



TEACHERS'
PENSION PLAN

PENSION

A NEWSLETTER FOR ONTARIO TEACHERS

WINTER 2015

New app to keep
your maternity
buyback on track



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CELEBRATING 25 YEARS



TEACHERS'
PENSION PLAN



This year marks 25 years since the Ontario Teachers' Pension Plan became an independent organization. In 1990, we assumed responsibility for administering pensions from the Teachers' Superannuation Commission and began investing plan assets in diversified holdings for the first time. Before 1990, almost all assets were held in provincial government debentures.

During the past 25 years, we've grown plan assets to more than \$140 billion from \$18.5 billion. In addition, the service we offer our members continues to evolve.

"Our employees have pioneered many of the investment practices and service standards that are now common in the pension world," said Ron Mock, Teachers' President and Chief Executive Officer. "From the use of derivatives to innovative pension services, we're proud of our accomplishments and many firsts. But most of all, we're proud of the high ratings members give us in independent surveys, year after year."

We would like to invite you to help celebrate our 25th anniversary by sharing stories of what makes Teachers' special to you. How are we helping you plan a secure retirement? Has one of our Pension Benefits Specialists helped you in a meaningful way? What has been the biggest shift in your classroom since you started teaching?

Send us a photo from your first day on the job or your favourite classroom moment. We'll share your stories and memories with your colleagues through Pension News Online, our Facebook community and Pensionwise.

*If you have a story
to share as part of our
25th anniversary celebration,
email it to us at*

member_communications@otpp.com

In 1990, your pension plan officially became an independent organization and was renamed the Ontario Teachers' Pension Plan. Here are a few other memorable moments from 1990:



Nelson Mandela freed from prison in South Africa



Demolition of Berlin Wall officially began



The Simpsons and *Twin Peaks* hit the airwaves



Home Alone and *Ghost* dominated the box office

ROSEMARIE MCCLEAN NAMED CHIEF OPERATIONS OFFICER

Rosemarie McClean, former Senior Vice-President of Member Services, is now Teachers' first Chief Operations Officer (COO). As COO, she is responsible for leading and coordinating all of Teachers' key operational activities, including Information Technology, Enterprise Project Management and Investment Finance Operations.



"I've been a part of a wonderful team that is dedicated and committed to serving the teachers of Ontario," said Rosemarie. "I am proud of the way Member Services has evolved over these years, adapting to new technology and communication channels to further connect and create a personalized experience for our members. As I look ahead to my new role, I'll always be grateful for the honour and privilege of serving our members as the SVP of Member Services."

Under Rosemarie's leadership, the Member Services Division developed innovative solutions that dramatically improved the speed, range and quality of client services. She introduced award-winning programs, including web-based retirement planning tools that provide members with immediate access to personal pension information.

TRACY ABEL NAMED SENIOR VICE-PRESIDENT OF MEMBER SERVICES

Tracy Abel, former Vice-President of Client Services, is now Teachers' Senior Vice-President of Member Services. She is responsible for leading the many teams that work together to provide personalized service to more than 307,000 working and retired members.



"I've been working at Teachers' since 1987," said Tracy. "No matter my role, member experience has always been my top priority. This will not change."

As the former leader of the Client Services team, Tracy was responsible for all aspects of service delivery to members of the plan through a variety of channels, including face-to-face, phone, website, print and social media.

"I'm honoured to be stepping into this new position with a strong vision and great team committed to serving our members."



IT'S AN APP!

We are thrilled to welcome

BabySteps

to our mobile family. Available now for iPhones and iPads, BabySteps simplifies the decision and process of buying back credit in the plan, not earned during maternity leave, right on your mobile device.

BabySteps is our third mobile app and our first secure app, enabling you to sign in with your Teachers' account to view your maternity buyback activity. This is one of many ways we are continuing to evolve the way we connect with you.

Why a maternity app?

Many members believe they don't need to start paying attention to their pension until they are getting ready to retire. But, in fact, one of the biggest milestones in life is also one of the most important times to think about your pension.

On average, more than 5,000 members go on maternity leave every year, but many don't realize the important retirement decision they have to make – whether or not to buy back credit for that leave. It may not seem like a long time, but one year away from teaching may have an impact on your retirement date and your total pension.



Meet Oxford, the world's leading expert on maternity leave buybacks.

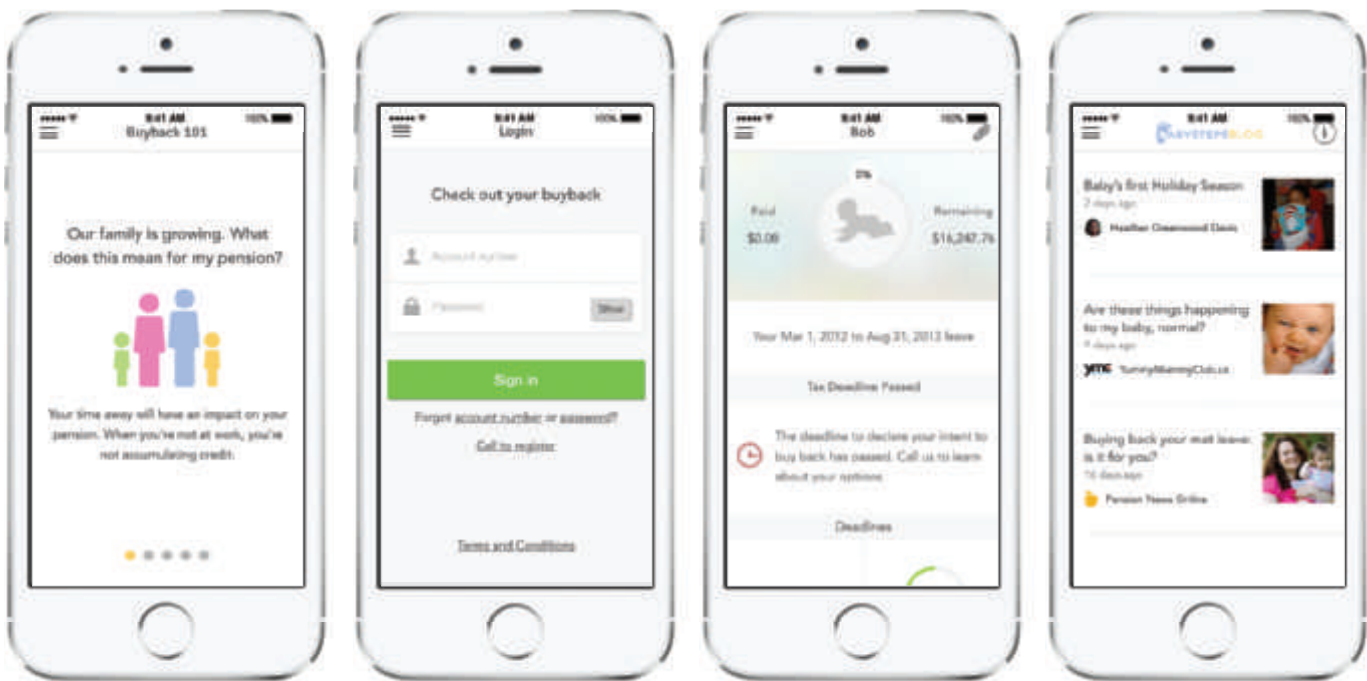
www.otpp.com/babysteps

How does BabySteps work?

BabySteps simplifies what can often feel like a complicated process to buy back your maternity leave.

- Get an overview in Buyback 101
- Watch videos of members who have done a buyback so you can decide whether or not it is right for you
- Sign in to your personal dashboard with your Teachers' account number and password to learn about your buyback's cost and benefits. If you decide to buy back your leave, you can track the status of your payments and stay on top of important deadlines.
- Browse the BabySteps blog. It combines plan news you need to know with tips and tricks exclusive to the app. For example, learn how to juggle a new family and a teaching career from leading parenting destination, *YummyMummyClub.ca*.

Already buying back your leave?
BabySteps makes it easy for you to track your payments, buyback deadlines and balances, right on your iPhone or iPad.



What buying back is all about

Learn about your costs and benefits

Track your payments and important deadlines

Follow the BabySteps blog



5 reasons to buy back your leave

1. You have five years from the time your leave ends to pay for your buyback.
2. You can transfer your RRSPs to pay for all or a portion of your buyback.
3. Contributions to your pension plan, including buybacks, are matched by your employer. Essentially, this means you are paying for 50% of your retirement.
4. Adding an extra year to your career may not seem like a big deal now, but as you approach retirement, you may have a different view.
5. The security of Teachers' defined benefit pension plan is hard to beat.

Are you on maternity leave?
Download BabySteps to find out your new retirement date and value of your pension should you decide to buy back your leave.

Download BabySteps to keep your maternity buyback on track.

Available on the
App Store



GETTING READY TO RETIRE

After 37 years as a French teacher with the Toronto District School Board, Vicki retired last summer along with more than 2,850 other teachers across Ontario.



Vicki always knew she wanted to be a teacher. Her mom and grandmother were both teachers and as a little girl, she recalls them always trying to help their students be the best they could be. Vicki brought this forward to her classroom, always encouraging her students to learn, to enjoy life and to appreciate the world they live in.

Picking the right time

Naturally, Vicki first started thinking of retirement when she began seeing her peers retire. But Vicki wasn't ready at that time. She set a six-year goal for herself. Turning 60 seemed like a good time for her to retire. In the meantime, she still had all kinds of energy and passion for teaching and chose to focus on the many things she still wanted to do.

"I didn't leave my retirement planning to the last minute. There were many things I needed to take care of in order to retire at age 60."

For years leading up to retirement, Vicki used the pension calculator offered on our secure member website to see what her pension would look like based on various retirement scenarios. She attended school board-organized retirement sessions to learn more about CPP, health insurance, and other things to think about when winding down your teaching career.

Vicki met with a financial advisor to ensure she had thought everything through from a financial and lifestyle perspective so she could live a comfortable life throughout her retirement years. She also involved her partner in all of her decisions related to retirement.

"Certainly your spouse needs to be part of the whole process because it affects both of you," adds Vicki. "If there's a change in how much money you have available to work with each year, how are you going to spend that money? And if you have big plans for travelling together with good resources, but perhaps not the same resources that you had before, you have to figure out how you're going to do all that. How are you going to balance it all?"

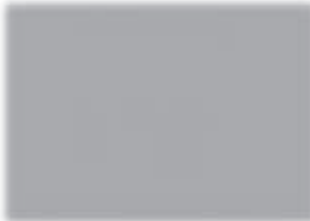
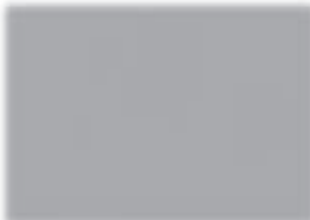
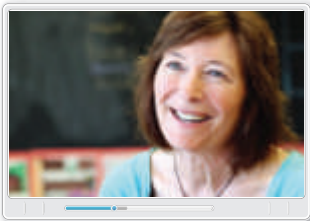
"Starting school when you're five and leaving when you're sixty, that's a long time. I was ready to retire and let other teachers step in."

Pension provides financial security

There are so many things Vicki wants to do during retirement – from taking more trips to her cottage to be with her dad, to spending more time golfing, volunteering and travelling. And now that her retirement is in full swing, she is well on her way to doing all of these things.

"If you are sensible with how you spend and manage your money throughout your career, you shouldn't have to worry about your day-to-day life during retirement," Vicki continues. "For me, I didn't have any financial burdens to think about. All along I knew there was a pension plan in place, so I was never worried about finances."

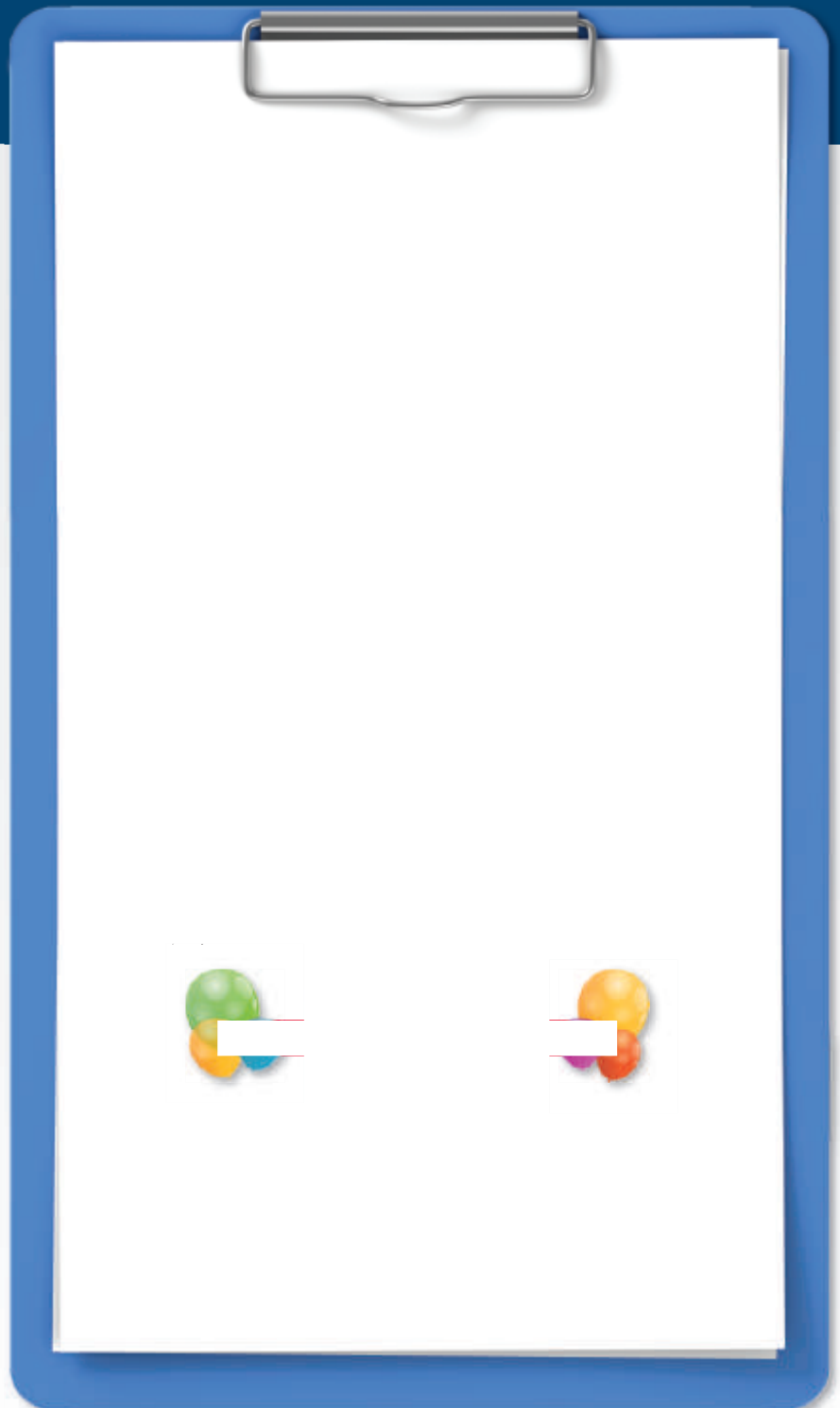
Members who are eligible to receive their pensions can retire in any month, but most of our members retire in June. Here's the typical journey our members take to reach a June retirement.



Vicki shared the last days of her teaching career with us.

For more tips on getting ready to retire, check out more of Vicki's retirement story and learn about her life after teaching at

www.otpp.com/pensionnewsonline/videos



Check out our Retirement videos in our You Asked Us series –
www.otpp.com/pensionnewsonline/youaskedus



BRIEFS

Plan on buying back a leave from 2014? The tax deadline is approaching

Were you on a leave (such as a maternity leave) that ended in 2014? If so, you have until April 30, 2015 to tell us whether you intend to buy back credit for that leave and qualify to receive a pension adjustment (PA). You still have five years from the end of your leave to buy back this credit, however, tax rules may limit the amount you are able to purchase.

To review your buyback history, sign in to our secure member website. Click on the 'My Buybacks' tab and tell us whether you intend to buy back your absence.

2015 contribution rates

In 2015, the maximum amount of salary for which you contribute to the Canada Pension Plan (CPP) is \$53,600. On your salary up to the CPP limit, you will contribute 11.5% to your Teachers' pension. On your salary above the CPP limit, you will contribute 13.1% to your Teachers' pension.

Pensionwise™ is published for members of the Ontario Teachers' Pension Plan.

We appreciate your comments about anything you read in *Pensionwise*. Please e-mail: member_communications@otpp.com

This newsletter does not create any right to benefits. Your entitlements and those of your survivors are and will be governed by the language of the pension plan text. The information contained in this newsletter is not intended to be relied upon in relation to any particular circumstance.

Ce bulletin est disponible également en français.

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SAVE THE DATE

You're invited to our Annual Meeting on April 9, 2015



**Want more news about your pension plan?
Attend Teachers' annual meeting.**

DATE: Thursday, April 9, 2015

TIME: 4:45 p.m. to 7:00 p.m.

PLACE: The Carlu (444 Yonge St., Toronto)

The event includes a Q&A period and an opportunity to ask a Pension Benefits Specialist about your own pension.

REGISTER TO ATTEND AT www.otpp.com/AnnualMeeting

CAN'T ATTEND? Watch the webcast live, or later, at
www.otpp.com/webcast

**Have a question? Send it to
communications@otpp.com**

Return undeliverable Canadian addresses to:

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