MERCER

Judicial Pension Plan

Report on the Actuarial Valuation for Funding Purposes as at January 1, 2020

September 2020

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Note to reader regarding actuarial valuations:

This valuation report may not be relied upon for any purpose other than those explicitly noted in the Introduction, nor may it be relied upon by any party other than the parties noted in the Introduction. Mercer is not responsible for the consequences of any other use. A valuation report is a snapshot of a plan's estimated financial condition at a particular point in time; it does not predict a pension plan's future financial condition or its ability to pay benefits in the future. If maintained indefinitely, a plan's total cost will depend on a number of factors, including the amount of benefits the plan pays, the number of people paid benefits, the amount of plan expenses, and the amount earned on any assets invested to pay the benefits. These amounts and other variables are uncertain and unknowable at the valuation date. The content of the report may not be modified, incorporated into or used in other material, sold or otherwise provided, in whole or in part, to any other person or entity, without Mercer's permission. All parts of this report, including any documents incorporated by reference, are integral to understanding and explaining its contents; no part may be taken out of context, used, or relied upon without reference to the report as a whole.

To prepare the results in this report, actuarial assumptions are used to model a single scenario from a range of possibilities for each valuation basis. The results based on that single scenario are included in this report. However, the future is uncertain and the Plan's actual experience will differ from those assumptions; these differences may be significant or material. Different assumptions or scenarios within the range of possibilities may also be reasonable, and results based on those assumptions would be different. Furthermore, actuarial assumptions may be changed from one valuation to the next because of changes in regulatory and professional requirements, developments in case law, plan experience, changes in expectations about the future, and other factors.

We note that the results presented herein rely on many assumptions, all of which are subject to uncertainty, with a broad range of possible outcomes, and the results are sensitive to all the assumptions used in the valuation.

Should the Plan be wound up, the going concern funded status and solvency financial position, if different from the wind-up financial position, become irrelevant. The hypothetical wind-up financial position estimates the financial position of the Plan assuming it is wound up on the valuation date. Emerging experience will affect the wind-up financial position of the Plan assuming it is wound up in the future. In fact, even if the Plan were wound up on the valuation date, the financial position would continue to fluctuate until the benefits are fully settled.

Decisions about benefit changes, granting new benefits, investment policy, funding policy, benefit security, and/or benefit-related issues should not be made solely on the basis of this valuation, but only after careful consideration of alternative economic, financial, demographic, and societal factors, including financial scenarios that assume future sustained investment losses.

Funding calculations reflect our understanding of the requirements of the Judges' Emoluments and Allowance Law, 2005 (2005 Order) and related regulations that are effective as of the valuation date. Mercer is not a law firm, and the analysis presented in this report is not intended to be a legal opinion. You should consider securing the advice of legal counsel with respect to any legal matters related to this report.

Contents

1 Summary of Results

($000's)	01.01.2020	01.01.2017
Ultimate discount rate	*6.25%*[1]	*7.25%*[2]
Financial Status		
Market value of DB assets	$6,057	$5,199
Market value of DC assets - Judges	$2,020	$1,224
Market vale of DC assets - Magistrates[3]	$0	$144
Net assets available for benefits	$8,077	$6,567
DC Account Balances	$2,020	$1,368
Defined Benefit Liabilities	$4,427	$4,555
Deferred investment gain not reflected in DC accounts	$147	n/a
Total DB and DC Liabilities	$6,594	$5,923
Funding excess (shortfall)	$1,483	$644
Funding Ratio (DB Only)	137%	114%
Funded Ratio (DB and DC Combined)	122%	111%
Funding Requirements in the Year Following the Valuation		
Employee's required DB contributions	n/a	n/a
Estimated employer's DB normal cost	n/a	n/a
Employer DB normal cost	n/a	n/a
Total DB contributions (employee + employer)	$0	$0
Total DC (employee + employer)	$484	$205
Total DC cost as a % of DC pay	30.00%	30.00%

[1] 7.25% graded down to 6.25% over 3 years
[2] 8% graded down to 7.25% over 3 years
[3] Includes in transit amount owing of $112,000 as at December 31, 2016

2
Introduction

To the Public Service Pensions Board (the "Board")

At the request of the Board, we have conducted an actuarial valuation of the Judicial Pension Plan (the "Plan"), as at the valuation date, January 1, 2020, in accordance with the current Judge's Emoluments and Allowance Law of the Cayman Islands. We are pleased to present the results of the valuation.

Purpose

The purpose of this valuation are:

- Determine the funded status of the Plan as at January 1, 2020.
- Measure ability of the fund to meet its long term liabilities based on current contribution rates, in accordance with Section 10 of the Judges' Emoluments and Allowance Order, 2005, hereinafter referred to as the 2005 Order.
- If not so capable, determine the contribution rates that would be required to reinstate the capability.

The information contained in this report was prepared for the internal use of the Board for determining the funding requirements of the Plan. This report is not intended or suitable for any other purpose.

All amounts shown here in are in respect of Cayman Dollars.

Terms of Engagement

In accordance with our terms of engagement with the Board, our actuarial valuation of the Plan is based on the following material terms:

- It has been prepared in accordance with the 2005 Order
- It has been prepared assuming that the Plan will continue indefinitely
- It has been prepared using best estimate assumptions proposed by Mercer and approved by the Board, adjusted as follows based on instructions from the Board:

- we reflected an additional allowance in our discount rate for active management investment outperformance of 0.5% per annum, to give some consideration to historic returns earned by the Plan over the past 10 years

  Results have been presented using a discount rate of 7.25% for the first year, 6.75% for the second year and an ultimate rate of 6.25% per year thereafter.

- The employer funding requirements have been determined by reflecting the Board's decision to amortize past service actuarial deficiencies that arise over 20 years.

- The Board's decision to update the assumptions used to determine the commutation factor table, PV2 for the value of participant's immediate pension has been reflected in this valuation.

Events since the Last Valuation at January 1, 2017

Pension Plan

There have been no special events since the last valuation date.

This valuation reflects the provisions of the Plan as at January 1, 2020. The Plan has not been amended since the date of the previous valuation, and we are not aware of any pending definitive or virtually definitive amendments coming into effect during the period covered by this report. The Plan provisions are summarized in Appendix D.

Assumptions

We have used the same going concern valuation assumptions and methods as were used for the previous valuation, except for the following:

	Current valuation	Previous valuation
Discount rate:	7.25% for first year, 6.75% for year 2, and 6.25% thereafter	8% for first year, 7.625% for year 2, and 7.25% thereafter
Pensionable earnings increases:	2.5% for first 2 years; 3% thereafter	3.0%
Future mortality improvements:	Fully generational using Scale MP-2019	Fully generational using Scale MP-2016

A summary of the going concern methods and assumptions is provided in Appendix B.

Subsequent Events

After checking with representatives of the Board, to the best of our knowledge there have been no events subsequent to the valuation date which, in our opinion, would have a material impact on the results of the valuation as at January 1, 2020. Our valuation reflects the financial position of the Plan as of this valuation date and does not take into account any experience after the valuation date, except as noted herein.

3

Valuation Results

Financial Status

This valuation compares the relationship between the value of Plan assets and the present value of expected future benefit cash flows in respect of accrued service, assuming the Plan will be maintained indefinitely.

The results of the current valuation based on a discount rate of 7.25% for the first year, 6.75% for the second year and 6.25% per year thereafter, compared with those from the previous valuation, are summarized below:

($000's)	01.01.2020	01.01.2017
Ultimate discount rate	*7.25%*	*6.25%*
Assets		
Market value of assets - DB	$6,057	$5,199
Market value of assets – DC Judges	$2,020	$1,224
Market value of assets – DC Magistrates	$0	$32
In transit DC contributions - Magistrates	$0	$112
Net assets available for benefits	$8,077	$6,567
Funding target		
Active members	$0	$0
Pensioners and survivors	$4,427	$4,555
Total DB Liabilities	$4,427	$4,555
DC Account Balances – Judges	$2,020	$1,224
DC Account Balances – Magistrates	$0	$144
Total past service liability	$6,447	$5,923
Deferred investment gain not reflected in DC accounts	$147	N/A
Funding excess (shortfall)	$1,483	$644
Total Funding Ratio (DB +DC)	122%	111%
DB Funding Ratio	137%	114%

The funding target is based on best-estimate assumptions and does not include a provision for adverse deviations.

Reconciliation of Financial Status ($000)

Funding excess (shortfall) as at previous valuation		$644
Interest on funding excess (shortfall) at 7.25% per year		$159
Employer contribution to the plan in excess of amount requires		$69
Expected funding excess (shortfall)		$872
Net experience gains (losses)		
• Investment return greater than previous valuation interest rate (net of DC account deferred gains)	$573	
• Indexation	($181)	
• Mortality	$486	
• Retirement	$41	
Total experience gains (losses)		$919
Impact of changes in assumptions		
• Discount rate	($355)	
• Mortality	$48	
Total assumption changes impact		($307)
Net impact of other elements of gains and losses		($1)
Funding excess (shortfall) as at current valuation		$1,483

Future Benefit Cost

There are no active DB members in the plan, therefore the normal cost is nil.

4
Contribution Requirements

The Board has established an objective that the Plan be fully funded in 20 years from the valuation date. The Plan is currently fully funded, as such, in accordance with the Board's objective; contributions should be made as described in the table below. The contributions recommended in the previous valuation are shown for comparison:

	Jan 1, 2020	Jan 1, 2017
Discount rate (ultimate rate)	6.25%[4]	7.25%[5]
Defined Contribution (DC) Part of the Plan		
Employee contributions (% of pay)	10%	10%
Employer required contributions (% of DC payroll)	20%	20%
Defined Benefit (DB) Part of the Plan		
Employee contributions (% of DB pay)	n/a	n/a
Employer normal cost (% of DB pay)	n/a	n/a

[4] 7.25% for first year, 6.75% for second year and 6.25% thereafter

[5] 8% for first year, 7.625% for second year and 7.25% thereafter

An estimate of the contributions that would be required in the three years following the valuation, assuming salaries increased at a rate of 3% per annum, are shown in the table below:

($000's)	2020	2021	2022
Defined Contribution Part of the Plan			
Employee contributions	$161	$165	$170
Employer required DC contributions	$323	$331	$339
Total employee and employer contributions	$484	$496	$509
Defined Benefit (DB) Part of the Plan[6]			
Employee DB annual contributions	n/a	n/a	n/a
Employer required DB contributions	n/a	n/a	n/a
Total employee and employer DB contributions	n/a	n/a	n/a
Total Plan (DB + DC)			
Employee annual contributions (DB+ DC)	$161	$165	$170
Total Employer required contributions (DB +DC)	$323	$331	$339

The DB Part of the Plan has a surplus as at January 1, 2020, **hence no further Employer DB contributions are required to fund the DB accrual, until the next valuation review**. Any contribution level adopted by the Board for recommendation to Cabinet must at minimum meet the 2005 Order Section 10 test. The above contributions would meet those requirements.

[6] There are no active DB members

5

Actuarial Opinion

In our opinion, for the purposes of the valuations,

- The membership data on which the valuation is based are sufficient and reliable.
- The assumptions are appropriate.
- The methods employed in the valuation are appropriate.

This report has been prepared in accordance with our Terms of Engagement and the Caribbean Actuarial Association Standards of Practice – APS3.

Except as noted herein, this report has been prepared, and our opinions given, in accordance with accepted actuarial practice.

Angelita Graham Fellow of the Society of Actuaries Fellow of the Canadian Institute of Actuaries	Manuel Monteiro Fellow of the Society of Actuaries Fellow of the Canadian Institute of Actuaries
September 21, 2020	September 21, 2020
Date	Date

Appendix A
Plan Assets

The Defined Benefit assets as well as the Defined Contribution assets of the Plan are held as a part of the Public Service Pension Fund ("the Fund") and managed by the PSPB. The assets of two other pension plans, Public Service Pensions Plan and the Parliamentarian Pension Plan, are pooled together to constitute the Fund.

The assets are notionally allocated to each of the three participating pension plans through an internal accounting mechanism that tracks, for each accounting period, actual cash flows and allocates investment income and expenses in proportion to the opening value of assets allocated.

The valuations are based on the asset information provided to us by PSPB. The Fund assets are held in trust by CIBC Mellon. We have relied on the data provided to us by PSPB without further audit. Customarily, this information would not be verified by a plan's actuary. To the extent that the data provided changes, the results herein may also change.

Reconciliation of Market Value of Fund

The pension fund transactions since the last valuation are summarized in the following table:

	2017	2018	2019
January 1	$567,916,294	$685,529,998	$663,728,784
PLUS			
Member contributions	$14,634,135	$16,183,268	$17,513,784
Employer contributions	$40,238,799	$35,698,116	$38,855,053
Investment earnings	$105,254,223	($28,480,531)	$178,486,008
	$160,127,157	$23,400,853	$234,854,845
LESS			
Pensions paid	$34,015,799	$37,863,081	$34,584,523
Administration and investment fees	$8,497,653	$7,338,986	$10,395,711
	$42,513,452	$45,202,067	$44,980,234
December 31	$685,529,998	$663,728,784	$853,603,395
Gross rate of return[7]	18.33%	-4.13%	26.66%
Rate of return net of expenses[8]	16.73%	-5.17%	24.92%

[7] Assuming mid-period cash flows.

[8] Assuming mid-period cash flows.

The market value of assets shown in the above table is adjusted to reflect in-transit amounts as follows:

	Current Valuation	Previous Valuation
Market value of invested assets	$853,603,395	$567,916,294
In-transit amounts		
• Members' contributions	$0	$0
• Employer's contributions	$4,881,813	$0
• Expenses	($0)	($0)
• Benefit payments	($0)	($0)
Market value of assets adjusted for in-transit amounts	$858,485,208	$567,916,294

The notional asset value allocated to the Plan as at December 31, 2019 was $8,077,070. The table below shows the reconciliation of the market value of invested assets allocated to the Plan. In determining the notional assets allocated to the Plan as at December 31, 2019, we started with the asset value disclosed in the prior valuation report as at January 1, 2017, and adjusted for the Plan's cash flow, and allocated investment income based on the investment returns earned by the Fund over the 3-year period.

The table below shows the reconciliation of the allocated market value of assets for the Judicial Pension Plan (DB plus DC) only:

	2017	2018	2019
January 1	$6,456,064	$7,721,613	$6,441,554
PLUS			
Member contributions	$34,916	$140,284	$218,635
Employer contributions	$274,631	$281,681	$470,843
Investment earnings	$1,195,424	($298,960)	$1,707,847
	$1,504,971	$123,005	$2,397,325
LESS			
Pensions paid	$142,821	$1,320,400	$660,917
Administration and investment fees	$96,601	$82,664	$100,891
	$239,422	$1,403,064	$761,808
December 31	$7,721,613	$6,441,554	$8,077,070
Gross rate of return[9]	18.33%	-4.14%	26.66%
Rate of return net of expenses[10]	16.73%	-5.25%	24.89%

The DC asset value at each year-end is equal to the accumulated account balance with interest at each year end in respect of the DC members. As such, the DC asset value as at January 1, 2020 in respect of the Judges is determined to be $2,019,709 based the DC account balances provided by PSPB.

The DB assets as at January 1, 2020 is $6,057,361.

[9] Assuming mid-period cash flows.

[10] Assuming mid-period cash flows.

Investment Policy

The PSPB has adopted a statement of investment policy and procedures. This policy is intended to provide guidelines for the managers as to the level of risk that is consistent with the Plan's investment objectives. A significant component of this investment policy is the asset mix.

The PSPB is solely responsible for selecting the plan's investment policies, asset allocations, and individual investments.

The investment policy was updated August 15, 2019. The target asset mix and the actual asset mix at the valuation date are provided for information purposes:

	Investment Policy			Actual asset Mix as at January 1, 2020
	Minimum	Target	Maximum	
Global Equities	55%	80%	85%	79%
Global Fixed Income	15%	20%	45%	20%
Cash and cash equivalents	0%	0%	10%	1%
		100%		100%

Appendix B

Methods and Assumptions-Going Concern

Valuation of Assets

For this valuation, we have used the market value of assets.

Going Concern Funding Target

Over time, the real cost to the employer of a pension plan is the excess of benefits and expenses over member contributions and investment earnings. The actuarial cost method allocates this cost to annual time periods.

For purposes of the going concern valuation, we have continued to use the projected unit credit actuarial cost method. Under this method, we determine the present value of benefit cash flows expected to be paid in respect of service accrued prior to the valuation date, based on projected final average earnings. This is referred to as the funding target.

The funding excess or funding shortfall, as the case may be, is the difference between the market or smoothed value of assets and the funding target. A funding excess on a market value basis indicates that the current market value of assets and expected investment earnings are expected to be sufficient to meet the cash flows in respect of benefits accrued to the valuation date as well as expected expenses – assuming the plan is maintained indefinitely. A funding shortfall on a market value basis indicates the opposite – that the current market value of the assets is not expected to be sufficient to meet the plan’s cash flow requirements in respect of accrued benefits, absent additional contributions.

The actuarial cost method used for the purposes of this valuation produces a reasonable matching of contributions with accruing benefits. Because benefits are recognized as they accrue, the actuarial cost method provides an effective funding target for a plan that is maintained indefinitely.

Future Benefit Cost

There are no active DB members in the plan, therefore the normal cost is nil.

Actuarial Assumptions – Going Concern Basis

The present value of future benefit payment cash flows is based on economic and demographic assumptions. At each valuation we determine whether, in our opinion, the actuarial assumptions are still appropriate for the purposes of the valuation, and we revise them, if necessary. Emerging experience will result in gains or losses that will be revealed and considered in future actuarial valuations.

The table below shows the various assumptions used in the current valuation in comparison with those used in the previous valuation.

Assumption	Current valuation	Previous valuation
Discount rate:	7.25% for the first year, 6.75% for the second year, 6.25% thereafter	8.00% for the first year, 7.625% for the second year, 7.25% thereafter
Inflation:	2.00%	2.00%
Pensionable earnings increases:	2.50% for first 2 years; 3% thereafter	3.00%
Post-retirement pension increases:	2.00%	2.00%
Retirement rates DB:	N/A	N/A
Termination rates:	None	None
Election for 25% commutation of pension:	100% election	100% election
Mortality rates:	100% of the rates of the RP-2014 Mortality Table scaled back to 2006 using Scale MP-2019	100% of the rates of the RP-2014 Mortality Table scaled back to 2006 using Scale MP-2016
Mortality improvements:	Fully generational using Scale MP-2019	Fully generational using Scale MP-2016
Disability rates:	N/A	None
Eligible spouse at retirement:	same as prior valuation	Actual marital status has been used

Assumption	Current valuation	Previous valuation
DC Annuity Conversions:	Same as prior valuation	Assumed to be cost neutral; liabilities recognized once members retires

The assumptions are best-estimates and do not include a margin for adverse deviations.

Pensionable Earnings

The entitlements ultimately paid will depend on each member's final earnings. To calculate the pension benefits payable upon retirement, death, or termination of employment, we have taken monthly earnings and assumed that such pensionable earnings will increase at the assumed rate.

Sample Annual Commutations Factors

Age	Annual Rates
60	172.91
61	170.13
62	167.26
63	164.30
64	161.24
65	158.07

Rationale for Assumptions

A rationale for each of the assumptions used in the current valuation is provided below.

Discount Rate

We have discounted the expected benefit payment cash flows using the expected investment return on the market value of the fund. Other bases for discounting the expected benefit payment cash flows may be appropriate, particularly for purposes other than those specifically identified in this valuation report.

The discount rate is comprised of the following:

- Estimated returns for each major asset class consistent with market conditions on the valuation date and the target asset mix specified in the Plan's investment policy
- Additional returns assumed to be achievable due to active equity management, equal to the fees related to active equity management. Such fees were determined by the difference between the provision for total investment expenses and the hypothetical fees that would be incurred for passive management of all assets.
- Implicit provision for investment expenses determined as the average rate of investment expenses paid from the fund over the last 4 years

The discount rate was developed as follows:

Assumed investment return	5.85%
Investment expense	(0.70%)
Added value from manager selection	0.60%
Margin for adverse deviation	(0.00%)
Net interest rate	5.75%
Additional allowance for added value from Manager selection	0.50%
Net discount rate[11]	6.25%

[11] 7.25% for the first year, 6.75% for second year and 6.25% thereafter.

Inflation
Based on market expectation of long-term inflation implied by the yield captured in U.S. Treasury prices at the valuation date.
Pensionable Earnings
This is a long term view of salary increases, based on the underlying inflation assumption plus the Board's best estimate assumption of general salary growth, merit and promotional increases of 1%.
Post-Retirement Pension Increases
The assumption is based on the Plan formula and inflation assumption above.
Retirement Rates
Not applicable, given there are no active DB members in the Plan.
Termination Rates
Use of a different assumption would not have a material impact on the valuation.
Mortality Rates
The assumption for the mortality rates is based on the U.S. 2014 Retirement Plans' Mortality Table scaled back to 2006, generationally projected from 2006 using Scale MP-2019. There is broad consensus amongst longevity experts that mortality improvement will continue in the future. In the U.S., the future mortality improvement scale has been updated to Scale MP-2019 from MP-2016, as the best estimate assumption for use in valuing retirement liabilities
Disability Rates
Use of a different assumption would not have a material impact on the valuation.
Eligible Spouse
The member is currently married

Appendix C
Membership Data

Analysis of Membership Data

The actuarial valuation is based on membership data as at January 1, 2020, provided by PSPB.

We have applied tests for internal consistency, as well as for consistency with the data used for the previous valuation. These tests were applied to membership reconciliation, basic information (date of birth, date of hire, date of membership, gender, etc.), pensionable earnings, credited service, contributions accumulated with interest, and pensions to retirees and other members entitled to a deferred pension. Contributions, lump sum payments, and pensions to retirees were compared with corresponding amounts reported in financial statements. PSPB was queried in order to resolve inconsistent data elements. The PSPB provided confirmation that the final data, incorporating query responses, was appropriate for the purpose of the valuations.

If the data supplied are not sufficient and reliable for its intended purpose, the results of our calculation may differ significantly from the results that would be obtained with such data. Although Mercer has reviewed the suitability of the data for its intended use in accordance with accepted actuarial practice in Canada, Mercer has not verified or audited any of the data or information provided.

Plan membership data are summarized below. For comparison, we have also summarized corresponding data from the previous valuation.

	01.01.2020	01.01.2017
Active - DC		
Number	9	6
Total annual payroll	$1,613,760	$1,153,206
Account Balance to be transferred from PSPP	$1,652,974	$1,255,825
Accumulated DC amount owing	N/A	$112,000
Average age	56.86	54.52
Deferred – DC		
Number	1	0
Total Account Balance	*	N/A
Average age	55.2	N/A
Pensioners and Survivors		
Number	4	3
Total annual pension	$343,322	$337,650
Average age	75.21	75.01

The membership movement for all categories of membership since the previous actuarial valuation is as follows:

	Active DC	Deferred DC	Pensioners and survivors	Total
Total at Jan 1, 2017	6	0	3	9
New entrants	5			5
Termination	(1)	1		0
Deaths – with beneficiaries			(1)	(1)
Retirements	(1)		1	0
Survivors			1	1
Total at Jan 1, 2020	9	1	4	14

Appendix D

Principal Provisions of the Defined Benefit Part of the Judicial Pension Plan

Eligibility	Only the following are eligible participants: - Chief Justice Anthony Smellie - Justice Alexander Henderson - Justice George Harre
Pensionable Service	Service as a Judge of the Grand Court.
Pensionable Earnings	Annual base salary while serving as a Judge of the Grand Court.
Final Pensionable Earnings	Average of Pensionable Earnings over the final 36 months prior to retirement, resignation, death or disability.
Participant Contributions	10% of Pensionable Earnings.
Government Contributions	To be determined by actuarial valuations.
Normal Retirement Age	Age 65.
Eligibility for Retirement Pension	After eight years of judicial service and attaining Normal Retirement Age or after completing 20 years of judicial service.

Retirement Benefits	**Pension at Retirement** • Annual pension equals to 1/300 times the number of completed months of Pensionable Service times final Pensionable Earnings. The pension cannot exceed 4/5ths of Final Pensionable Earnings. For months of service prior to September 1997, the pension factor will be 1/600 per month rather than 1/300 per month. However, if the member repays all gratuities received during judicial service, then the pension factor for service prior to September 1997 will be the original 1/300 per month. **Commutation** • Up to 25% of the retirement pension can be commuted for a lump sum. The pension to lump sum conversion will be determined by the plan's actuarial factors. **Pension Increases** • Pensions in payment may be adjusted annually to match annual cost-of-living increases up to 5% and on a sliding scale thereafter. **Early Retirement** • Allowed from age 55 subject to completing either or more years of judicial service. For retirements prior to age 60, the benefits will be reduced in accordance with the Plan actuarial tables.
Benefits on Death After Retirement or While Eligible to Retire	A spouse's pension equal to 50% of the pensioner's benefit. An additional equivalent amount is divided equally among any children under the age of 18 or 23 (if in full-time education).
Benefits on Disablement	A pension based on accrued normal retirement pension is payable upon receipt of medical evidence of permanent disability and incapacity to perform duties. An additional pension is payable to an officer who is permanently injured in discharge of duty equal to one-third of the participant's Final Pensionable Earnings.

Benefits on Death in Service	A spouse's pension equal to 50% of the member's pension accrued as of the date of death, based on pay and service at the date of death. Each child is entitled to a monthly pension equal to one-half of the participant's accrued pension divided by the number of children left by the participant. The payment is payable up to age 18 or 23 (for child in full-time education). In addition, there will be paid an amount equal to the excess, if any, of the greater of (a) a lump sum equal to 12 months' Pensionable Earnings, or (b) the participant's contribution account balance over the actuarially equivalent present value of the pension benefits payable to the beneficiaries. An additional pension is paid to the beneficiaries of participants killed as a result of injuries received while in the actual discharge of duty.
Termination Benefits	Provided the service requirements are satisfied upon termination, a participant who terminates his employment can expect to receive a pension commencing at age 55, based on benefits accrued at the time of termination. The pension has the same features of commutation, post-retirement death benefit, and post-retirement pension increases as for active employees eligible for retirement benefits.
Other Benefits (Not Valued)	None

Appendix E

Employer Certification

With respect to the Report on the Actuarial Valuation for Funding Purposes as at January 1, 2020 of the Judicial Pension Plan, I hereby certify that, to the best of my knowledge and belief:

- The valuation reflects the terms of the Board's engagement with the actuary described in section 2 of this report.
- A copy of the official plan documents and of all amendments made up to January 1, 2020 was provided to the actuary and is reflected appropriately in the summary of plan provisions contained herein.
- The asset information summarized in Appendix A is reflective of the Plan's assets.
- The membership data provided to the actuary included a complete and accurate description of every person who is entitled to benefits under the terms of the Plan for service up to January 1, 2020 and are appropriate for purposes of the valuation.
- All events subsequent to January 1, 2020 that may have an impact on the Plan have been communicated to the actuary.

23/9/2020
Date

JC Lindsey
Signed

JEWEL EVANS LINDSEY
Name

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