iii) 100% of pension is paid to your spouse on your death

(iv) 100% of pension is paid to your spouse on your death with a minimum guarantee of 10 years

Reminder: Pensions are always paid for your lifetime and, if a Joint Life pension option is chosen, for your spouse's lifetime. The guarantee on a Joint Life pension option applies only when both the member and the spouse are deceased.

PENSION OPTIONAL FORMS, CONT'D.

Example:

Based on member retiring at age 65 with $1,000 calculated pension

Single Life Monthly Pensions:

(i) No guarantee - $1,032

(ii) 5 year minimum guarantee - $1,024

(iii) 10 year minimum guarantee - $1,000

(iv) 15 year minimum guarantee - $965

Reminder: Pensions are always paid for the member's lifetime, regardless of any guarantee period.

PENSION OPTIONAL FORMS, CONT'D.

Based on member with a spouse four years younger,
retiring at age 65 with $1,000 calculated pension

Joint Life Monthly Pensions:

(i) 2/3rds no guarantee - $1,000

(ii) 2/3rds 10 year guarantee - $998

(iii) 100% no guarantee - $941

(iv) 100% 10 year guarantee - $939

Reminder: Pensions are always paid for the member's lifetime and, if a Joint Life pension option is chosen, the spouse's lifetime, regardless of any guarantee period.

Member's Age at Retirement on June 30, 2025	60
Pension for service before 1992 (1.0 yr of service): $225,000 x 2% x 1.0	$4,500
Pension for service in 1992-93 (2.0 yrs of service): $178,822 x 2% x 2.0	$7,153
	$11,653
Cost of conversion to post-1993 normal form (G15 to Joint 2/3)	($436)
Total Pre-1994 Pension	$11,217
Pension for service after 1993 (30.5 yrs of service):	
($199,186 - $67,880) x 2% x 30.5	$80,097
$67,880 x 1.4% x 30.5	$28,985
Total Post-1993 Pension	$109,082
Annual pension payable after age 65	**$120,299**
Annual bridge benefit payable up to age 65:	
$67,880 x 0.6% x 30.5	$12,422
Annual pension payable up to age 65	**$132,721**

Member's Earnings Data for Retirement on June 30, 2026

5-year avg uncapped salary for pre-1992 service: $225,000

5-year avg capped salary for 1992-93 service: $178,822

5-year avg capped salary for post-1993 service: $199,186

5-year average YMPE = $67,880

EXAMPLE: MEMBER WITH A SPOUSE 2 YEARS OLDER AND SALARY ABOVE CAP.

HIGHEST AVERAGE UNCAPPED SALARY OF $225,000 WITH 33.5 YEARS OF SERVICE.

COST-OF-LIVING INCREASE

- 60% of the average increase in the Consumer Price Index (Alberta)
- First increase after pension commencement is pro-rated based on the number of months the pension has been in pay
- Applied January 1st of each year
- Applies during deferral period
- Historical Cost-Of-Living Adjustments shown on our website: www.uapp.ca/news/cost-of-living-adjustment/

WORKING AS A PENSIONER

- Working for an employer not in the UAPP will not affect your pension
- If you become re-employed with a participating UAPP employer in an eligible position:
  - If you choose not to rejoin the UAPP, your pension will continue without change
  - If you choose to rejoin the Plan:
    - Your pension will be suspended (i.e. forfeited during the re-employment period)
    - You must continue to contribute as long as eligible
    - At retirement, your pension will be the sum of old plus new

THE PROCESS

Retirement (member notifies employer, ideally about 90 days prior)

Data and Information (employer provides to Administration Centre)

Calculate Benefits (prepared by Administration Centre)

Forward Options Package (Administration Centre provides to member)

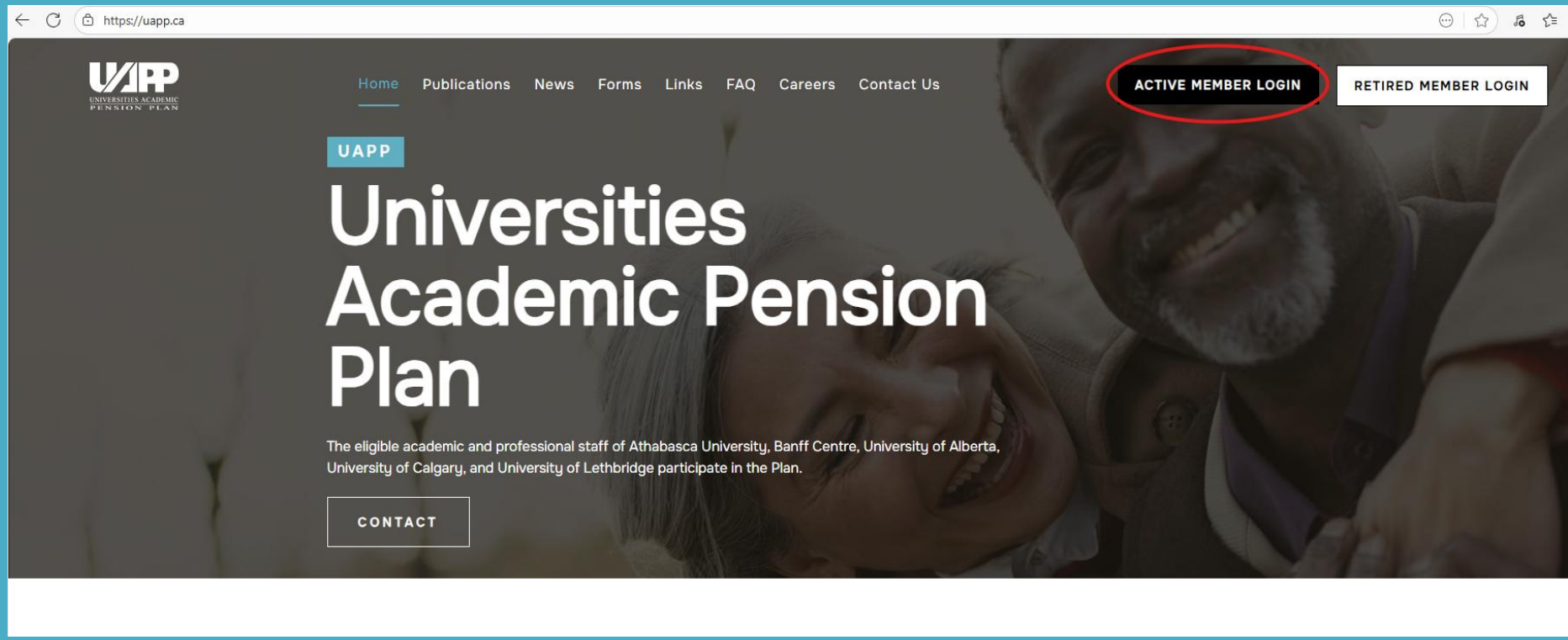
Member Selects Option (member returns to Administration Centre)

Pension Commences (Administration Centre provides to CIBC Mellon)

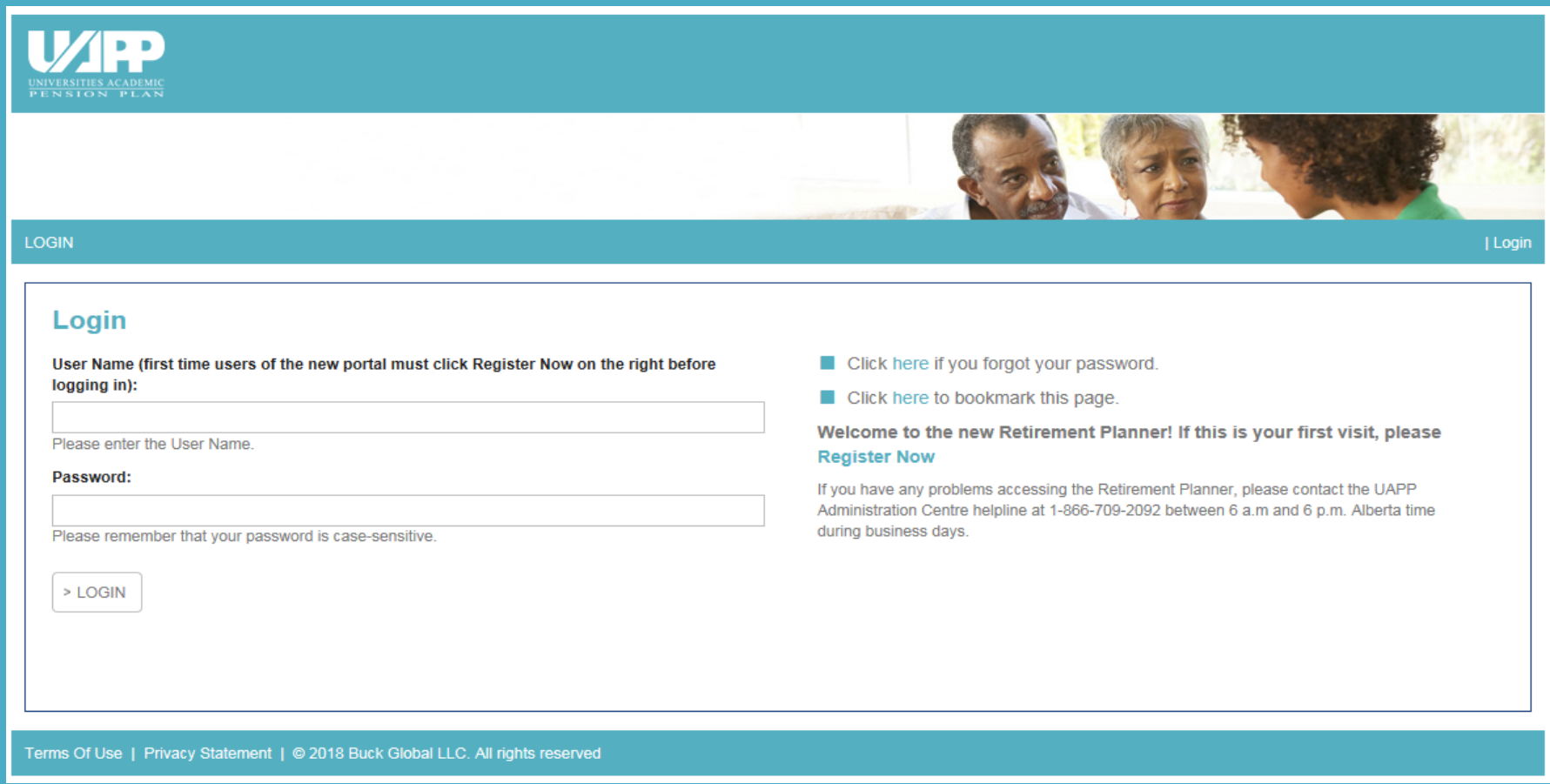
IMPORTANT NOTES AND FREQUENT QUESTIONS

- Pension is paid on the 2nd last business day of each month.
- Pension is paid at a minimum for your lifetime.
- Choice of pension option is made at retirement and is irrevocable.
- Pensioner audit is conducted regularly to ensure pensions are paid to right persons and comply with option elected at retirement.
- Taxes are deducted at source with tax slips sent directly from CIBC Mellon.
- Retired and deferred members receive an annual statement from UAPP administration.
- UAPP pension is completely separate from PSPP pension.
- When you commence receiving your CPP pension has no impact on your UAPP pension, and vice versa.

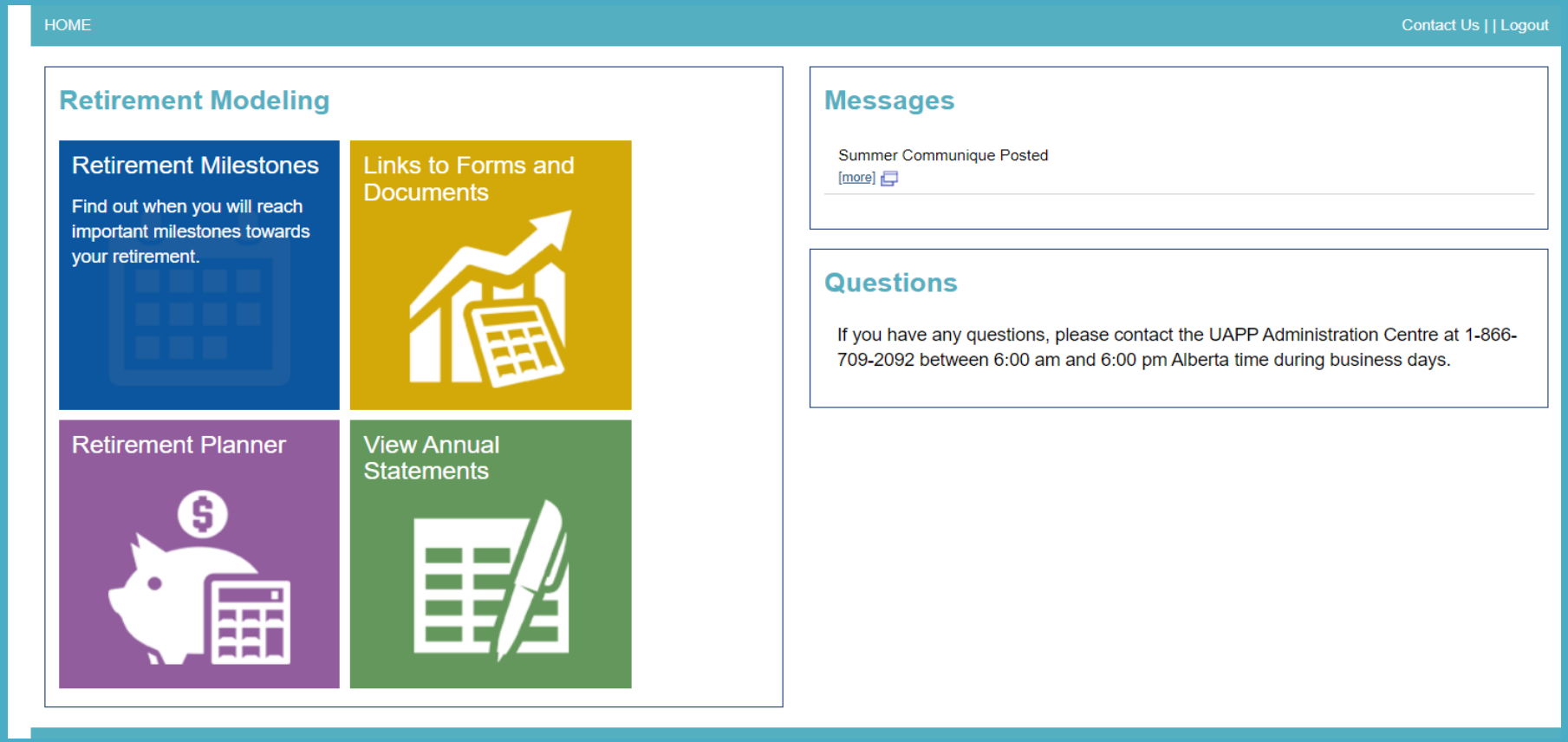
UAPP WEBSITE - [UAPP.CA](https://uapp.ca)



RETIREMENT PLANNER



RETIREMENT PLANNER, CONT'D.



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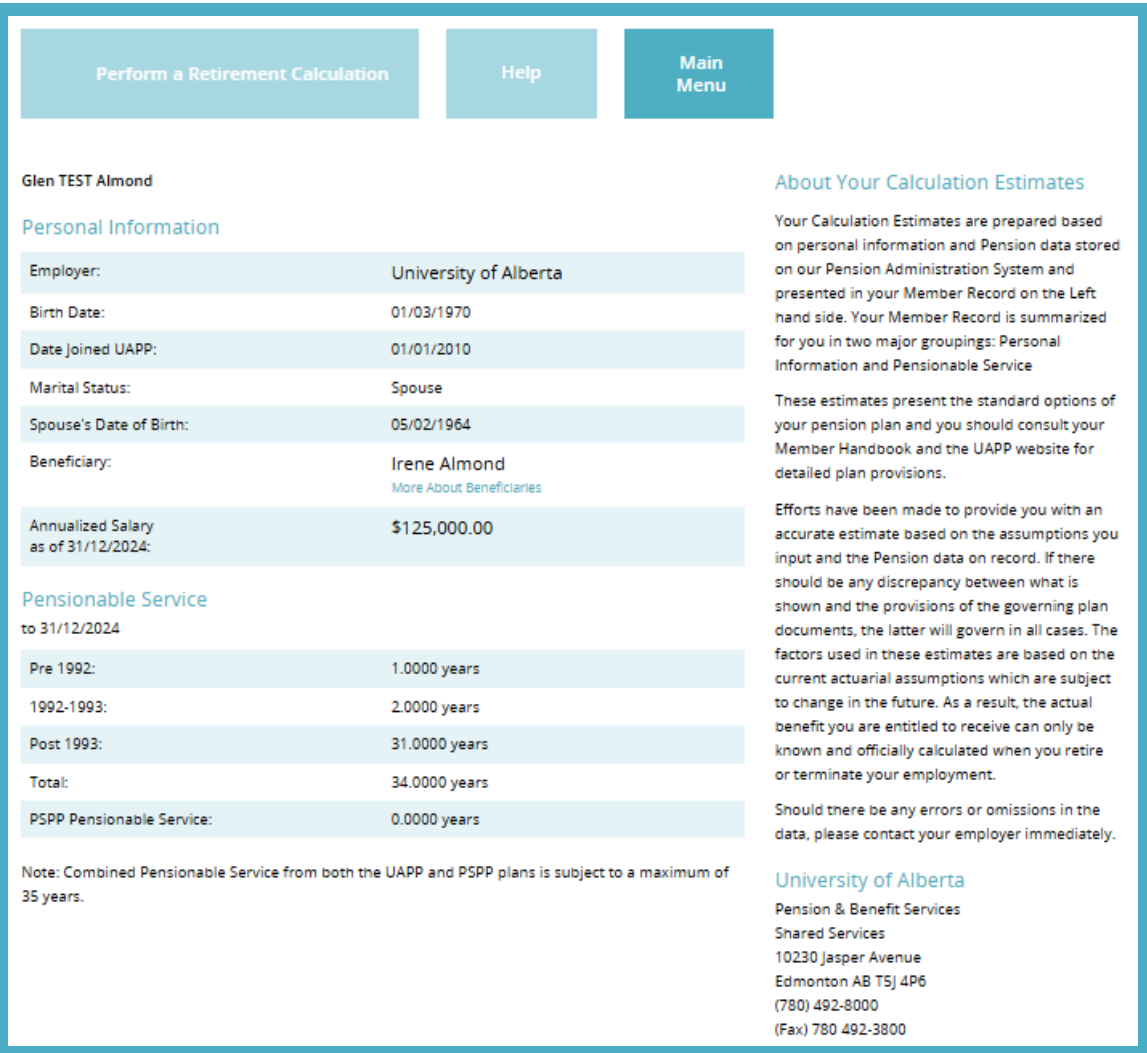


Perform a Retirement Calculation | Help | Main Menu

Glen TEST Almond

Personal Information

Employer:	University of Alberta
Birth Date:	01/03/1970
Date Joined UAPP:	01/01/2010
Marital Status:	Spouse
Spouse's Date of Birth:	05/02/1964
Beneficiary:	Irene Almond More About Beneficiaries
Annualized Salary as of 31/12/2024:	$125,000.00

Pensionable Service

to 31/12/2024

Pre 1992:	1.0000 years
1992-1993:	2.0000 years
Post 1993:	31.0000 years
Total:	34.0000 years
PSPP Pensionable Service:	0.0000 years

Note: Combined Pensionable Service from both the UAPP and PSPP plans is subject to a maximum of 35 years.

About Your Calculation Estimates

Your Calculation Estimates are prepared based on personal information and Pension data stored on our Pension Administration System and presented in your Member Record on the Left hand side. Your Member Record is summarized for you in two major groupings: Personal Information and Pensionable Service

These estimates present the standard options of your pension plan and you should consult your Member Handbook and the UAPP website for detailed plan provisions.

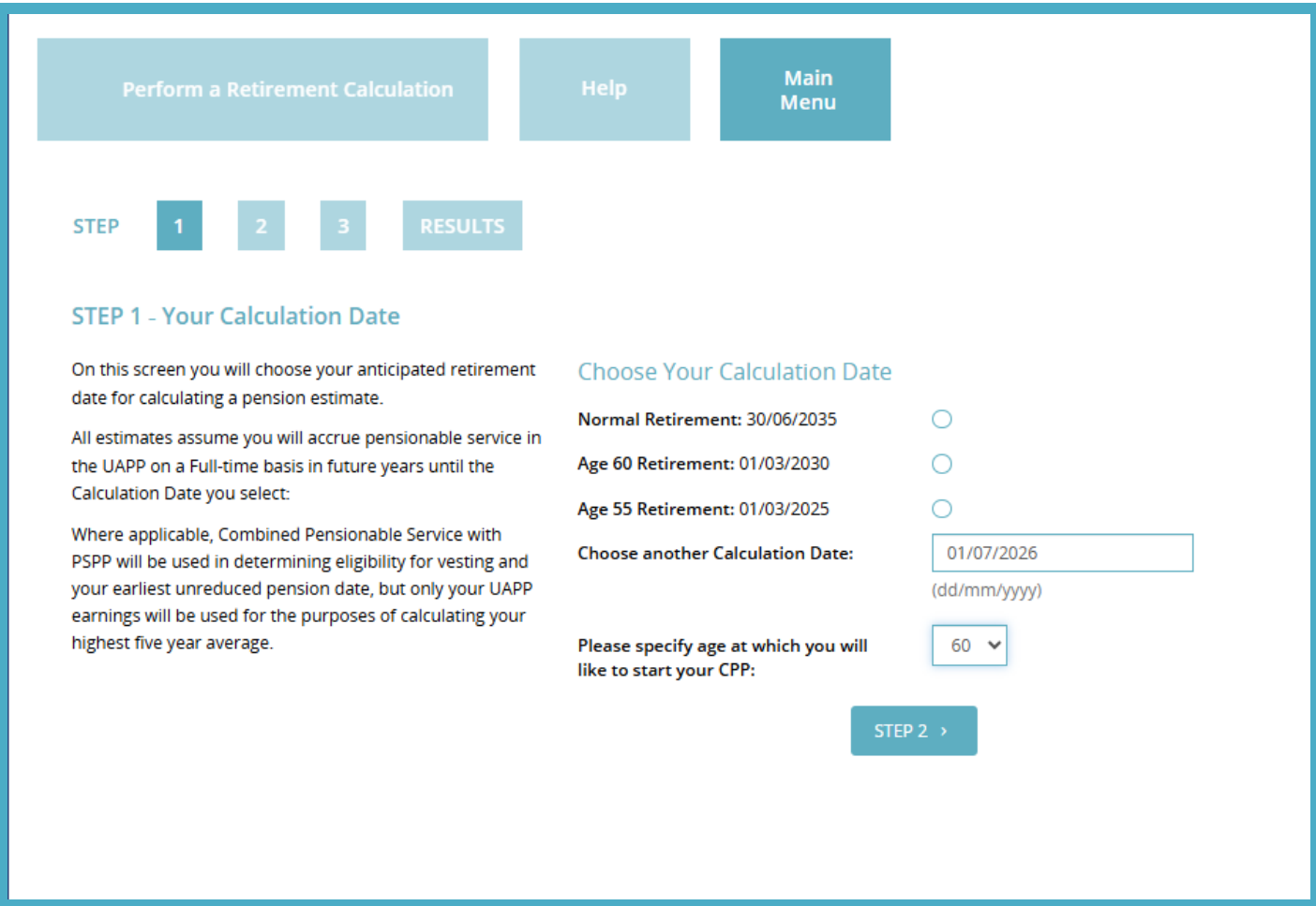
Efforts have been made to provide you with an accurate estimate based on the assumptions you input and the Pension data on record. If there should be any discrepancy between what is shown and the provisions of the governing plan documents, the latter will govern in all cases. The factors used in these estimates are based on the current actuarial assumptions which are subject to change in the future. As a result, the actual benefit you are entitled to receive can only be known and officially calculated when you retire or terminate your employment.

Should there be any errors or omissions in the data, please contact your employer immediately.

University of Alberta

Pension & Benefit Services
Shared Services
10230 Jasper Avenue
Edmonton AB T5J 4P6
(780) 492-8000
(Fax) 780 492-3800

RETIREMENT PLANNER, CONT'D.



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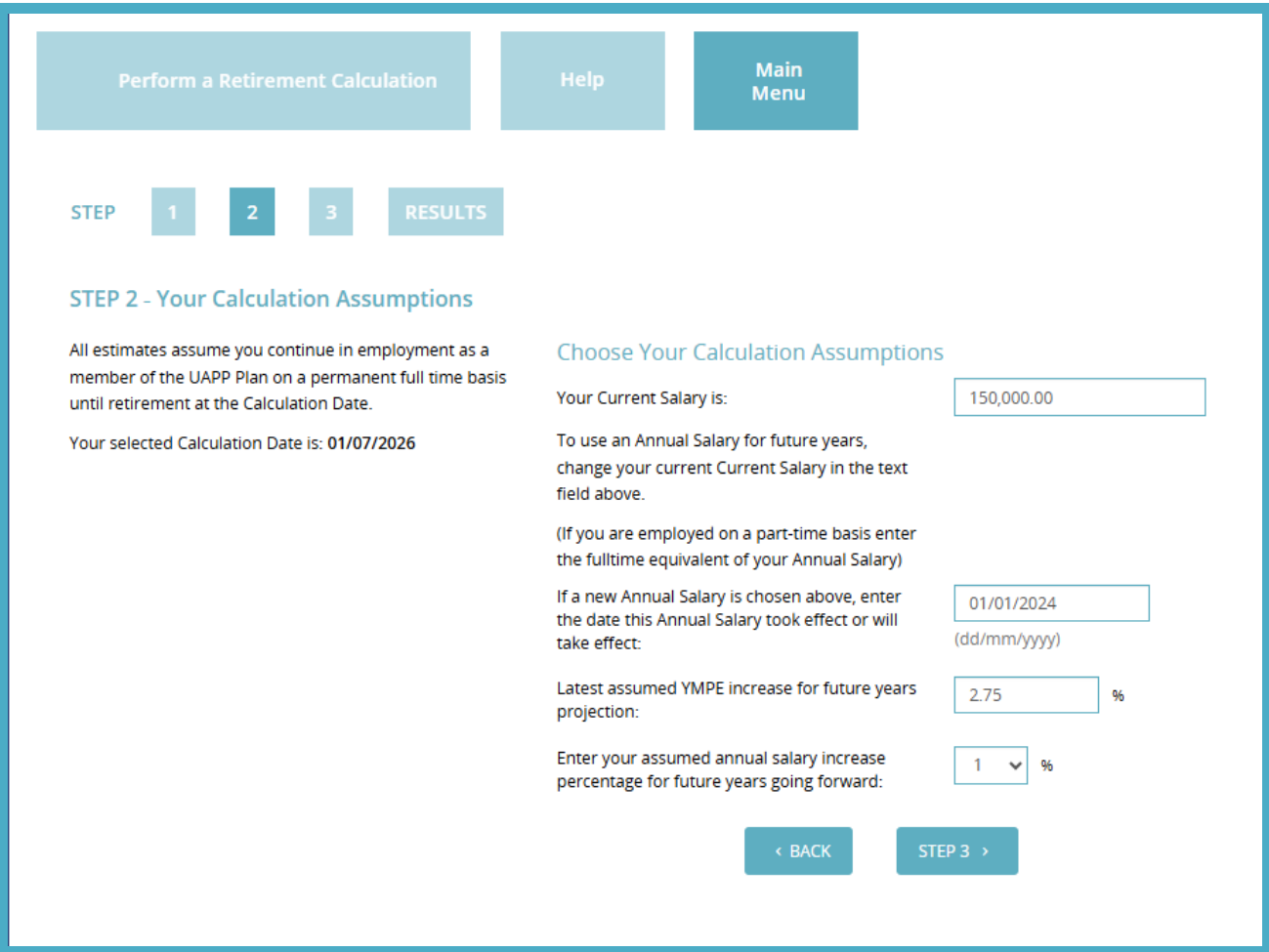

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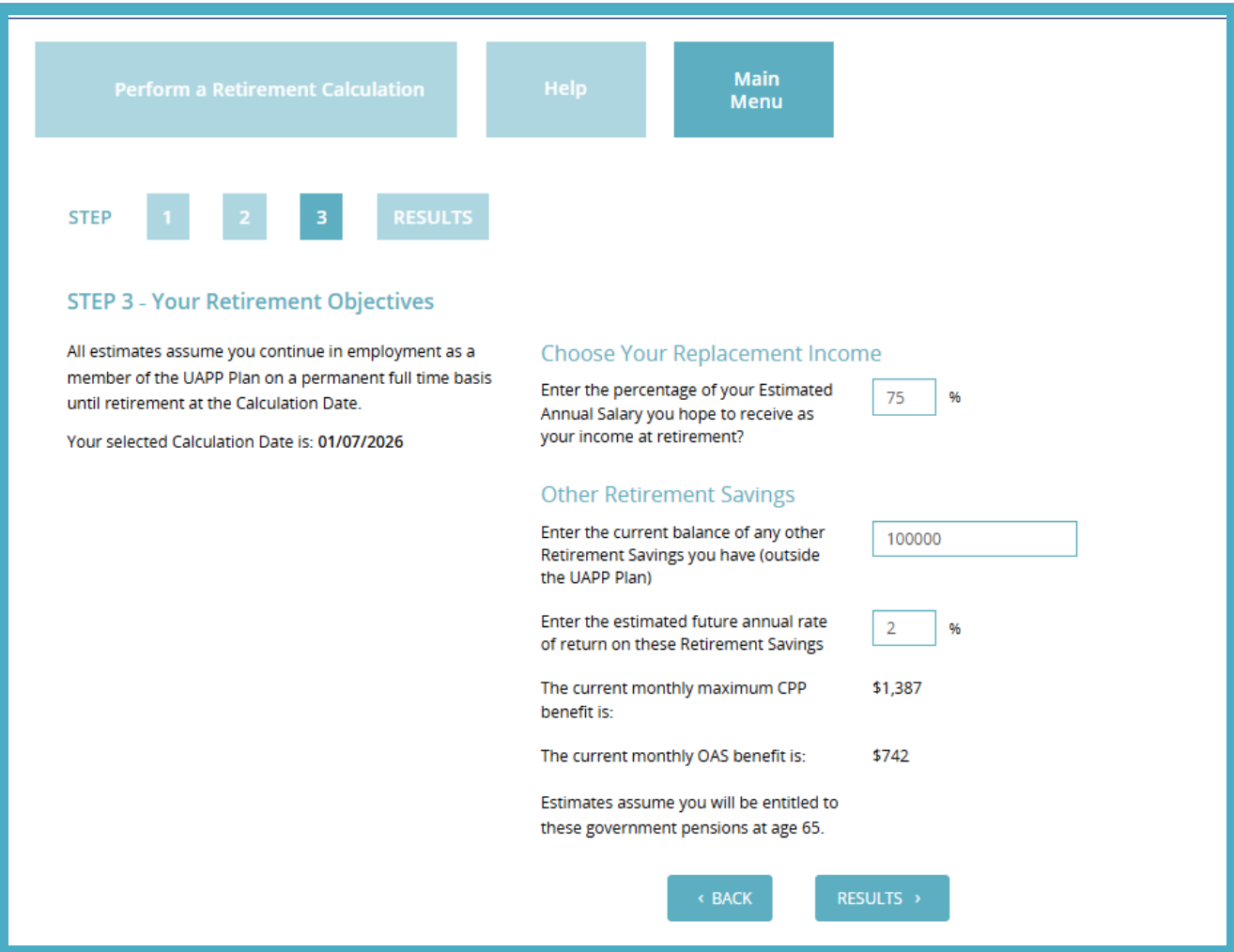

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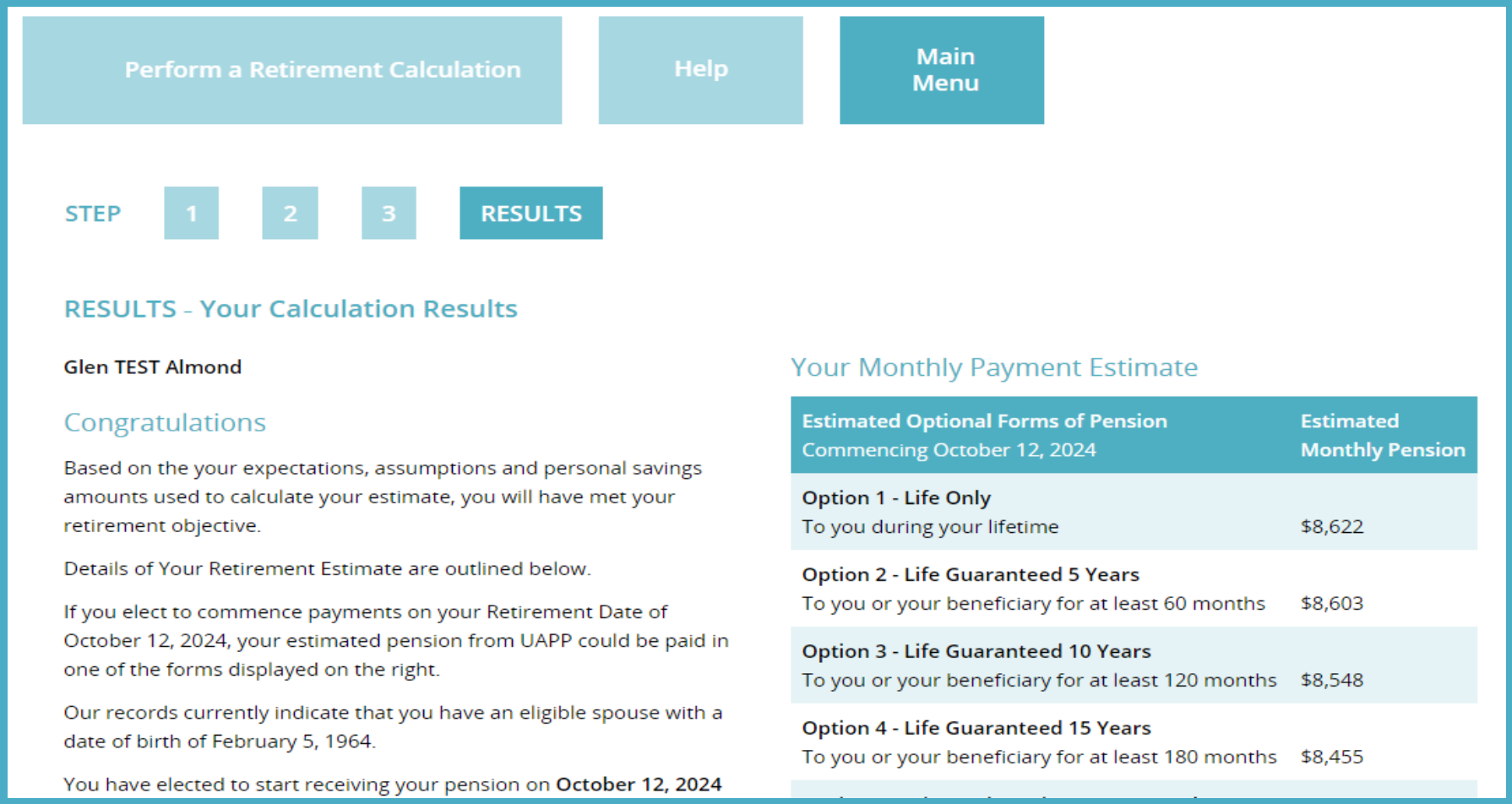


Perform a Retirement Calculation | Help | Main Menu

STEP 1 2 3 RESULTS

RESULTS - Your Calculation Results

Glen TEST Almond

Congratulations

Based on the your expectations, assumptions and personal savings amounts used to calculate your estimate, you will have met your retirement objective.

Details of Your Retirement Estimate are outlined below.

If you elect to commence payments on your Retirement Date of October 12, 2024, your estimated pension from UAPP could be paid in one of the forms displayed on the right.

Our records currently indicate that you have an eligible spouse with a date of birth of February 5, 1964.

You have elected to start receiving your pension on **October 12, 2024**

Your Monthly Payment Estimate

Estimated Optional Forms of Pension Commencing October 12, 2024	Estimated Monthly Pension
Option 1 - Life Only To you during your lifetime	$8,622
Option 2 - Life Guaranteed 5 Years To you or your beneficiary for at least 60 months	$8,603
Option 3 - Life Guaranteed 10 Years To you or your beneficiary for at least 120 months	$8,548
Option 4 - Life Guaranteed 15 Years To you or your beneficiary for at least 180 months	$8,455

RETIREMENT PLANNER, CONT'D.

RESULTS - Your Calculation Results

Glen TEST Almond

Congratulations

Based on the your expectations, assumptions and personal savings amounts used to calculate your estimate, you will have met your retirement objective.

Details of Your Retirement Estimate are outlined below.

If you elect to commence payments on your Retirement Date of July 1, 2026, your estimated pension from UAPP could be paid in one of the forms displayed on the right.

Our records currently indicate that you have an eligible spouse with a date of birth of February 5, 1964.

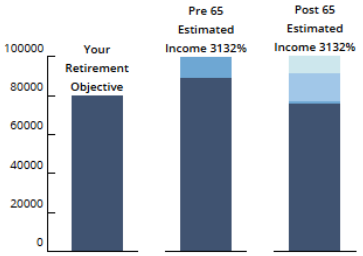
You have elected to start receiving your pension on **July 1, 2026**

Your UAPP Pensionable Service for this estimate is:

Pre 1992	**1.0000 years**
1992 -1993	**2.0000 years**
Post 1993	**32.0000 years**
Total used	**35.0000 years**

Your Estimated Annual Income is based on:

	Pre 65	Post 65
From your UAPP Pension	$87,672	$74,638
From Personal Savings	$10,735	$1,091
From Canada Pension Plan	$13,770	$13,770
From Old Age Security		$8,908



This is your estimated outlook at retirement. Please see the Estimated Benefits Payable chart on the right for details of your UAPP estimated pension on retirement.

Your Monthly Payment Estimate

Estimated Optional Forms of Pension Commencing July 1, 2026	Estimated Monthly Pension
Option 1 - Life Only To you during your lifetime	$6,278
Option 2 - Life Guaranteed 5 Years To you or your beneficiary for at least 60 months	$6,268
Option 3 - Life Guaranteed 10 Years To you or your beneficiary for at least 120 months	$6,240
Option 4 - Life Guaranteed 15 Years To you or your beneficiary for at least 180 months	$6,193
Option 5 - Joint and Survivor 2/3 Spousal To you for your lifetime To your eligible spouse thereafter	 $6,220 $4,147
Option 6 - Joint and Survivor 2/3 Spousal, Guaranteed 10 Years To you for your lifetime To your eligible spouse thereafter	 $6,219 $4,146
Option 7 - Joint and Survivor 100% Spousal To you for your lifetime To your eligible spouse thereafter	 $6,106 $6,106
Option 8 - Joint and Survivor 100% Spousal, Guaranteed 10 Years To you for your lifetime To your eligible spouse thereafter	 $6,105 $6,105

In addition to any of the above Options, you will also receive an additional monthly bridge pension of $1,086 payable until March 31, 2035.

To elect options 1 through 4, your eligible spouse at retirement must waive his/her joint rights.

Actual Benefits Payable are Governed by the Terms of the Official Plan Documents, applicable Government Legislation and the data on file when you actually terminate employment.

PRINT RESULTS

RETIREMENT PLANNER, CONT'D

Your Calculation Results

Glen TEST Almond

Congratulations

Based on the your expectations, assumptions and personal savings amounts used to calculate your estimate, you will have met your retirement objective.

Details of Your Retirement Estimate are outlined below.

If you elect to commence payments on your Retirement Date of July 1, 2026, your estimated pension from UAPP could be paid in one of the forms displayed on the right.

Our records currently indicate that you have an eligible spouse with a date of birth of February 5, 1964.

You have elected to start receiving your pension on **July 1, 2026**

Your UAPP Pensionable Service for this estimate is:

Pre 1992	1.0000 years
1992 -1993	2.0000 years
Post 1993	32.0000 years
Total used	35.0000 years

Your Estimated Annual Income is based on:

	Pre 65	Post 65
From your UAPP Pension	$87,672	$74,638
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Your Monthly Payment Estimate

Estimated Optional Forms of Pension Commencing July 1, 2026	Estimated Monthly Pension
Option 1 - Life Only	
To you during your lifetime	$6,278
Option 2 - Life Guaranteed 5 Years	
To you or your beneficiary for at least 60 months	$6,268
Option 3 - Life Guaranteed 10 Years	
To you or your beneficiary for at least 120 months	$6,240
Option 4 - Life Guaranteed 15 Years	
To you or your beneficiary for at least 180 months	$6,193
Option 5 - Joint and Survivor 2/3 Spousal	
To you for your lifetime	$6,220
To your eligible spouse thereafter	$4,147
Option 6 - Joint and Survivor 2/3 Spousal, Guaranteed 10 Years	
To you for your lifetime	$6,219
To your eligible spouse thereafter	$4,146
Option 7 - Joint and Survivor 100% Spousal	
To you for your lifetime	$6,106
To your eligible spouse thereafter	$6,106
Option 8 - Joint and Survivor 100% Spousal, Guaranteed 10 Years	
To you for your lifetime	$6,105
To your eligible spouse thereafter	$6,105

In addition to any of the above Options, you will also receive an additional monthly bridge pension of $1,086 payable until March 31, 2035.

To elect options 1 through 4, your eligible spouse at retirement must waive his/her joint rights.

Actual Benefits Payable are Governed by the Terms of the Official Plan Documents, applicable Government Legislation and the data on file when you actually terminate employment.

RETIREMENT PLANNER, CONT'D.

Milestone	Milestone Age	Milestone Date	Why It's Important
Reduced Retirement Eligibility	Age 55	01/03/2025	This is the earliest date that you can receive a monthly pension from the Plan.
Unreduced Retirement Eligibility	Age 60/Factor 80 date	02/03/2025	This is the earlier of Age 60 or the date you are expected to attain 80 points (the sum of your age and your years of pensionable service).
Normal Retirement Date	June 30th following attainment of Age 65	30/06/2035	This is your Normal Retirement Date as defined in the Plan text.
Latest Retirement Date	December 31st of the year you turn Age 69	31/12/2039	This is the Plan's latest pension commencement date. You must start to receive your pension from the Plan by this date. You can continue working beyond that date but you must start receiving your pension.

INFORMATION RESOURCES

UAPP Administration Centre (Gallagher)

Phone: (866) 709-2092

Email: uapp.pensions@buck.com

Key Links

Retirement Planner – to run pension estimates or check your Member Statement

www.uapp.ca – homepage

Publications – includes Information Sheets, Member Handbook, Annual Report

Contact Us – contact information, list of Board members and service providers

UAPP Trustees' Office

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Chris Schafer, Chief Executive Officer

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