

Performers

A simplified  
plan for small  
businesses

canada  life<sup>TM</sup>



## An easy way to offer a group retirement and savings plan to your employees

### Why you should offer a group retirement and savings plan

Your employees make your company successful, so you probably look for ways to attract, motivate and keep them. By offering a group retirement and savings plan you're helping your business while giving your employees a convenient and affordable way to build and secure their future retirement.

However, it's not just about your employees. There are real benefits to your company when you offer a plan.

#### Why Performers?

- It works with your budget.
- It's easy to get started and administer.
- There's no setup fee or ongoing administration costs to your company.

### How a Performers group retirement and savings plan can help you

A group retirement and savings plan shows that you care about your employees and their futures. You can:

- **Attract talent:** People look for jobs with good compensation packages that include group retirement and savings plans.
- **Retain talent:** Employees are less likely to leave for another employer, even if they offer a plan.
- **Reduce business costs:** Less employee turnover means lower hiring and training costs.
- **Save money:** Contributions to a deferred profit-sharing plan (DPSP) can help reduce your payroll expenses.
- **Create goodwill:** Employees will appreciate your commitment to helping them save for retirement.

### Benefits for employees

- Typically lower investment manager fees than with individual retail investment funds
- Convenient payroll deductions and potentially reduced personal income tax
- Easy management of their savings online or by phone
- Guidance on how to achieve their retirement and savings goals with easy-to-understand tools and resources



## Performers investments

With Canada Life, you have access to two types of asset allocation funds: continuum target risk and continuum target date asset allocation funds. Both offer the expertise of professional investment managers, the power of diversification and simplicity. These funds are an excellent investment option for those who aren't interested in creating their own portfolios or regularly managing and monitoring their investments.

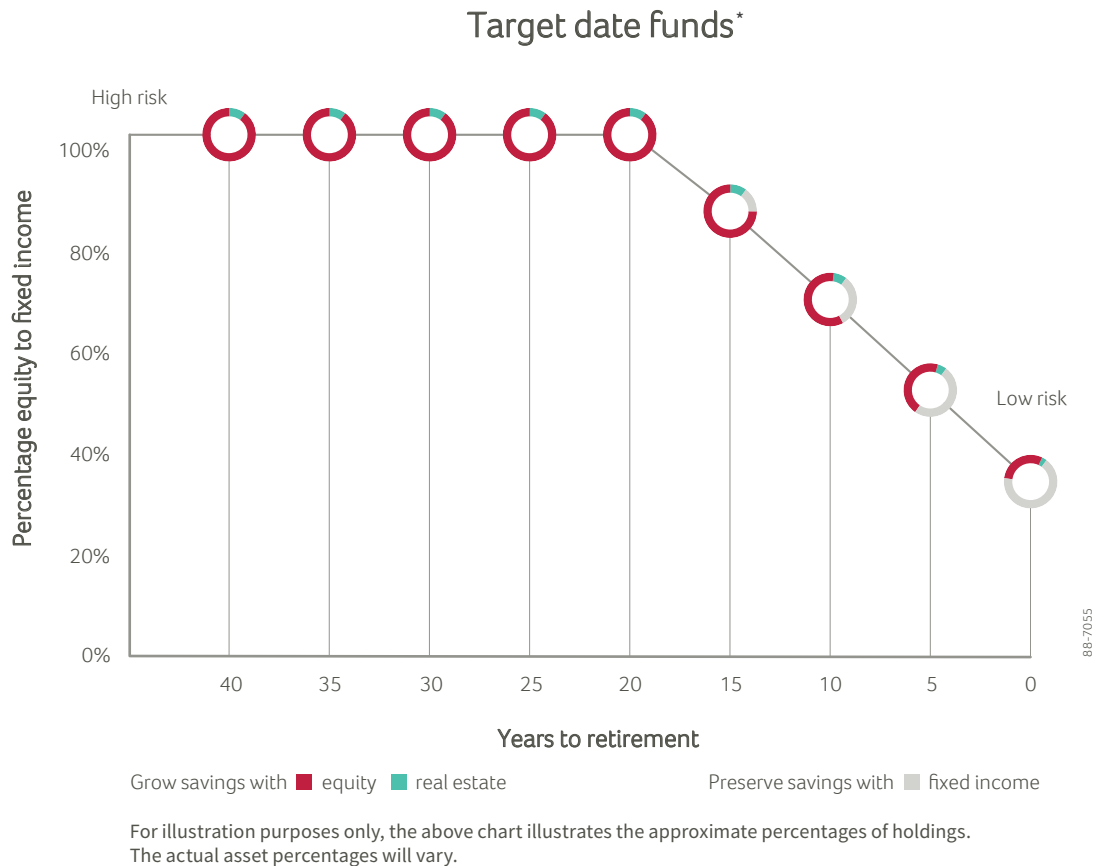
On the other hand, some may want to create their own portfolios. In addition to the asset allocation funds, they can choose from a guaranteed investment account with one-, three-, and five-year terms and a daily interest account. Performers also includes a select group of individual funds from a variety of investment managers for a complete range of options.

There are two main Performers plans: a group registered retirement savings plan (RRSP) and a deferred profit sharing plan (DPSP). We also offer a group tax-free savings account (TFSA) to supplement either plan.

**Our team of experts holds investment manager reviews twice a year to ensure each investment manager and fund is in line with its goals.**

## Continuum target date funds

Continuum target date funds are made up of different types of investments to help manage a variety of risks, including the ups and downs of the market. Think of these funds as an investment option with a member's retirement year as the target. Investment managers select a strategic mix of investments for each fund and then adjust it to become more conservative over time, as members get closer to retirement.



### Continuum target date funds advantages

- **Simple to choose:** Members only need to select one fund that closely matches their retirement year.
- **Diversified:** Funds are diversified to help manage different risks, including market volatility.
- **Low maintenance:** Professionals manage the funds to match members' changing stages of life.

\* The composition of continuum target date funds may change based on an annual review. The target investment percentage, the underlying funds and number of underlying funds may change.

## Continuum target risk funds

Continuum target risk funds are tailored to members' investment personalities. Five continuum target risk funds cover a spectrum of risk profiles ranging from conservative, moderate and balanced, to advanced and aggressive. Professional fund managers adjust the funds to ensure the risk profile stays the same over time.



For illustration purposes only, the above chart illustrates the approximate percentages of holdings. The actual asset percentages will vary.

### Continuum target risk funds advantages

- **Easy to choose:** Members select one fund that matches their risk tolerance, as determined by an investment personality questionnaire.
- **Diversification:** Investments from different asset classes and investment styles could reduce overall risk.
- **Expertise:** Funds are regularly monitored and rebalanced to ensure they deliver optimal risk-adjusted returns.

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## How Canada Life helps you

We make plan administration easy. You'll have resources to support you:

### **GRS Access**

This secure website includes a simple portal to upload your contribution listing for the current remittance period. You can use a pre-authorized contribution (PAC) agreement so we can debit your corporate account for the corresponding amount after you submit the contribution listing.

### **Online enrolment**

Employees can sign up using online enrolment for Performers, saving you time and reducing errors.

### **Reporting tools**

GRS Access has many reporting functions where you can get reports on the status of your group retirement and savings plan for the time period of your choice.

### **Sponsor Newsletter**

This monthly newsletter will help you stay informed with relevant market, group plan and retirement-related articles.

### **Canada Life client service specialist (CSS)**

A CSS will be assigned to work with you and your plan administrator. This dedicated contact person can offer support for all day-to-day administration-related questions. They'll be there for you and will know your plan inside and out.

## Plan governance and administration

Offering a group retirement and savings plan comes with some big responsibilities, but Performers makes meeting those responsibilities as easy as possible.

Performers meets all capital accumulation plan guidelines, and we'll help make sure your plan is compliant. We review all business practices and member touch points to help ensure we comply with applicable privacy legislation as well.

### Helping you meet your responsibilities

- 1. We help you every step of the way, from start to finish. Once you decide to offer Performers, all you need to do is:**
  - Determine what type of plan you want
  - Decide if you also want to offer your employees a TFSA
  - Decide who is eligible and then determine when and if you're going to make employer contributions
- 2. After you make these one-time decisions, your ongoing responsibilities include:**
  - Distributing to your members the digital materials we create for you
  - Deducting and remitting employee (and employer) contributions
- 3. On your behalf, in addition to day-to-day administration, we'll:**
  - Communicate any legislative or investment option changes to your members

### Personal service

Our friendly service representatives can answer members' questions in more than 150 languages.

## Next steps

Setting up your Performers plan is simple. Speak with your advisor today to complete the master application.

### Support for members

#### Smart Path

This website features award-winning financial education materials, including calculators and videos. New content is added regularly to keep readers engaged and on track with their goals.

#### **My Canada Life at Work™,** [mycanadalifeatwork.com](https://mycanadalifeatwork.com)

My Canada Life at Work is a secure, interactive website for managing group savings. It gives members at-a-glance details of their savings, including any growth. They can also set savings goals, read investment articles and more.

### Letting members know how they're doing

Plan statements give a clear picture of savings and include action-oriented features. They include retirement income illustrations showing members' progress toward their savings goals.

### Newsletter

Members get the **Simply speaking** newsletter to keep them informed about any changes to retirement savings regulations, updated plan features and new educational opportunities.



## Questions?

Contact the Business Product Solutions team:

1-877-767-6011

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