

6th Annual Stakeholder Report
For the year ending December 31, 2017
Prepared for IATSE Local 891



Canadian
Entertainment Industry

RETIREMENT PLAN

Contents

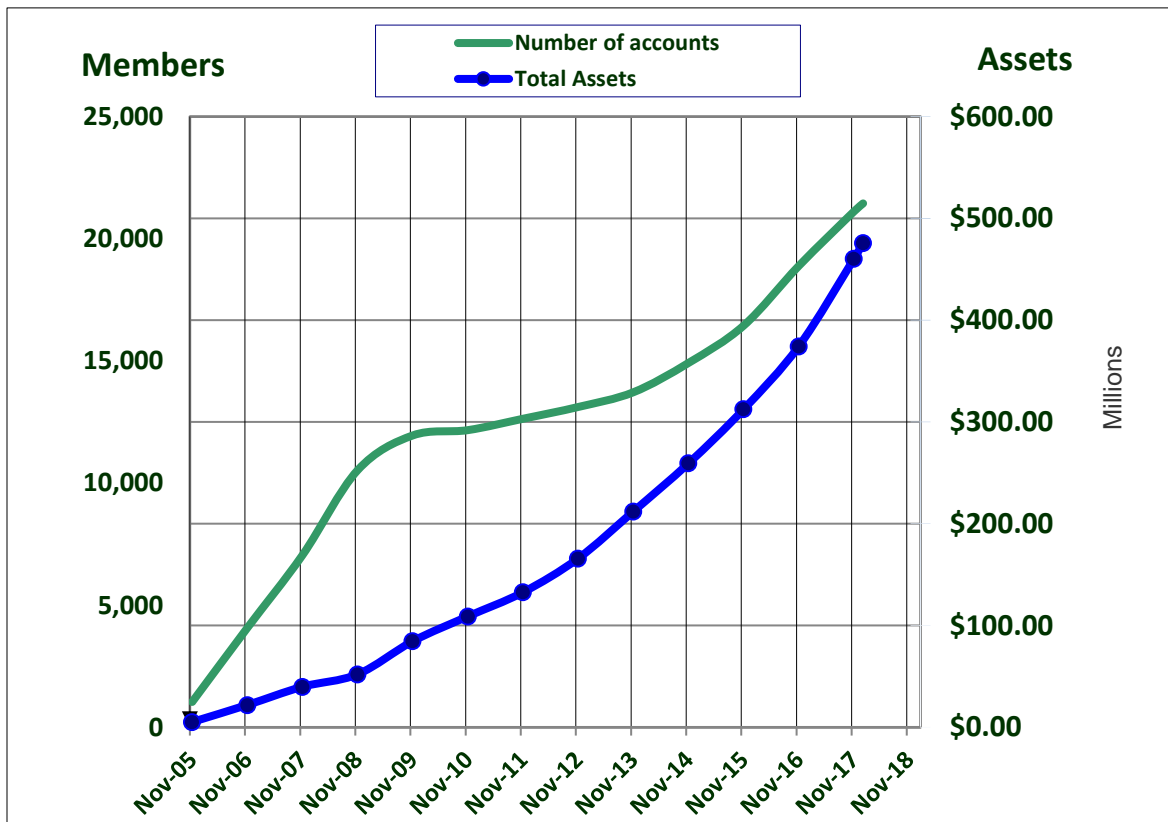
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Plan Update

Plan Asset and Member Growth

The Canadian Entertainment Industry Retirement Plan (CEIRP) assets have continued to grow substantially since 2008. Plan Member's retirement and savings accounts continue to grow, and at the end of December 2017, the total value of the CEIRP exceeded \$475 million dollars.

Plan membership has also grown dramatically. In 2008 our plan had a few thousand members and, at the end of 2017, 21,220 members were participating in the plan. Finally, and most importantly, the average member account balance has increased from \$5,000 in 2008 to over \$22,000 at the end of 2017.



Your Local’s Plan Asset and Member Growth

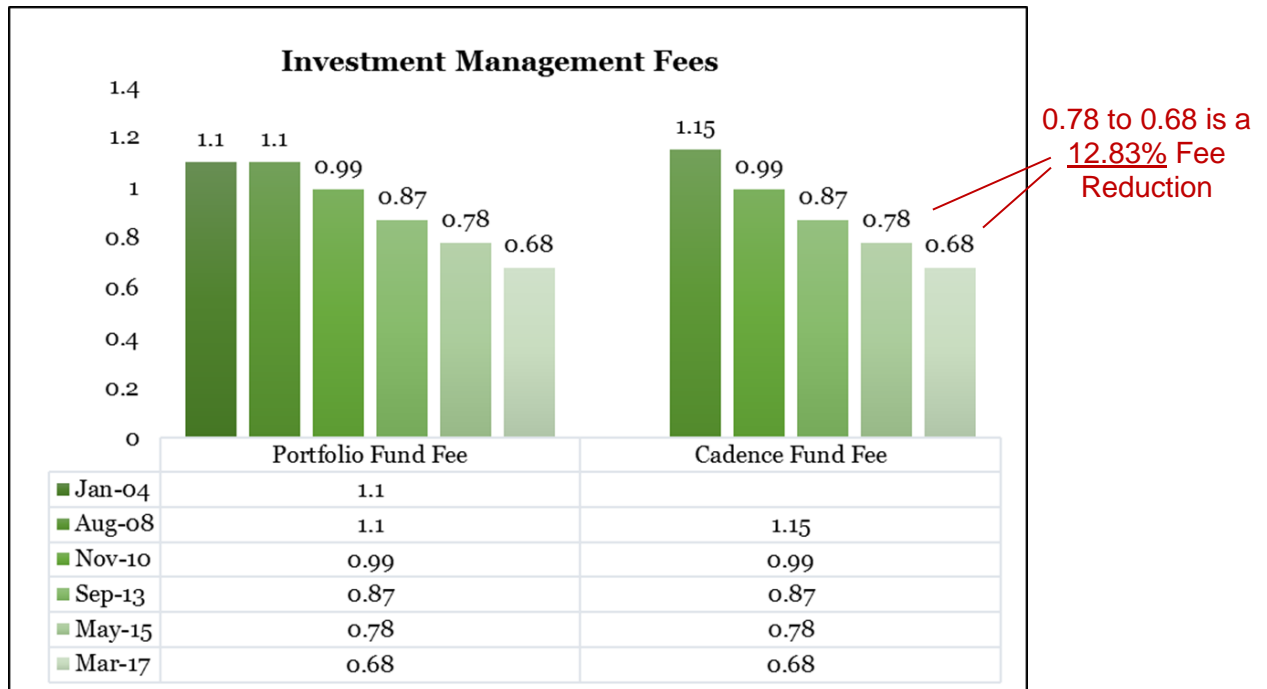
Local 891

	Assets	Members
Assets at 12/31/16	\$66,534,679	4,746
Assets at 12/31/17	\$88,584,887	5,713
Growth	\$22,050,208 (+33.1%)	967

What Happened in 2017

(NEW) Investment Management Fees

Since the Plan's inception one of the objectives of the Retirement Committee has been to reduce the Plan's Investment Management Fees as the Plan grows. The Fees were reduced again in March 2017.



Comparing CEIRP's Fees to the average Canadian Mutual Fund Fees

Lower Investment Fees will increase your total savings

If you started saving at	Amount of Money Put into Savings	Savings Accumulated at Age 65 (Investor pays Average Canadian Investment Management Fee of 2.42%)	Savings Accumulated at Age 65 (Investor pays the CEIRP Investment Management Fee of 0.68%)
Age 30	\$10,000	\$17,309	\$31,366
Age 45	\$25,000	\$34,206	\$48,043
Age 60	\$40,000	\$43,261	\$47,096

Note: Average fee shown are investment management fees and exclude other expenses. A 4% rate of return, compounded annually was used for calculation purposes

(NEW) Registered Retirement Income Fund (RRIF)

On October 1, 2016 CEIRP introduced a Group RRIF for retiring plan members or members turning 71. Plan Members can convert some or all their retirement savings into retirement income using the CEIRP RRIF and continue to take advantage of the low CEIRP RRIF fees.

This CEIRP RRIF gives members the opportunity to seamlessly transition their retirement savings to retirement income. Being a member of CEIRP gives our members access to Great-West Life's Investment and Retirement Specialists, who are a no cost source of retirement planning expertise and can assist CEIRP members with their retirement income decisions.

At the end of 2017, 19 Plan Members had transferred \$2,322,623 into the CEIRP RRIF and are drawing retirement income.

(NEW) Communication Experts Hired

The Retirement Committee has engaged Eckler Ltd. to discover where the plan members' needs are greatest and how members would like that information delivered to them. Eckler has engaged the plan's leadership and influencers to gather key information about the communication planning process, and a survey for plan members was developed and scheduled for delivery to the Retirement Committee in February 2018.

(NEW) Member Education Strategies

Twenty to thirty minute WebEx sessions hosted by Great-West Life were offered as part of the CEIRP Member Communication and Education Strategy. These online interactive education sessions allow members to participate and ask questions of the Great-West Life educator. Past WebEx session recordings are available for viewing on the CEIRP website, allowing plan members to watch these education sessions at their convenience.

(NEW) Plan Administrator Meeting

Plan Administrators from across Canada representing IATSE, the DCG, EP Canada, and Actsafe met with the Plan Consultants and representatives from Great-West Life in Vancouver this past November. The meeting was also attended by Representatives of the Retirement Committee.

These meetings provide Plan Administrators with a forum to discuss new processes and future ideas. Education topics included an administrative guidelines update, changes to the non-registered accounts, beneficiary information, a presentation from Service Canada on the Canada Pension Plan and Old Age Security, and a presentation from The Actor's Fund on the AFC Financial Wellness Program.

(NEW) Local and Guild News

Local 471 in Ottawa and Local 709 in Newfoundland and Labrador joined CEIRP in 2017.

Local 873 became the first local to exceed \$100 million dollars in their retirement and savings plans in CEIRP.

Getting Access to Your Plan

The Canadian Entertainment Industry Retirement Plan (CEIRP) Committee continues to focus on ensuring that plan members have convenient access to tools and financial resources to make financial and retirement planning easier. Providing access to financial planning information to the membership is a high priority for CEIRP

The CEIRP website (www.ceirp.ca) is continuously updated with education and communication materials that are both easy to access and easy to understand. Simply login to your retirement account at Great-West Life through their www.grsaccess.com website and access the Plan Your Retirement Tool or iAcquaint.

Investment Outlook 2018

The CEIRP Retirement Committee asked Robbin Dichter, CFA, Great-West Life Director, National Investment Services to provide an investment outlook for 2018.

The World At Large

The world economy and financial markets are progressing through the later stage of the business cycle. Synchronized global economic growth, coupled with low inflation and favorable financial conditions are powerful drivers of corporate earnings, and hence equity prices.

How long will this favorable environment last? That is the key question at the crux of Great-West Life's 2018 Capital Market Outlook. There are few easy answers, and timing is always tricky.

Today, investor, business and consumer optimism is high. Yet as a natural progression, the further along the economy rolls the harder it becomes for conditions to improve. Eventually a normal slowing of the economy is healthy and to be expected. We are closer to the end of the expansion cycle than the beginning and we see the relative outcomes for asset classes subject to greater uncertainty.

Our base case for GWL's 2018 Capital Market Outlook is that the global economy has enough momentum, and that inflation and financial conditions will remain accommodative long enough, that we continue to favor equities over fixed income. Within that outlook, we acknowledge the attractiveness of equities over bonds on a risk-adjusted basis has narrowed. In short, we are less optimistic about the return prospects for equities, and similarly, less pessimistic about fixed income today than we were six months or a year ago. At the current pace, we see supportive conditions lasting long enough that we believe it is too soon to move to a neutral stance, but caution is warranted, and we need to be nimble in our investment positioning.

It is precisely at times like these that investors need to strike a balance. Now is not the time to become aggressive, rather investors should remain disciplined, striking a balanced approach as they look toward, and prepare for, a time when the prevailing narrative is less rosy. Rebalancing out of equities that are scaling to new heights, and allocating into fixed income assets that appear less attractive is difficult. We recognize that globally, equities are not cheap, but the fundamentals remain solid enough that we see equities offering a modest degree of further upside potential. We also recognize that the outlook for fixed income remains challenging. Yet fixed income remains a valuable risk mitigating tool that increases in value the closer we get to the end of this business cycle phase. At this stage of the cycle, we believe it is prudent to reduce equity overweight positions and increase fixed income to less underweight positions. The Portfolio Target Risk and Cadence Target Date Funds make these re-balancing moves on a regular basis for your retirement portfolios.

Investment Performance Review

In 2017 the CEIRP investment options include Portfolio Funds (Target Risk), Cadence Funds (Target Date), a Balanced Ethical Fund, a five-year (guaranteed) investment account, and a Daily Interest Account.

The investment approach used in the more aggressive and longer dated Portfolio and Cadence Funds takes more risk using Emerging Market investments, more growth oriented investments and smaller cap investments. The more conservative and shorter dated funds use more dividend funds, more value oriented investments, and larger cap investments to lower their risk.

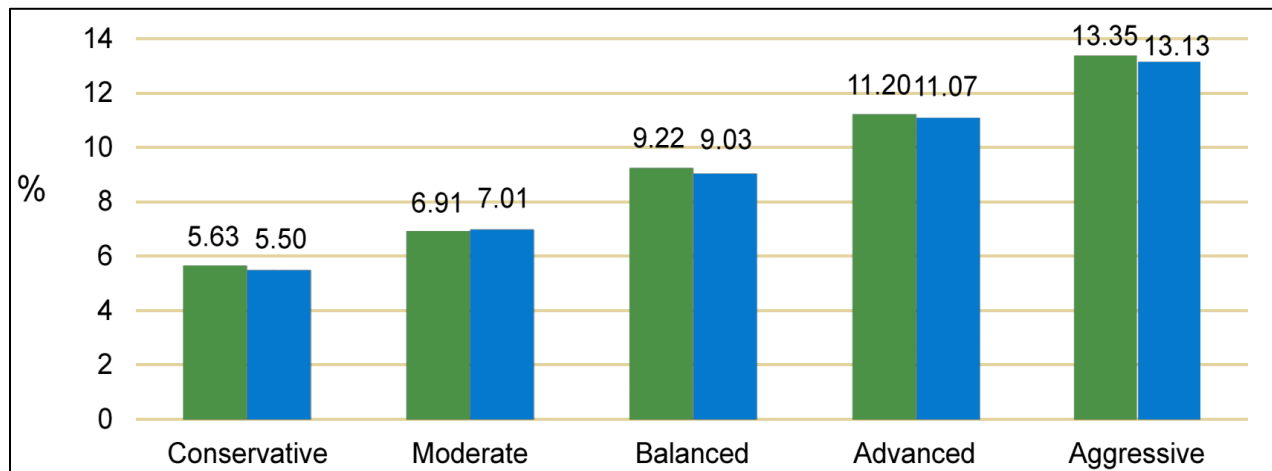
In addition to Great-West Life's internal review process, Robbin Dichter (Director, National Investment Services) presents to the Retirement Committee on a quarterly basis and reviews the plans' investment performance.

Portfolio Fund Returns vs. Benchmarks:

Five-year average gross annualized returns at December 31, 2017

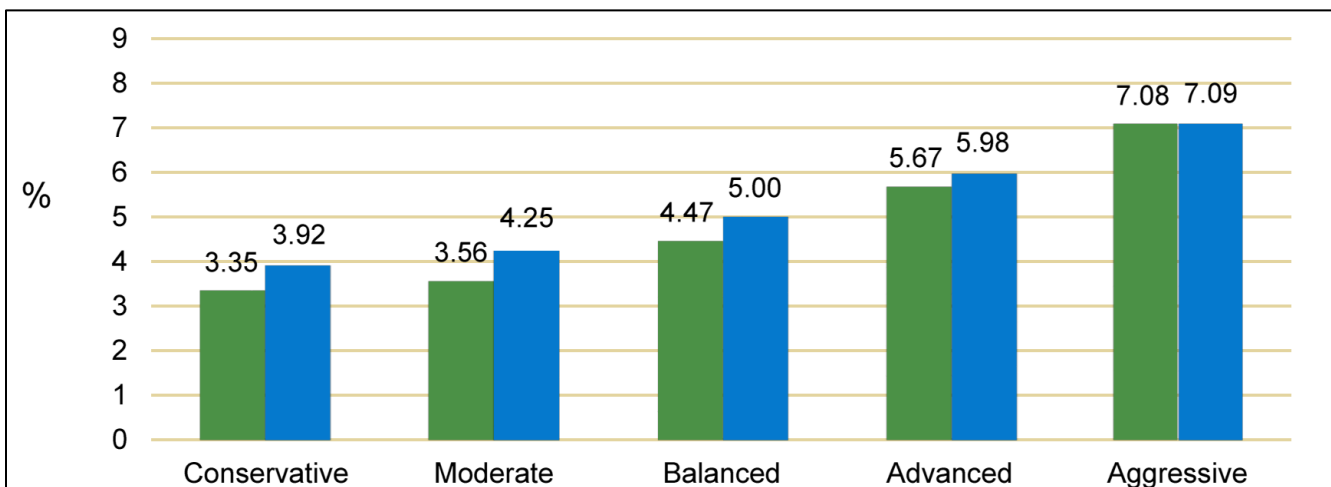
In each comparison, the Green column represents the Portfolio Funds and blue represents the Benchmarks that the Funds are measured against.

As shown, all Portfolio Funds have mostly earned rates of return that exceeded their benchmarks. The lone exception was the Moderate fund, which was very close to its benchmark.



Five-year average Standard Deviation at December 31, 2017

The Portfolio Funds had lower 5-year standard deviation than their benchmarks. This is a good result, as lower average standard deviation means these funds had less volatility (risk) than the markets, while still achieving strong long-term investment growth and exceeding each Funds' benchmarks.



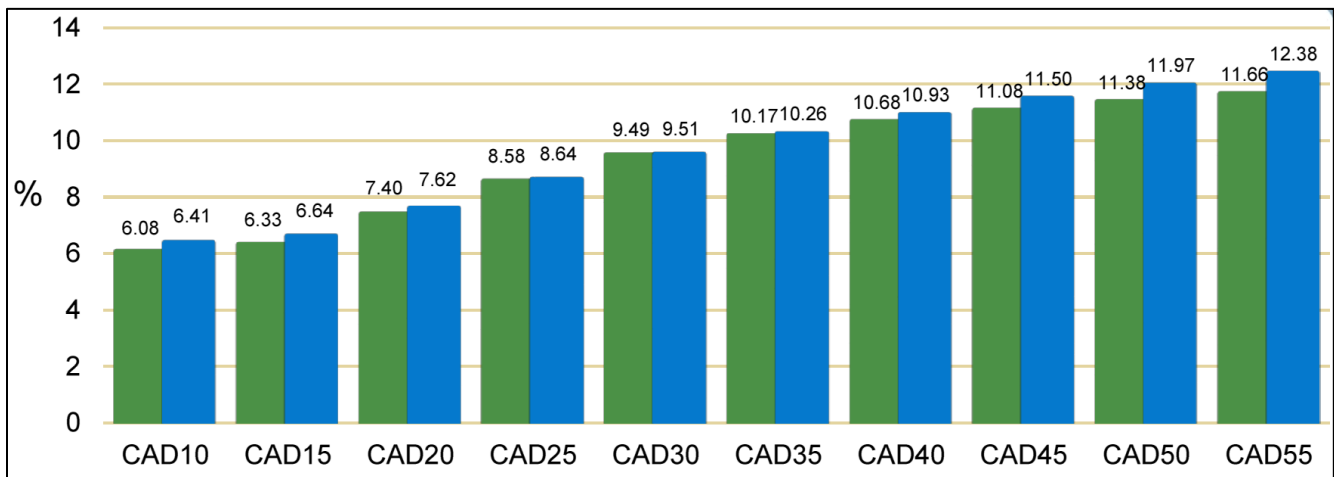
(Fund Benchmark Composition is provided in Appendix A)

Cadence Series Returns vs. Benchmarks:

Five-year gross annualized returns at December 31, 2017

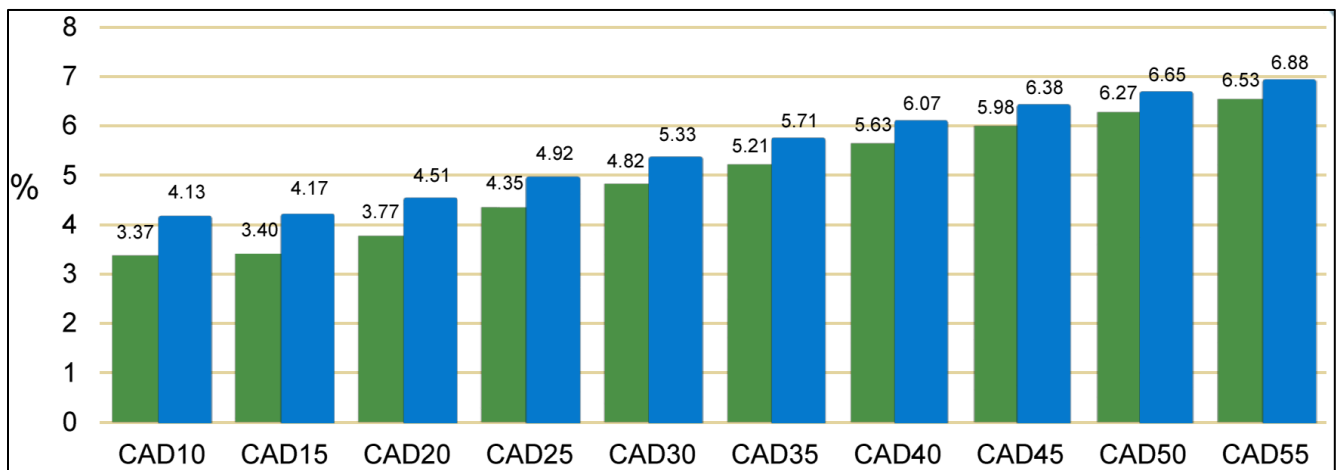
In each comparison, the Green column represents the Cadence Series Funds and blue represents the Benchmarks that the Funds are measured against.

The Cadence Series has modestly underperformed the benchmark for the Cadence Funds. This was due to the more conservative nature of the funds. For example, the use of the real estate component of the funds has lagged very strong equity markets over the last couple of years.



Five-year average standard deviation at December 31, 2017

The Cadence funds have had lower 5-year standard deviation than their benchmarks. This is a good result, as lower standard deviation means that the funds have less volatility (risk) than the markets, while still achieving strong returns.



(Fund Benchmark Composition is provided in Appendix A)

Appendix A – Cadence and Portfolio Fund Benchmarks

Cadence Funds

Current benchmark	
CAD 10	17.70% S&P/TSX Composite, 17.70% MSCI World, 64.60% FTSE TMX Universe
CAD 15	17.70% S&P/TSX Composite, 17.70% MSCI World, 64.60% FTSE TMX Universe
CAD 20	21.60% S&P/TSX Composite, 21.60% MSCI World, 56.80% FTSE TMX Universe
CAD 25	27.05% S&P/TSX Composite, 27.05% MSCI World, 45.90% FTSE TMX Universe
CAD 30	31.85% S&P/TSX Composite, 31.85% MSCI World, 36.30% FTSE TMX Universe
CAD 35	35.95% S&P/TSX Composite, 35.95% MSCI World, 28.10% FTSE TMX Universe
CAD 40	39.50% S&P/TSX Composite, 39.50% MSCI World, 21.00% FTSE TMX Universe
CAD 45	42.55% S&P/TSX Composite, 42.55% MSCI World, 14.90% FTSE TMX Universe
CAD 50	45.25% S&P/TSX Composite, 45.25% MSCI World, 9.50% FTSE TMX Universe
CAD 55	47.45% S&P/TSX Composite, 47.45% MSCI World, 5.10% FTSE TMX Universe

* The benchmark returns reflect a blend of the previous benchmarks and the current benchmark. The current benchmark was effective November 2013.

Portfolio Funds

Fund benchmark	
Conservative	12.5% S&P/TSX Composite Index, 12.5% MSCI World, 75% FTSE TMX Canada Universe Bond Index
Moderate	20% S&P/TSX Composite Index, 20% MSCI World, 60% FTSE TMX Canada Universe Bond Index
Balanced	30% S&P/TSX Composite Index, 30% MSCI World, 40% FTSE TMX Canada Universe Bond Index
Advanced	40% S&P/TSX Composite Index, 40% MSCI World, 20% FTSE TMX Canada Universe Bond Index
Aggressive	50% S&P/TSX Composite Index, 50% MSCI World

* The benchmark risk reflect a blend of the original benchmark and the current benchmark. The current benchmark was effective December 2012.

Prepared by Aptus Benefits Inc.

www.aptusbenefits.ca

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