

Financial Statements of

**THE CONTRIBUTORY PENSION PLAN  
FOR SALARIED EMPLOYEES  
OF McMASTER UNIVERSITY INCLUDING  
McMASTER DIVINITY COLLEGE**

Year ended June 30, 2015

Registration Number 0215400

(unaudited)

# THE CONTRIBUTORY PENSION PLAN FOR SALARIED EMPLOYEES OF McMASTER UNIVERSITY INCLUDING McMASTER DIVINITY COLLEGE


Statement of Net Assets Available For Benefits  
(in thousands of dollars)

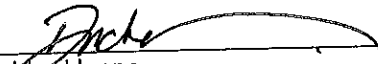
June 30, 2015, with comparative information for 2014  
(unaudited)

	2015	2014
<b>Assets</b>		
Employer contributions receivable	\$ 9	\$ 11
Employee contributions receivable	3	3
Investment in Master Trust (note 2)	2,912	2,585
	2,924	2,599
<b>Liabilities</b>		
Fees payable and accrued liabilities	2	2
<b>Net assets available for benefits</b>	<b>\$ 2,922</b>	<b>\$ 2,597</b>

See accompanying notes to fund financial statements.

On behalf of the Administrator:

  
\_\_\_\_\_  
Roger Couldrey  
Vice-President (Administration)  
McMaster University

  
\_\_\_\_\_  
Deidre Henne  
Assistant Vice-President (Administration) & CFO  
McMaster University

# THE CONTRIBUTORY PENSION PLAN FOR SALARIED EMPLOYEES OF McMASTER UNIVERSITY INCLUDING McMASTER DIVINITY COLLEGE

Statement of Changes in Net Assets Available for Benefits  
(in thousands of dollars)

June 30, 2015, with comparative information for 2014  
(unaudited)

	2015	2014
<b>INCREASE IN NET ASSETS</b>		
Investment income allocated by the Master Trust Fund (note 4):		
Investment income	\$ 70	\$ 63
Net realized gain on sale of investments	67	42
Net realized gain on sale of units in the Master Trust Fund	9	1
	146	106
Change in net unrealized gain in investments	83	292
	229	398
Contributions:		
Employer current service	69	66
Employer past service	43	67
Employee required	34	33
	146	166
	375	564
<b>DECREASE IN NET ASSETS</b>		
Payments to members:		
Pension benefits	1	1
Expenses:		
Investment managers	7	6
Professional	40	6
Trustee and custodial	2	2
	49	14
	50	15
Net increase in net assets available for benefits	325	549
Net assets available for benefits, beginning of year	2,597	2,048
Net assets available for benefits, end of year	\$ 2,922	\$ 2,597

See accompanying notes to fund financial statements.

# THE CONTRIBUTORY PENSION PLAN FOR SALARIED EMPLOYEES OF McMASTER UNIVERSITY INCLUDING McMASTER DIVINITY COLLEGE

Notes to Fund Financial Statements  
(in thousands of dollars)

Year ended June 30, 2015  
(unaudited)

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The Contributory Pension Plan for Salaried Employees of McMaster University Including McMaster Divinity College (the "Plan") is a defined benefit registered pension plan in the Province of Ontario under registration number 0215400, the Administrator of which is McMaster University.

McMaster University operates the Master Trust Fund to facilitate the collective management of the investment assets for pension plans of McMaster University and Divinity College. These fund financial statements reflect the consolidation of net assets held by the Plan directly and its share of the net assets of the Master Trust Fund.

The Plan is operated in accordance with the Trust and Custodial Services Agreement dated July 1, 2000, between McMaster University (the "Administrator") and CIBC Mellon Trust Company (the "Trustee").

## 1. Significant accounting policies:

### (a) Basis of presentation:

As permitted under Section 76 of the Regulation to the Pension Benefits Act (Ontario), the Plan has prepared fund financial statements in accordance with Canadian accounting standards for pension plans excluding pension obligations and any resulting surplus or deficit.

In selecting or changing accounting policies that do not relate to its investment portfolio or pension obligations, Canadian accounting standards for pension plans require the Plan to comply (on a consistent basis) with either International Financial Reporting Standards ("IFRS") in Part I of The Canadian Institute of Chartered Professional Accountants' ("CPA") Handbook - Accounting or Canadian accounting standards for private enterprises in Part II of the CPA Canada Handbook. The Plan has chosen to comply on a consistent basis with IFRS.

These fund financial statements have been prepared to assist the Administrator of The Contributory Pension Plan for Salaried Employees of McMaster University including McMaster Divinity College 2000 in meeting the requirements of the Financial Services Commission of Ontario. As a result, these fund financial statements may not be suitable for another purpose.

These fund financial statements of the Plan do not purport to show the adequacy of the Plan's assets to meet its pension obligation. Such an assessment requires additional information, such as the Plan's actuarial reports and information about McMaster University including McMaster Divinity College 2000 financial health.

# THE CONTRIBUTORY PENSION PLAN FOR SALARIED EMPLOYEES OF McMASTER UNIVERSITY INCLUDING McMASTER DIVINITY COLLEGE

Notes to Fund Financial Statements  
(in thousands of dollars)

Year ended June 30, 2015  
(unaudited)

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## 1. Significant accounting policies (continued):

### (b) Basis of measurement:

The fund financial statements have been prepared on the historical cost basis, except for investments and derivative financial instruments which are measured at fair value through the statement of changes in net assets available for benefits.

### (c) Functional and presentation currency:

These fund financial statements are presented in Canadian dollars, which is the Plan's functional currency. The fair values of foreign currency denominated investments are translated into Canadian dollars at year-end rates of exchange. Gains and losses arising from transactions are included in investment income within the statement of changes in net assets available for benefits.

### (d) Financial assets and financial liabilities:

#### (i) Non-derivative financial assets:

Financial assets are recognized initially on the trade date, which is the date that the Plan becomes a party to the contractual provisions of the instrument. Upon initial recognition, attributable transaction costs are recognized in the statement of changes in net assets available for benefits as incurred.

The Plan measures all of its investments at fair value through the statement of changes in net assets available for benefits.

All other non-derivative financial assets including contributions receivable are measured at amortized cost.

The Plan derecognizes a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred or in which the Plan neither transfers nor retains substantially all the risks and rewards of ownership and does not retain control of the financial asset.

On de-recognition of a financial asset, the difference between the carrying amount of the asset and consideration received is recognized in the statement of changes in net assets available for benefits as a net realized gain (loss) on sale of investments.

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Notes to Fund Financial Statements  
(in thousands of dollars)

Year ended June 30, 2015  
(unaudited)

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## 1. Significant accounting policies (continued):

### (d) Financial assets and financial liabilities (continued):

#### (ii) Non-derivative financial liabilities:

All financial liabilities are recognized initially on the trade date at which the Plan becomes a party to the contractual provisions of the instrument.

The Plan derecognizes a financial liability when its contractual obligations are discharged, cancelled or expired.

Financial assets and liabilities are offset and the net amount presented in the statement of net assets when, and only when, the Plan has a legal right to offset the amounts and it intends either to settle on a net basis or to realize the asset and settle the liability simultaneously.

The Plan considers its fees payable and accrued liabilities to be a non-derivative financial liability.

#### (iii) Derivative financial instruments:

Derivative financial instruments are recognized initially at fair value and attributable transaction costs are recognized in the statement of changes in net assets available for benefits as incurred. Subsequent to initial recognition, derivatives are measured at fair value, and all changes are recognized immediately in the statement of changes in net assets available for benefits.

### (e) Fair value measurement:

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction on the measurement date.

In determining fair value, the Plan has early adopted the guidance in IFRS 13, Fair Value Measurement ("IFRS 13"), in Part I of the CPA Canada Handbook. As allowed under IFRS 13, if an asset or a liability measured at fair value has a bid and an ask price, the price within the bid-ask spread that is the most representative of fair value in the circumstances shall be used to measure fair value. The Plan uses closing market price as a practical expedient for fair value measurement.

# THE CONTRIBUTORY PENSION PLAN FOR SALARIED EMPLOYEES OF McMASTER UNIVERSITY INCLUDING McMASTER DIVINITY COLLEGE

Notes to Fund Financial Statements  
(in thousands of dollars)

Year ended June 30, 2015  
(unaudited)

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## 1. Significant accounting policies (continued):

### (e) Fair value measurement (continued):

When available, the Plan measures the fair value of an instrument using quoted prices in an active market for that instrument. A market is regarded as active if quoted prices are readily and regularly available and represent actual and regularly occurring market transactions on an arm's length basis.

If a market for a financial instrument is not active, then the Plan establishes fair value using a valuation technique. Valuation techniques include using recent arm's length transactions between knowledgeable, willing parties (if available), reference to the current fair value of other instruments that are substantially the same, discounted cash flow analyses and option pricing models.

The best evidence of the fair value of a financial instrument at initial recognition is the transaction price, i.e. the fair value of the consideration given or received, unless the fair value of that instrument is evidenced by comparison with other observable current market transactions in the same instrument or based on a valuation technique whose variables include only data from observable markets. When transaction price provides the best evidence of fair value at initial recognition, the financial instrument is initially measured at the transaction price and any difference between this price and the value initially obtained from a valuation model is subsequently recognized in profit or loss on an appropriate basis over the life of the instrument but not later than when the valuation is supported wholly by observable market data or the transaction is closed out.

All changes in fair value, other than interest and dividend income are recognized in the statement of changes in net assets available for benefits as part of the change in net unrealized gains.

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Notes to Fund Financial Statements  
(in thousands of dollars)

Year ended June 30, 2015  
(unaudited)

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## 1. Significant accounting policies (continued):

### (e) Fair value measurement (continued):

Investments are stated at fair value. Fair values of investments including those held within the Master Trust are determined as follows:

- (i) Bonds and equities are valued at year-end quoted closing prices where available. Where quoted prices are not available, estimated fair values are calculated using comparable securities.
- (ii) Short-term notes, treasury bills and term deposits maturing within a year are stated at cost, which together with accrued interest income approximates fair value given the short-term nature of these investments.
- (iii) Pooled funds are valued at the unit values supplied by the pooled fund administrator, which represent the Plan's proportionate share of underlying net assets at fair values determined using closing market prices.
- (iv) Investments in derivative financial instruments, including futures, forwards and option contracts, are valued at year-end quoted market prices where available. Where quoted prices are not available, values are determined using pricing models, which take into account current market and contractual prices of the underlying instruments, as well as time value and yield curve or volatility factors underlying the positions.

Unrealized gains and losses on derivative financial instruments, net of premiums paid or received on options contracts, are included in derivative contracts investments.

Investment transactions are accounted for on the trade date.

### (f) Investment income:

Investment income, which is recorded on the accrual basis, includes interest income, dividends and pooled fund distributions.

### (g) Change in net unrealized gain in investments:

The change in net unrealized gain in investments is the change in the difference between the fair value and cost of investments from the beginning to the end of the year.



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## 1. Significant accounting policies (continued):

### (h) Net realized gain or loss on sales of investments:

The net realized gain on sale of investments represents the difference between proceeds received and the average cost of investments sold.

The net realized gain or loss on sale of units in the Master Trust Fund represents the difference between the proceeds received and the average cost of the units sold.

### (i) Income taxes:

The Plan is a Registered Pension Trust as defined by the Income Tax Act (Canada) and, accordingly, is not subject to income taxes.

### (j) Use of estimates:

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities at the date of the statement of net assets and the reported amounts of changes in net assets available for benefits during the year. Actual results may differ from those estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimates are revised and in any future years affected.

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## 2. Investment in Master Trust:

Details of the Master Trust Fund investments are as follows:

	2015		2014	
	Cost	Fair value	Cost	Fair value
Canadian short-term notes and treasury bills	\$ 11,054	\$ 11,054	\$ 8,643	\$ 8,643
Foreign short-term notes and treasury bills	2,397	2,425	1,787	1,751
Canadian common and preferred equities	113,121	165,372	100,232	163,714
Foreign common and preferred equities	106,176	173,764	91,614	137,324
Canadian bonds and debentures	123,500	125,390	120,315	121,388
Canadian fixed income pool funds	352,427	380,864	327,641	341,701
Canadian equity pool fund investments	137,480	152,982	121,058	157,454
Foreign equity pool fund investments	452,377	662,487	459,826	604,658
Net foreign exchange contracts receivable (payable)	-	(5,884)	-	6,355
	1,298,532	1,688,454	1,231,116	1,542,988
Cash	94	94	75	75
Receivables	1,582	1,582	1,311	1,311
Accrued investment income	1,311	1,314	1,219	1,217
Accounts payable	(908)	(908)	(3,488)	(3,488)
	\$ 1,300,611	1,670,536	\$ 1,230,233	\$ 1,542,103

The allocation of the investment in the Master Trust Fund to the respective pension plans is as follows:

	2015		2014	
	Units	Fair value	Units	Fair value
The Contributory Pension Plan for Salaried Employees of McMaster University including McMaster Divinity College 2000	6,749,609	\$ 1,667,624	6,752,843	\$ 1,539,518
The Contributory Pension Plan for Salaried Employees of McMaster University including McMaster Divinity College	11,789	2,912	11,339	2,585
		\$ 1,670,536		\$ 1,542,103

The book value of the investments in the Plan at June 30, 2015 was \$2,383 (2014 - \$2,139).

# THE CONTRIBUTORY PENSION PLAN FOR SALARIED EMPLOYEES OF McMASTER UNIVERSITY INCLUDING McMASTER DIVINITY COLLEGE

Notes to Fund Financial Statements  
(in thousands of dollars)

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### 3. Statutory disclosures:

The following information is provided in respect of individual investments in the Master Trust Fund with a fair value in excess of 1% of the Master Trust Fund as at June 30, 2015 as required by the Pension Benefits Act (Ontario).

#### a) Pooled fund investments:

Fund name	Fund operator	Nature of investments held	Fair value
BlackRock Russell 1000 Alpha Tilts Fund B	BlackRock	U.S. equities	\$ 268,837
BlackRock Long Bond Index Class A	BlackRock	Canadian bonds and debentures	230,175
GMO International Opportunities Equity Allocation Fund	GMO	Non-North American equities	156,837
GE Asset Management Canada Fund Canadian Equity	GE Asset Management	Canadian equities	139,153
Walter Scott & Partners International Fund	Walter Scott	Non-North American equities	134,279
Templeton International Equity Trust	Franklin Templeton	Non-North American equities	97,431
BlackRock Real Return Bond Index Class A	BlackRock	Canadian bonds and debentures	86,284
BlackRock Universe Bond Index Class A	BlackRock	Canadian bonds and debentures	64,404

#### b) Canadian bonds and debentures:

Issuer	Cost	Fair value
Government of Canada	\$ 33,425	\$ 33,547
Provincials (Canadian)	24,018	24,428

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Notes to Fund Financial Statements  
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(unaudited)

## 4. Investment Income:

Details of the investment income earned by the Master Trust Fund are as follows:

	2015	2014
Short-term notes and treasury bills	\$ 187	\$ 115
Canadian common and preferred equities	12,389	8,472
Foreign common and preferred equities	15,052	7,013
Bonds and debentures	3,998	1,651
Pooled fund investment	65,953	42,727
Foreign exchange losses including derivatives	(21,771)	(14,655)
	<u>\$ 75,808</u>	<u>\$ 45,323</u>

The allocation of the investment income to the respective pension plans is as follows:

	2015	2014
The Contributory Pension Plan for Salaried Employees of McMaster University including McMaster Divinity College 2000	\$ 93,848	\$ 74,626
The Contributory Pension Plan for Salaried Employees of McMaster University including McMaster Divinity College	146	106
	<u>93,994</u>	<u>74,732</u>
Timing difference between the realization of investment income in the Master Trust Fund and its allocation to the participating Pension Trust Funds	(18,186)	(29,409)
	<u>\$ 75,808</u>	<u>\$ 45,323</u>

## 5. Related party transactions:

McMaster University provides certain administrative services to the Plan which is recorded at the amount agreed to by the parties. The cost for these services for the year ended June 30, 2015 was approximately \$1 (2014 - \$1), and is included in administrative expenses in the statement of changes in net assets available for benefits.

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Notes to Fund Financial Statements  
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## 6. Financial instruments:

The investment objectives of the Plan are to efficiently fund the benefits of the participating plan members. As part of the risk management process, the Administrator has established a diversification policy, set rate of return objectives and developed specific investment guidelines.

### (a) Fair value:

The fair value of investments is disclosed in note 2. The fair value of the Plan's other financial assets and liabilities, being contributions receivable and fees payable and accrued liabilities, approximate their carrying values due to the short-term nature of these financial instruments.

Fair value measurements recognized in the statement of net assets available for benefits are categorized using a fair value hierarchy that reflects the significance of inputs used in determining the fair values.

- Level 1 - unadjusted quoted prices in active markets for identical assets or liabilities;
- Level 2 - inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly; and
- Level 3 - inputs for assets and liabilities that are not based on observable market data.

The Plan's investment in Master Trust is classified as Level 2. The following table presents the classification of the Plan's investments held within the Master Trust as at June 30, 2015, using the fair value hierarchy:

2015	Level 1	Level 2	Level 3	Total
Canadian short-term notes and treasury bills	\$ -	\$ 11,054	\$ -	\$ 11,054
Foreign short-term notes and treasury bills	-	2,425	-	2,425
Canadian common and preferred stocks	165,372	-	-	165,372
Foreign common and preferred stocks	173,764	-	-	173,764
Canadian bonds and debentures	-	125,390	-	125,390
Canadian fixed income pool funds	-	380,864	-	380,864
Canadian equity pool fund investments	-	152,982	-	152,982
Foreign equity pool fund investments	-	662,487	-	662,487
Net foreign exchange contracts receivable	-	(5,884)	-	(5,884)
	\$ 339,136	\$ 1,329,318	\$ -	\$ 1,668,454

# THE CONTRIBUTORY PENSION PLAN FOR SALARIED EMPLOYEES OF McMASTER UNIVERSITY INCLUDING McMASTER DIVINITY COLLEGE

Notes to Fund Financial Statements  
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(unaudited)

## 6. Financial instruments (continued):

### (a) Fair value (continued):

2014	Level 1	Level 2	Level 3	Total
Canadian short-term notes and treasury bills	\$ -	\$ 8,643	\$ -	\$ 8,643
Foreign short-term notes and treasury bills	-	1,751	-	1,751
Canadian common and preferred equities	163,714	-	-	163,714
Foreign common and preferred equities	137,324	-	-	137,324
Canadian bonds and debentures	-	121,388	-	121,388
Canadian fixed income pool funds	-	341,701	-	341,701
Canadian equity pool fund investments	-	157,454	-	157,454
Foreign equity pool fund investments	-	604,658	-	604,658
Net foreign exchange contracts payable	-	6,355	-	6,355
	\$ 301,038	\$ 1,241,950	-	\$ 1,542,988

### (b) Associated risks:

#### (i) Market price risk:

Market price risk is the risk that the value of an instrument will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to an individual investment, its issuer or all other factors affecting all instruments traded in the market. As all of the Plan's financial instruments are carried at fair value with fair value changes recognized in the statement of changes in net assets available for benefits, all changes in market conditions will directly affect the net increase (decrease) in net assets available for benefits. Market price risk is managed by the Administrator through construction of a diversified portfolio of instruments traded on various markets and across various industries.

As at June 30, 2015, had the unit prices of equity benchmarks increased or decreased by 10% with all other variables remaining unchanged, and assuming there is a perfect positive correlation between the Plan's equity and pooled fund securities with all other variables held constant, the value of the Plan's total equities would have increased or decreased by approximately \$115.5 million or 6.9% of total net assets available for benefits (2014 - \$106.3 million or 6.9%). The unit price of the Plan's equity and pooled fund securities are affected by changes in market values, foreign exchange rates and interest rates impacting the underlying equity and debt instruments held within the Plan.

# THE CONTRIBUTORY PENSION PLAN FOR SALARIED EMPLOYEES OF McMASTER UNIVERSITY INCLUDING McMASTER DIVINITY COLLEGE

Notes to Fund Financial Statements  
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(unaudited)

## 6. Financial instruments (continued):

### (b) Associated risks (continued):

#### (ii) Interest rate risk:

Interest rate risk is the risk that the market value of the Plan's investments will fluctuate due to changes in market interest rates. The Plan is exposed to the risk that the fair value or future cash flows of an investment will fluctuate because of changes in the market interest rates. The Plan mitigates this risk by diversifying the maturity schedule of its fixed income securities.

As at June 30, 2015, had the prevailing interest rates increased or decreased by 1%, with all other variables held constant, the value of the debt securities component of the Plan would have increased or decreased, respectively, by approximately \$56.9 million or 3.4% of total net assets available for benefits (2014 - \$49.5 million or 3.2%).

#### (iii) Liquidity risk:

Liquidity risk is the risk that the Plan may be unable to meet pension payment obligations in a timely manner and at a reasonable cost. Management of liquidity seeks to ensure that even under adverse conditions, the Plan has access to immediate cash that is necessary to cover benefits payable, withdrawals and other liabilities. The Statement of Investment Policies & Procedures requires the plan's investments to be highly liquid, so they can be converted into cash on short notice. The plan's exposure to liquidity risk is considered negligible.

The accrued expenses of the plan are all due within 90 days or less.

The following table summarizes the contractual maturities of all fixed income securities as at June 30<sup>th</sup> by the earlier of contractual repricing or maturity dates:

Maturity range	2015		2014	
	Percentage of Fair value	fixed income	Percentage of Fair value	fixed income
0 to 5 years	\$ 118,453	23.3%	\$ 124,511	26.7%
5 to 10 years	50,273	9.8%	30,029	6.5%
Over 10 years	340,177	66.9%	310,381	66.8%
	\$ 508,903	100.0%	\$ 464,921	100.0%

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Notes to Fund Financial Statements  
(in thousands of dollars)

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(unaudited)

## 6. Financial instruments (continued):

### (b) Associated risks (continued):

#### (iv) Foreign currency risk:

Foreign currency risk is the risk that fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Plan invests in financial instruments denominated in various foreign currencies, other than its measurement currency. Consequently, the Plan is exposed to risks that the exchange of the various currencies may change in a manner that has an adverse effect on the value of the portion of the Plan's assets denominated in currencies other than the Canadian dollar. The Plan's overall currency positions and exposures are monitored on a regular basis by the Administrator.

The Plan's currency exposure of its investments as at June 30 is as follows:

	2015		2014	
	Canadian dollar equivalent	Percentage of total	Canadian dollar equivalent	Percentage of total
US dollar	\$ 519,547	31.1%	406,488	26.4%
Euro	102,400	6.1%	127,402	8.3%
Japanese Yen	59,452	3.6%	59,873	3.9%
Pound Sterling	58,230	3.5%	54,378	3.5%
Hong Kong Dollar	12,540	0.8%	18,062	1.2%
Swiss Franc	21,512	1.3%	17,879	1.2%
Other	55,388	3.3%	54,896	3.6%
	\$ 829,069	49.7%	738,978	48.1%



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Notes to Fund Financial Statements  
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## 6. Financial instruments (continued):

(b) Associated risks (continued):

(iv) Foreign currency risk:

As at June 30, 2015, if the Canadian dollar strengthened or weakened by 5% in each respective foreign currency, with all other factors remaining constant, the following table summarizes the estimated impacts:

		2015		2014	
		Net exposure	Estimated impact	Net exposure	Estimated impact
US dollar	\$	519,547	25,977	406,488	20,324
Euro		102,400	5,120	127,402	6,370
Japanese Yen		59,452	2,973	59,873	2,994
Pound Sterling		58,230	2,911	54,378	2,719
Hong Kong Dollar		12,540	627	18,062	903
Swiss Franc		21,512	1,076	17,879	894
Other		55,388	2,769	54,896	2,745
	\$	829,069	41,453	738,978	36,949

# THE CONTRIBUTORY PENSION PLAN FOR SALARIED EMPLOYEES OF McMASTER UNIVERSITY INCLUDING McMASTER DIVINITY COLLEGE

Notes to Fund Financial Statements  
(in thousands of dollars)

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(unaudited)

## 6. Financial instruments (continued):

### (b) Associated risks (continued):

#### (v) Credit risk:

Credit risk is the risk that an issuer or counterparty will be unable or unwilling to meet a commitment that it has entered into with the Plan. Credit risk is generally higher when a non-exchange traded financial instrument is involved because the counterparty for non-exchange traded financial instruments is not backed by an exchange clearing house. The Plan policy does not permit investments in below investment grade securities. The credit risk is minimized by dealing with borrowers considered to be of high quality and by monitoring their credit risk. The Plan records all investments at fair value and therefore the values reflected in the statement of net assets available for benefits represent the maximum credit exposure to the Plan. The following is a summary of the June 30, 2015 weighted average of funds invested, and the respective allocation targets:

	Policy Asset Mix %			
	Asset Mix %	Minimum	Benchmark	Maximum
Canadian equities	19.2	16.0	21.0	26.0
U.S. equities	26.7	17.0	22.0	27.0
International equities	23.2	17.0	22.0	27.0
Total equities	69.1	50.0	65.0	80.0
Fixed Income	30.5	25.0	35.0	45.0
Real estate	0.1	0.0	0.0	10.0
Cash	0.3	0.0	0.0	10.0
Total	100.0		100.0	

The following are the Plan's investments in interest-bearing financial instruments and the Plan's exposure to credit risk as at June 30, 2015:

Credit rating	2015		2014	
	Fair value	Percentage of portfolio	Fair value	Percentage of portfolio
AAA	\$ 206,843	40.6	\$ 197,353	42.4
AA	132,116	26.0	107,181	23.1
A	140,062	27.5	137,268	29.5
BBB	29,882	5.9	23,119	5.0
	\$ 508,903	100.0	\$ 464,921	100.0

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(unaudited)

## 6. Financial instruments (continued):

### (c) Interest-bearing investments:

The following information is provided in respect of interest-bearing investments in the Master Trust Fund.

	2015		2014	
	Investment total	Average effective yield	Investment total	Average effective yield
Short-term notes and treasury bills	\$ 13,479	0.5%	\$ 10,394	0.2%
Canadian bonds and debentures	\$ 125,930	1.9%	\$ 121,388	1.9%

The average effective yield is the rate at which the future cash flows of the instrument must be discounted to arrive at the fair value of the instrument.

## 7. Capital risk management:

The capital of the plan is represented by the net assets available for benefits. The main objective of the defined benefit Plan is to ensure the security of the promised pension benefits under the Plan. The Plan fulfils its primary objective by adhering to specific investments policies outlined in its Statement of Investment Policies and Procedures (the "SIP & P"), which is reviewed annually by the Pension Committee. The Plan manages net assets available for benefits by engaging knowledgeable investment managers who are charged with the responsibility of investing existing funds and new funds (contributions) in accordance with the approved SIP & P. The SIP & P was last amended effective June 5, 2014.

Although there are no regulatory requirements relating to the level of net assets available for benefits, the funding to be maintained by the defined benefit Plan is determined through triennial actuarial valuations. No contributions remain past due as of June 30, 2015. The pension plan investments fell within the asset mix target ranges for the Plan as at June 30, 2015.

The Plan is required to file fund financial statements with the Financial Services Commission of Ontario annually.

