

Ready for the future

2018 Year in Review

A message from our President & CEO

Times may change, but HOOPP's mission remains the same. We are here to pay pensions to our members. To deliver on our promise, we must ensure the HOOPP Fund remains healthy for decades to come.

The most important indicator of the Plan's health is the funded status. Our liability driven investing approach is designed to keep the Plan's funded status stable over the long term. Despite a challenging year for the markets, we are pleased to report that our 2018 funded status remains strong at 121%, meaning that for every \$1 we owe in pensions, we have \$1.21 in assets.

We also took steps to prepare our organization for success as we continue to grow. Our commitment to excellent service and effectiveness in the way we administer the Plan for members and employers is a cornerstone of our pension promise.

We hope you enjoy this review of Plan highlights and initiatives that are helping us get ready for the future.

Jim Keohane
President & CEO

Plan performance

Funded status: 121%

Rate of return: 2.17%

Net assets: \$79 billion

2018 Highlights

January

Benefit improvements

We introduced three significant Plan changes, effective Jan. 1, 2018, that increased pensions and improved survivor benefits. These improvements provide HOOPP members with added security and peace of mind so they can be ready for the future.

Service enhancements

We rolled out our new pension administration platform to give our members enhanced online service on HOOPP Connect. This includes improved retirement-planning tools, better functionality for secure communication, and easier access to personalized pension information. This system will help us manage costs and adapt to changes in the future.

April

Inflation protection

We provided a cost of living increase of 2% for retired and deferred members to help pensions maintain their purchasing power as prices go up.

May

Contribution rates

Our Board of Trustees took steps to keep contribution rates unchanged until at least the end of 2020; our current rates have been in place since 2004. This stability helps make the Plan affordable for members and employers.

June

Annual LEAP Conference and Awards

Our Leadership in Environmental Advancement Program (LEAP) event, held in Toronto on June 6, honoured sustainable practices across HOOPP real estate investments. Our focus on environmentally friendly and energy-efficient buildings provides stable and attractive long-term investments that deliver value to help pay pensions to members.

September

100,000+ pensions

The number of retired members, surviving spouses and beneficiaries who receive a HOOPP pension reached 100,000. Since HOOPP's founding in 1960, our total membership has grown from less than 10,000 members to more than 350,000 members today.

November

Research: The Value of a Good Pension

In our ongoing efforts to advocate for retirement security, we released research to support Canada-model pension plans like HOOPP. The findings show that there are five key drivers that make these types of plans the most efficient and affordable way to achieve a secure retirement. To learn more about this research go to hoopp.com/goodpension.

Looking forward: Our Strategic Plan

We developed our 2019-2023 Strategic Plan to serve as a roadmap that will help enhance our ability to deliver on the pension promise by keeping the Plan affordable, stable, and meaningful to stakeholders. We will:

- Enhance and expand our investment program to generate the required returns and prepare for future Fund growth.
- Protect HOOPP from threats to our ability to deliver on the pension promise while finding innovative ways to strengthen and evolve our service offering so it remains cost effective, efficient, and relevant in a changing world.
- Continue to foster a respectful and high-performance culture that is agile, creative and enables us to attract and retain the best talent.

HOOPP Board of Trustees

Our independent Board of Trustees acts in the best interests of members and employers. Half of our 16 trustees are appointed by the Ontario Hospital Association (OHA). Four unions appoint two trustees each. They are the:

- Ontario Nurses' Association (ONA)
- Canadian Union of Public Employees (CUPE)
- Ontario Public Service Employees Union (OPSEU)
- Service Employees International Union (SEIU)

There can be two non-voting pension observers on the Board, one representing retired members appointed by the OHA and the other appointed by the unions.

Board members:

- R. Wayne Gladstone
- Louis Rodrigues
- Christine Chen
- Karli Farrow
- Jim Flett
- Barry Wainstein
- Linda Clayborne
- Laura Dumoulin
- Linda Haslam-Stroud
- Jon Clark
- Gerry Rocchi
- J. Cameron Nelson
- Anthony Dale
- Adrian Foster
- Dan Anderson
- Sharon Richer
- Sandi Blancher

You asked. We answered.

President & CEO Jim Keohane answered questions from members about how HOOPP is preparing for the future. Go to hoopp.com/yourquestions to watch the videos.

ENTER TO WIN

Take our online survey to tell us what you think of our 2018 Year in Review and member videos. You could win a Google Home or an Ultimate Ears Bluetooth wireless speaker.*

*Draw date: June 30, 2019

Our membership



Total members of as Dec. 31, 2018: 357,268

- 224,330 active members
- 101,454 retired members
- 31,484 deferred members

Our employers

- 152 small healthcare organization
- 142 hospitals
- 82 service providers
- 73 family health teams
- 65 foundations
- 60 community health centres

Total employers as of Dec. 31, 2018: 574