



Join the pension plan bringing enhanced retirement security to Ontario's university sector.

We are a defined benefit jointly sponsored pension plan (JSPP) created by and for Ontario's university sector, designed to provide best-in-class lifelong retirement benefits.

## UPP AT A GLANCE

As of December 31, 2022

103.3%

Funded with a \$0.4B funded surplus\*

39,000+

Members

\$10.8B

Net assets

4

Participating universities



12

Participating sector organizations

\*On a smoothed asset basis

## WHY UPP

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|--|--|--|--|
| <p>✓ <b>Secure defined benefit pension</b></p>   | <p>Predictable, secure retirement income for life based on an average of best 48 months of earnings and years of service.</p>                                | <p>✓ <b>Funded conditional indexation (cost of living adjustments)</b></p> | <p>UPP provides funded, conditional indexation at 75% of Consumer Price Index (CPI). This means that any indexation adjustments will be determined by UPP's Joint Sponsors based on the funded status of the plan.</p>   |
| <p>✓ <b>100% matched contributions</b></p>       | <p>Every dollar contributed by a member during active employment is fully matched by the employer.</p>   | <p>✓ <b>Tailored for the university sector</b></p>                         | <p>Continue service during paid leaves, options to contribute during unpaid leave, early unreduced retirement and flexible survivor benefits.</p>  |
| <p>✓ <b>Best-in-class value</b></p>              | <p>Top value for contributions among peer defined benefit pension plans in Ontario.</p>  | <p>✓ <b>Career flexibility</b></p>   | <p>Eligible plan members can easily move between UPP participating employers without losing years of service, and combine part-time service at multiple UPP participating employers for eligible employment classes.</p> |
| <p>✓ <b>Representative voice in the plan</b></p> | <p>Equal employee-employer say in plan funding, design, entry of new participants, and appointment of members to Board of Trustees (plan administrator).</p> | <p>✓ <b>Expert investment management</b></p>                               | <p>Contributions invested by experienced professionals with deep expertise in pension sustainability and responsible investing.</p>  |
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For more information about UPP, including frequently asked questions, member handbook and other plan details, please visit [MyUPP.ca](https://myupp.ca).

**Have a question? We're here to help! Please email:**  
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