



Employee Benefit Plans

for Saskatchewan health-care employees

2021 Financial Statements

Financial Statements of
Health Shared Services Saskatchewan

Disability Income Plan - CUPE

Disability Income Plan - SEIU - West

Disability Income Plan - General

Disability Income Plan - SUN

Core Dental Plan

In-Scope Extended Health/Enhanced Dental Plan

Out-of-Scope Extended Health/Enhanced Dental Plan

Group Life Insurance Plan

Out-of-Scope Flexible Spending Plan

Financial Statements of

**Health Shared Services Saskatchewan
Disability Income Plan – C.U.P.E.**

December 31, 2021

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of Health Shared Services Saskatchewan Disability Income Plan – C.U.P.E., which comprise the statement of financial position as at December 31, 2021, and the statement of changes in net assets available for benefits, and the statement of changes in future disability obligations for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Health Shared Services Saskatchewan Disability Income Plan – C.U.P.E. as at December 31, 2021, and the statement of changes in net assets available for benefits, and the statement of changes in future disability obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Health Shared Services Saskatchewan Disability Income Plan – C.U.P.E. in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Health Shared Services Saskatchewan Disability Income Plan – C.U.P.E.'s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Health Shared Services Saskatchewan Disability Income Plan – C.U.P.E. or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Health Shared Services Saskatchewan Disability Income Plan – C.U.P.E.'s financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Health Shared Services Saskatchewan Disability Income Plan – C.U.P.E.'s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health Shared Services Saskatchewan Disability Income Plan – C.U.P.E.'s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Health Shared Services Saskatchewan Disability Income Plan – C.U.P.E. to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Regina, Saskatchewan
May 18, 2022

A handwritten signature in black ink that reads "T. Clemett".

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

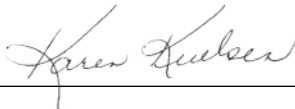
**Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – C.U.P.E.
Statement of Financial Position
As at December 31**

Statement 1

	<u>2021</u>	<u>2020</u>
Assets		
Investments (Note 6)	\$ 83,755,853	\$ 81,177,275
Cash	1,095,428	1,238,784
Accounts receivable employees (Note 4)	472,449	404,760
Accounts receivable employers (Note 4, 8)	472,449	404,760
Accounts receivable other (Note 4)	144,100	148,256
Total Assets	85,940,279	83,373,835
Liabilities		
Accounts payable (Note 4, 8)	548,836	474,773
Total Liabilities	548,836	474,773
Net Assets Available for Benefits (Statement 2)	85,391,443	82,899,062
Provision for future disability obligation (Note 9, Statement 3)	34,156,000	33,507,000
Surplus	\$ 51,235,443	\$ 49,392,062

See accompanying notes

On Behalf of the Employee Benefit Plans Board of Trustees:





Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – C.U.P.E.
Statement of Changes in Net Assets Available For Benefits
For the year ended December 31

Statement 2

	2021	2020
		(Note 11)
Increase in Net Assets		
Dividend income	\$ 527,881	\$ 616,223
Commingled fund income	209,880	370,176
Interest income	846,517	1,027,703
Partnership income	275,401	16,248
Realized gain on investments	4,537,532	1,989,484
Unrealized gain on investments	2,904,926	252,220
Contributions – Employees (Note 1)	5,472,530	5,284,876
Contributions – Employers (Note 1)	5,472,530	5,284,876
Recoveries	344,253	299,476
Total Increase in Net Assets	20,591,450	15,141,282
Decrease in Net Assets		
Disability benefits	15,792,955	14,943,104
Administrative expenses (Note 8)	1,066,187	1,062,293
Consulting fees	691,077	386,278
Custodian fees	10,162	9,789
Fund management fees	444,368	360,074
Professional fees	94,320	146,817
Total Decrease in Net Assets	18,099,069	16,908,355
Change in Net Assets for the Year	2,492,381	(1,767,073)
Net Assets Available for Benefits, Beginning of Year	82,899,062	84,666,135
Net Assets Available for Benefits, End of Year	\$ 85,391,443	\$ 82,899,062
(Statement 1)		

See accompanying notes

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – C.U.P.E.
Statement of Changes in Future Disability Obligations
For the year ended December 31

Statement 3

	<u>2021</u>	<u>2020</u>
Future Disability Obligation, Beginning of Year	\$ 33,507,000	\$ 28,999,000
Increase in Future Disability Obligations		
Interest accrued on benefits	1,739,000	1,138,000
New Bridge & LTD claimants	11,163,000	12,580,000
Impact of experience losses	256,000	2,674,000
Impact of changes in benefits and data	-	216,000
Impact of changes in assumptions	10,000	-
	13,168,000	16,608,000
Decrease in Future Disability Obligations		
Expected total benefits payments with interest	12,518,000	11,812,000
Impact of changes in assumptions	-	288,000
Impact of changes in benefits and data	1,000	-
	12,519,000	12,100,000
Net change in Future Disability Obligations	649,000	4,508,000
Future Disability Obligation, End of Year (Statement 1, Note 9)	\$ 34,156,000	\$ 33,507,000

See accompanying notes

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements
December 31, 2021

1. DESCRIPTION OF PLAN

Health Shared Services Saskatchewan (3sHealth) administers the 3sHealth Disability Income Plan – Canadian Union of Public Employees (C.U.P.E.) (the Plan) under the direction of the Employee Benefit Plans Board of Trustees who receives advice from its Employee Benefits Committee. The following description of the Plan is a summary only. For more complete information, reference should be made to the Plan text.

In January 2015, 3sHealth's Board of Directors appointed individual trustees (called the Employee Benefit Plans Board of Trustees) as part of a governance change for the four 3sHealth disability income plans (the Canadian Union of Public Employees (C.U.P.E.) Plan, the Service Employees International Union - West (SEIU-West) Plan, the General Plan, and the Saskatchewan Union of Nurses (S.U.N.) Plan (the Plans)). 3sHealth's Board, on behalf of the members, signed a formal trust agreement with the Employee Benefit Plans Board of Trustees on January 12, 2015, effectively making the Employee Benefit Plans Board of Trustees the governing authority for these plans and creating a service agreement with 3sHealth to administer the assets on behalf of the four disability income plans.

a) Effective date

The effective date of the Plan was January 1, 1975.

b) Purpose of plan

The Plan provides protection against total loss of income due to disability for all eligible employees and complements the sick leave plan of each participating employer. The Plan is designed to integrate with other disability programs (e.g. Canadian Pension Plan (CPP) and Worker's Compensation Board (WCB)). Eligible employees receive the following disability benefits:

- During the initial 119 day qualifying period following disability, bridge benefits equal to 66 2/3% of pre-disability regular gross weekly earnings.
- After the initial 119 day qualifying period, long term disability benefits equal to 60% of pre-disability regular gross monthly earnings.

c) Eligibility

Members of C.U.P.E., employed by 3sHealth participating health care organizations in the Province of Saskatchewan, who meet the eligibility requirements are enrolled in the Plan.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements
December 31, 2021

1. DESCRIPTION OF PLAN (continued)

d) Employers' and employees' contributions

The financial requirements of the Plan are measured on a continuous basis and adjustments to the contribution levels are made accordingly. The total monthly contribution rate at December 31, 2021 was 2.36% (2020 – 2.36%) of each eligible employee's normal earnings which is shared equally between the employee and employer.

e) Termination of plan

The Plan text provides guidance for the use of Plan assets upon its termination. During the first twelve months immediately following the date of termination, benefits will continue to be paid in accordance with the terms of the Plan. Thereafter, the remaining Plan funds, after providing for expenses of the Plan, shall be used as follows:

- (i) Employees receiving disability benefits under the Plan shall have their disability benefits purchased from an insurance company under a single premium non-participating closed group long term disability contract, if such a contract is available in the market. If the funds remaining are not sufficient to provide full benefits under such a contract, the funds available shall be allocated proportionately.
- (ii) If such a contract is not available in the market, the funds available shall be allocated to employees receiving disability benefits under the Plan to the extent of the amount of the liabilities established by an actuary's valuation. If the funds remaining are not sufficient to provide the full amount of benefits as established by the actuary, the funds available shall be allocated proportionately.
- (iii) Any funds remaining after having made the allocations described above, shall be paid to 3sHealth for distribution for the benefit of eligible employees or as otherwise may be determined or directed by the Employee Benefit Plans Board of Trustees.

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements
December 31, 2021

2. STATEMENT OF COMPLIANCE

The financial statements of the Plan have been prepared in accordance with Canadian accounting standards for pension plans as prescribed by the Chartered Professional Accountants of Canada (CPA Canada) Handbook section 4600, *Pension Plans*. These standards include reference to guidance found in International Financial Reporting Standards (IFRS) with respect to the fair value measurement for investment assets and liabilities. For accounting policies that do not relate to its investments or disability obligations, the Plan has followed the guidance contained in Part II of the CPA Canada Handbook, Accounting Standards for Private Enterprises (ASPE).

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies followed by the Plan are as follows:

a) *Financial instruments*

All financial instruments that are financial assets or financial liabilities have been identified and classified. The classification determines how each financial instrument is measured. The Plan's financial instruments and their classifications, as determined by 3sHealth, are as follows:

(i) Investments

Investments are classified as held-for-trading and are recorded at fair value which is based on published quotes. The Plan holds a diversified investment portfolio including money market securities, bonds, Canadian equities, and pooled funds, which invest in US and Non-North American equities (Note 6).

The Plan uses the accrual method for recording income and expenses. Investment transactions are accounted for on the trade date with identifiable transaction costs being expensed when incurred. Dividends and distributions are recognized when declared. Interest income is recorded using the effective interest method. Commingled fund distributions are recognized when declared. Commingled fund distributions are from a pooled fund that is invested in assets in multiple other funds, blended together as a single portfolio. Due to the structure of this fund, there are several types of income that can be distributed. Partnership income is earned in a private real estate fund and recognized when declared. Due to the nature of this investment, there are multiple types of income earned by the fund.

Gains and losses are recorded in revenues or expenses when realized and are determined with reference to the average cost of investments. Unrealized changes in fair value are determined with reference to the average cost of investments and are recorded in revenues or expenses for the period in which the change in the fair value occurs.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements

December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

a) Financial instruments (continued)

(ii) Cash, Accounts receivable and Accounts payable

Cash is classified as held-for-trading and is recorded at fair value. Accounts receivable are classified as loans and receivables while accounts payable are classified as other liabilities. These financial instruments are measured at amortized cost which approximates their fair value due to their short term nature.

b) Foreign currency

Foreign currency transactions are translated into Canadian dollars using the transaction date exchange rate. Monetary assets and liabilities denominated in foreign currencies are adjusted to reflect exchange rates at the balance sheet date. Exchange gains or losses arising on the translation of monetary assets and liabilities or sale of investments are included in the statement of operations and changes in net assets in the year incurred.

c) Contributions – employees/employers

Contributions are recognized as increases in net assets when due.

d) Future disability obligations

The future disability obligations represent the actuarial present value of accrued disability benefits at year end and include an actuarial calculation of disability claims incurred but not reported. Any resulting change in this obligation is recognized as an increase or decrease in the Statement of Changes in Future Disability Obligations.

e) Recoveries

Recoveries include amounts received from various external parties relating to disability overpayments made to claimants in the past.

f) Income taxes

The Plan is currently registered as a health and welfare trust under *The Income Tax Act*. In February 2018 the Government of Canada announced that health and welfare trusts would be discontinued by December 31, 2020. The Government of Canada has subsequently granted two extensions, therefore giving trusts until December 31, 2022 to convert. Current health and welfare trusts that meet specific criteria will be allowed to convert to employee life and health trusts.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements
December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

f) Income taxes (continued)

For the year ended December 31, 2021, the Plan elected to be deemed an employee life and health trust. Investment income earned by the Plan, net of eligible deductions, is subject to income tax.

Disability benefits paid from the Plan are subject to source deductions that are withheld and remitted to the Canada Revenue Agency.

g) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires the administrator to make estimates and assumptions that affect reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. The only significant item subject to such estimates and assumptions is the determination of the provision for future disability obligations. Actual results could differ from those estimations.

4. FINANCIAL INSTRUMENT RISK MANAGEMENT

a) Credit risk

The Plan is exposed to credit risk, which arises from the potential for issuers of securities to default on their contractual obligations. The Plan's greatest concentration of credit risk is in bond pooled funds.

Short-term investments consist of investments in an institutional short term investment fund, which invests in high quality short term debt obligations issued or guaranteed by Canadian governments, or issued by corporations with a maximum term to maturity of one year. The minimum acceptable credit rating for these investments is R-1 or equivalent. An R-1 rating is considered strong credit quality and indicates low risk of short term investment loss, as rated by a Recognized Bond Rating Agency. Earnings of this fund are reinvested within the same fund.

Investments in bond pooled funds consist of two active managed bond funds. Earnings in these funds are reinvested in each respective fund account on an annual basis. The bond funds consist of active managed funds which invest in bonds with a minimum credit rating of B at purchase and a 10% maximum of bonds rated below BBB (low).

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements

December 31, 2021

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

a) Credit risk (continued)

The Plan's maximum credit risk exposure related to financial assets is as follows:

	2021	2020
Bond pooled funds	\$ 23,420,843	\$ 32,905,809
	\$ 23,420,843	\$ 32,905,809

The Plan is exposed to minimal credit risk from the potential non-payment of accounts receivable of \$944,898 (2020 – \$809,520) as these receivables are either from related parties or are collected shortly after year end.

Also included in the accounts receivable balance are amounts recoverable on paid claims in the amount of \$135,704 (2020 – \$144,004) which are subject to higher credit risk as these accounts are due from non-related parties to the Plan.

b) Liquidity risk

Liquidity risk is the risk that the Plan will not be able to meet all cash outflow obligations as they come due. The Plan's objective is to maintain sufficient assets to discharge future disability claim obligations and to generate cash flow required for disability payments.

The Plan closely manages operating liquidity through cash flow matching of assets and liabilities. The level of incoming contributions is reviewed regularly to ensure they support the existing claims. In cases when the contributions do not cover claims, the Plan will increase the contribution rates for employees and employers, or do both. The Plan does not utilize lines of credit.

The estimated contractual maturities of the Plan's financial liabilities at December 31, 2021 are:

- up to three months for accounts payable; and
- future disability obligations: zero to six months: \$4,363,310; seven to twelve months: \$3,329,219; year two: \$4,824,278; three to five years: \$8,823,343; over five years: \$15,661,381.

c) Real Estate and Infrastructure Risk

Real estate and infrastructure risk is the risk of adverse consequences of changes in the market values of the real estate and infrastructure investments, due to the state of the economy or their geographic location. The Plan is invested in both real estate pooled funds, as well as a real estate equity fund. The Plan reduces this risk through diversification across types of buildings and geographic location.

Health Shared Services Saskatchewan

DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements

December 31, 2021

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

d) *Interest rate risk*

Interest rate risk refers to the adverse consequences of interest rate changes on cash flows, financial position and income. The Plan manages this exposure to fluctuations in interest rates by investing in a mix of fixed and variable rate investment assets. Duration is a measure used to estimate the extent market values of fixed income investments could change due to changes in interest rates.

It is estimated that a 100 basis point change in interest rates would change net assets by \$1,215,776 (2020 – \$1,803,590).

e) *Foreign currency risk*

Foreign currency risk may impact the Plan's investment as it converts non-Canadian holdings of cash, infrastructure equity, real estate equity and pooled funds. During the year, there may be adverse changes in foreign exchange rates. The largest notional amount of foreign currency held by the Plan is US dollars with the remainder held in EAFE (Europe, Australasia and Far East) currencies. To mitigate currency risk, the Plan's investment policy allows up to 10% of the entire bond portfolio's market value to be invested in foreign currencies.

At December 31, 2021 a 10% change in the Canadian dollar to US dollar exchange rate would result in approximately a \$2,536,676 (2020 – \$1,705,710) change in net assets. A 10% change in the Canadian dollar to EAFE currencies exchange rate as at December 31, 2021 would result in approximately a \$1,942,873 (2020 – \$1,377,247) change in net assets.

f) *Equity risk*

Equity risk is the uncertainty associated with the value of equity investments due to changes in equity markets. To mitigate equity risk, the Statement of Investment Policies & Procedures (SIP&P) has investment policy guidelines in place that provide for prudent investment in equity markets within clearly defined limits. The Plan is exposed to changes in equity prices in Canadian, US and EAFE markets through its investments. Equity investments comprise approximately 44.26% (2020 – 53.87%) of the overall carrying value of the investments.

The approximate impact to the Plan's net assets and unrealized gain/losses on investments to a 10% change in equity prices is:

- \$965,935 (2020 – \$1,271,146) for changes in Canadian equities (S&P/TSX Composite Index);
- \$2,765,812 (2020 – \$3,113,418) for a change in Global pooled funds (MSCI AC World+ Index)

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements

December 31, 2021

5. CAPITAL MANAGEMENT

The primary objective of capital management for the Plan is to maintain an adequate cash balance in order to pay current and future approved disability claims along with the related administrative expenses. The Plan is not subject to any externally imposed capital requirements. The Plan's primary source of cash is the contributions received from its participating employees and employers. Neither of the participating employees/employers, nor 3sHealth contribute any other cash to the Plan. Also, the Plan cannot go to public capital markets to issue debt or common shares.

There have been no changes to the capital management objectives of the Plan during the year which ended on December 31, 2021.

The Plan fulfils its primary objective by adhering to specific investment policies and procedures outlined in its SIP&P:

- The Plan limits credit risk by dealing with securities that are considered B-rated or higher as rated by recognized bond rating agencies;
- The SIP&P of the Plan requires the investment managers to minimize undue concentration of investments in any single geographic area, industry, or company;
- A requirement of the SIP&P is that the investments of the Plan are distributed among several classes of assets based on an established asset mix. This asset mix specifies the minimum, maximum and optimal level by type of investment.
- The investment portfolio and investment managers are monitored continuously and their results are reviewed regularly by the Employee Benefits Committee under the oversight of the Employee Benefit Plans Board of Trustees.

6. INVESTMENTS

	2021	2020
Bond pooled funds	\$ 23,420,843	\$ 32,905,809
Equities:		
Canadian Pooled Funds	9,659,351	12,711,463
Global Pooled Funds	27,658,121	31,134,181
Infrastructure	18,172,494	-
Real Estate	4,845,044	4,425,822
	\$ 83,755,853	\$ 81,177,275

7. FAIR VALUE OF FINANCIAL INSTRUMENTS

The best evidence of a fair value is from an independent quoted market price for the same instrument in an active market. An active market is one where quoted prices are readily available, representing regularly occurring transactions. The determination of fair value requires judgment and is based on market information where available. Fair value measurements are categorized into levels within a fair value hierarchy based on the nature of the inputs used in the valuation.

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements

December 31, 2021

7. FAIR VALUE OF FINANCIAL INSTRUMENTS (continued)

- Level 1 – quoted prices in active markets are readily available.
- Level 2 – valuation models using observable market inputs other than quoted market prices.
- Level 3 – models using inputs that are not based on observable market data.

All fair values of the financial assets of the Investments at December 31, 2021 and December 31, 2020 used Level 1 basis of fair values with the exception of bond pooled funds, infrastructure and real estate. Fair values of bond pooled funds, infrastructure and real estate used Level 2 basis of fair values.

8. RELATED PARTY TRANSACTIONS

These financial statements include transactions with related parties. The Plan is indirectly related to various Saskatchewan Crown agencies such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan. Transactions with these related parties are in the normal course of operations. They are recorded at the agreed upon exchange rates and are settled on normal trade terms.

The administrative expenses charged by 3sHealth during the year and the recorded amounts due to or from other related parties at year end are included in the financial statements and the table below.

Due to the nature of the Plan, substantially all of the employer contributions and employer contributions receivable are from related parties.

	2021	2020
Accounts receivable employers	\$ 472,449	\$ 404,760
Accounts payable	178,505	146,256
Contributions revenue	5,472,530	5,284,876
Recoveries	15,591	3,662
Administrative expenses	1,066,187	1,062,293

In addition, the Plan pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all of its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

**Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – C.U.P.E.**

Notes to the Financial Statements

December 31, 2021

9. FUTURE DISABILITY OBLIGATIONS

The actuarial present value of accrued future disability obligations is based on an actuarial valuation made as at December 31, 2021 by George & Bell Consulting, an independent actuary, and consists of the following principal components:

	2021	2020
Liability for long term disability obligations	\$ 28,914,000	\$ 28,731,000
Claims incurred but not reported	3,269,000	2,832,000
Liability for bridge benefits	41,000	47,000
Liability for claims payment expenses	1,932,000	1,897,000
Actuarial present value of accrued future disability obligations	\$ 34,156,000	\$ 33,507,000

The valuation of the accrued future disability obligations is based on a number of assumptions about future events. The significant actuarial assumptions used in the valuation were:

a) Interest rate

A valuation interest rate of 5.00% (2020 – 5.40%) per annum, net of investment expenses, was used representing a long-term estimate of the financial obligations of the Plan.

b) Termination rates

The termination rate assumptions are based on adjustments for the plans' experience applied to the graduated disability termination rates from the Canadian Group Long-Term Disability Termination Study, 2009 to 2015, as published by the Canadian Institute of Actuaries.

c) Incurred but not reported (IBNR)

The IBNR reserve is calculated by applying an IBNR rate of 35.0% (2020 – 35.0%) to the actuarial reserve for new LTD claims. The IBNR rate is determined using assumptions about the history and experience of the average number of claims incurred but not reported as at the valuation date. The IBNR rate includes individuals currently receiving bridge benefits but assumed to continue to LTD.

d) Actuarial reserve for bridge benefits

It is assumed that all plan members receiving a bridge benefit at the valuation date will receive bridge benefit payments for 9 weeks (2020 - 8.8 weeks). Individuals currently receiving bridge benefits but assumed to continue to LTD are included in the IBNR rate (Note 9 c).

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements
December 31, 2021

9. FUTURE DISABILITY OBLIGATIONS (continued)

e) Claims payment expenses

The liability for claims payment expenses considers the disability claims in payment and based on past experience is determined as 6% (2020 – 6%) of the total liability for accrued disability obligations.

f) Obligation offset

It is assumed that for some plan members, the obligation paid from the Plan would be offset by a disability obligation paid from external sources like the Canada Pension Plan (CPP), Workers' Compensation Board (WCB), Saskatchewan Government Insurance (SGI), or from other sources.

Disability obligation offset assumptions are based on a combination of:

- i. Potential benefit payments – CPP benefits are set by the Canada Pension Plan and have been updated to reflect 2022 amounts. Claimants that receive WCB/SGI benefits are assumed to have their gross LTD benefit fully offset
- ii. Offset approval rates – rates were determined through Approval Studies performed by George & Bell on previous open claims (2006 to 2020).

The assumed offset approval rates are applied to the estimated benefit payment for each claimant not currently in receipt of CPP or WCB/SGI benefits.

The following illustrates the effect of changes in the interest rate and termination rate assumptions on the provision for future disability obligations:

- a 1% increase in the interest rate equals a 3.6% decrease in the provision while a 1% decrease in the interest rate results in a 4.0% increase to the provision.
- a 10% increase in the termination rate equals a 6.1% decrease in the provision while a 10% decrease in the termination rate results in a 7.1% increase to the provision.

10. CONTINGENCIES

The Employee Benefit Plans Board of Trustees and 3sHealth are named as defendants in certain lawsuits. Although the outcomes of such lawsuits are not determinable as of the date of these financial statements, in the opinion of management, they will not materially impact the Plan's operations, and no provision has been made for them in the accounts.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – C.U.P.E.

Notes to the Financial Statements
December 31, 2021

11. COMPARATIVE FIGURES

Certain comparative figures have been reclassified to conform to the current year's presentation.

12. SIGNIFICANT EVENT

On March 12, 2020 the World Health Organization characterized the outbreak of a strain of the novel coronavirus ("COVID-19") as a pandemic which has resulted in a series of public health and emergency measures that have been put in place to combat the spread of the virus. These public health measures have resulted in economic uncertainty around the world, which has translated into unprecedented volatility in investment markets and an overall economic slowdown. Any impact experienced by the Plan during the year as a result of these public health measures, are reflected in the Financial Statements. Overall, as the response to the pandemic is ongoing, the full financial and operational impacts of the pandemic cannot be reliably estimated at this time.

Financial Statements of
Health Shared Services Saskatchewan

Disability Income Plan - CUPE

Disability Income Plan - SEIU - West

Disability Income Plan - General

Disability Income Plan - SUN

Core Dental Plan

In-Scope Extended Health/Enhanced Dental Plan

Out-of-Scope Extended Health/Enhanced Dental Plan

Group Life Insurance Plan

Out-of-Scope Flexible Spending Plan

Financial Statements of

**Health Shared Services Saskatchewan
Disability Income Plan – S.E.I.U. - West**

December 31, 2021

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of Health Shared Services Saskatchewan Disability Income Plan – S.E.I.U. - West, which comprise the statement of financial position as at December 31, 2021, and the statement of changes in net assets available for benefits, and the statement of changes in future disability obligations for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Health Shared Services Saskatchewan Disability Income Plan – S.E.I.U. – West as at December 31, 2021, and the statement of changes in net assets available for benefits, and the statement of changes in future disability obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Health Shared Services Saskatchewan Disability Income Plan – S.E.I.U. – West in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Health Shared Services Saskatchewan Disability Income Plan – S.E.I.U. – West's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Health Shared Services Saskatchewan Disability Income Plan – S.E.I.U. – West or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Health Shared Services Saskatchewan Disability Income Plan – S.E.I.U. – West's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Health Shared Services Saskatchewan Disability Income Plan – S.E.I.U – West's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health Shared Services Saskatchewan Disability Income Plan – S.E.I.U – West's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Health Shared Services Saskatchewan Disability Income Plan – S.E.I.U – West to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Regina, Saskatchewan
May 18, 2022

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

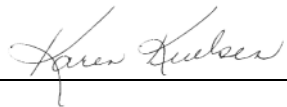
Health Shared Services Saskatchewan
DISABILITY INCOME PLAN –S.E.I.U. - West
Statement of Financial Position
As at December 31

Statement 1

	<u>2021</u>	<u>2020</u>
Assets		
Investments (Note 6)	\$ 58,272,660	\$ 56,883,397
Cash	1,147,936	633,171
Accounts receivable employees (Note 4)	379,420	331,890
Accounts receivable employers (Note 4, 8)	379,420	331,890
Accounts receivable other (Note 4)	367,573	124,323
Total Assets	60,547,009	58,304,671
Liabilities		
Accounts payable (Note 4, 8)	589,732	393,677
Total Liabilities	589,732	393,677
Net Assets Available for Benefits (Statement 2)	59,957,277	57,910,994
Provision for future disability obligation (Note 9, Statement 3)	31,119,000	28,655,000
Surplus	\$ 28,838,277	\$ 29,255,994

See accompanying notes

On behalf of the Employee Benefit Plans Board of Trustees:





Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – S.E.I.U. - West
Statement of Changes in Net Assets Available for Benefits
For the year ended December 31

Statement 2

	2021	2020
		(Note 11)
Increase in Net Assets		
Dividend income	\$ 370,744	\$ 434,404
Commingled fund income	147,839	260,780
Interest income	574,915	716,349
Partnership income	199,600	11,777
Realized gain on investments	3,227,497	1,412,302
Unrealized gain on investments	2,065,938	138,854
Contributions – Employees (Note 1)	4,807,665	4,324,543
Contributions – Employers (Note 1)	4,807,665	4,324,543
Recoveries	350,989	292,402
Total Increase in Net Assets	16,552,852	11,915,954
Decrease in Net Assets		
Disability benefits	12,470,479	12,088,919
Administrative expenses (Note 8)	1,066,525	1,064,143
Consulting fees	467,967	289,330
Custodian fees	8,725	8,706
Fund management fees	316,866	254,550
Professional fees	176,007	147,072
Total Decrease in Net Assets	14,506,569	13,852,720
Change in Net Assets for the Year	2,046,283	(1,936,766)
Net Assets Available for Benefits, Beginning of Year	57,910,994	59,847,760
Net Assets Available for Benefits, End of Year	\$ 59,957,277	\$ 57,910,994
(Statement 1)		

See accompanying notes

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – S.E.I.U. - West
Statement of Changes in Future Disability Obligations
For the year ended December 31

Statement 3

	<u>2021</u>	<u>2020</u>
Future Disability Obligations, Beginning of Year	\$ 28,655,000	\$ 24,769,000
Increase in Future Disability Obligations		
Interest accrued on benefits	1,503,000	977,000
New Bridge & LTD claimants	10,137,000	10,297,000
Impact of experience losses	477,000	1,623,000
Impact of change in assumptions	754,000	224,000
Impact of changes in benefits and data	1,000	184,000
	12,872,000	13,305,000
Decrease in Future Disability Obligations		
Expected total benefits payments with interest	10,408,000	9,419,000
	10,408,000	9,419,000
Net change in Future Disability Obligations	2,464,000	3,886,000
Future Disability Obligations, End of year (Statement 1, Note 9)	\$ 31,119,000	\$ 28,655,000

See accompanying notes

Health Shared Services Saskatchewan

DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements
December 31, 2021

1. DESCRIPTION OF PLAN

Health Shared Services Saskatchewan (3sHealth) administers the 3sHealth Disability Income Plan – Service Employees International Union – West (S.E.I.U. - West) (the Plan) under the direction of the Employee Benefit Plans Board of Trustees who receives advice from its Employee Benefits Committee. The following description of the Plan is a summary only. For more complete information, reference should be made to the Plan text.

In January 2015, 3sHealth's Board of Directors appointed individual trustees (called the Employee Benefit Plans Board of Trustees) as part of a governance change for the four 3sHealth disability income plans (the Canadian Union of Public Employees (C.U.P.E.) Plan, the Service Employees International Union - West (SEIU-West) Plan, the General Plan, and the Saskatchewan Union of Nurses (S.U.N.) Plan (the Plans)). 3sHealth's Board, on behalf of the members, signed a formal trust agreement with the Employee Benefit Plans Board of Trustees on January 12, 2015, effectively making the Employee Benefit Plans Board of Trustees the governing authority for these plans and creating a service agreement with 3sHealth to administer the assets on behalf of the four disability income plans.

a) Effective date

The effective date of the Plan was January 1, 1975.

b) Purpose of plan

The Plan provides protection against total loss of income due to disability for all eligible employees and complements the sick leave plan of each participating employer. The Plan is designed to integrate with other disability programs (e.g. Canadian Pension Plan (CPP) and Worker's compensation Board (WCB)). Eligible employees receive the following disability benefits:

- During the initial 119 day qualifying period following disability, bridge benefits equal to 66 2/3% of pre-disability regular gross weekly earnings.
- After the initial 119 day qualifying period, long term disability benefits equal to 60% of pre-disability regular gross monthly earnings.

c) Eligibility

Members of S.E.I.U. – West, employed by 3sHealth participating health care organizations in the Province of Saskatchewan, who meet the eligibility requirements are enrolled in the Plan.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements
December 31, 2021

1. DESCRIPTION OF PLAN (continued)

d) Employers' and employees' contributions

The financial requirements of the Plan are measured on a continuous basis and adjustments to the contribution levels are made accordingly. The total monthly contribution rate at December 31, 2021 was 2.28 % (2020 – 2.26 %) of each eligible employee's normal earnings which is shared equally between the employee and employer. The increase in contribution rate became effective August 1, 2021.

e) Termination of plan

The Plan text provides guidance for the use of Plan assets upon its termination. During the first twelve months immediately following the date of termination, benefits will continue to be paid in accordance with the terms of the Plan. Thereafter, the remaining Plan funds, after providing for expenses of the Plan, shall be used as follows:

- (i) Employees receiving disability benefits under the Plan shall have their disability benefits purchased from an insurance company under a single premium non-participating closed group long term disability contract, if such a contract is available in the market. If the funds remaining are not sufficient to provide full benefits under such a contract, the funds available shall be allocated proportionately.
- (ii) If such a contract is not available in the market, the funds available shall be allocated to employees receiving disability benefits under the Plan to the extent of the amount of the liabilities established by an actuary's valuation. If the funds remaining are not sufficient to provide the full amount of benefits as established by the actuary, the funds available shall be allocated proportionately.
- (iii) Any funds remaining after having made the allocations described above, shall be paid to 3sHealth for distribution for the benefit of eligible employees or as otherwise may be determined or directed by the Employee Benefit Plans Board of Trustees.

Health Shared Services Saskatchewan

DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements
December 31, 2021

2. STATEMENT OF COMPLIANCE

The financial statements of the Plan have been prepared in accordance with Canadian accounting standards for pension plans as prescribed by the Chartered Professional Accountants of Canada (CPA Canada) Handbook section 4600, *Pension Plans*. These standards include reference to guidance found in International Financial Reporting Standards (IFRS) with respect to the fair value measurement for investment assets and liabilities. For accounting policies that do not relate to its investments or disability obligations, the Plan has followed the guidance contained in Part II of the CPA Canada Handbook, Accounting Standards for Private Enterprises (ASPE).

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies followed by the Plan are as follows:

a) *Financial instruments*

All financial instruments that are financial assets or financial liabilities have been identified and classified. The classification determines how each financial instrument is measured. The Plan's financial instruments and their classifications, as determined by 3sHealth, are as follows:

(i) Investments

Investments are classified as held-for-trading and are recorded at fair value which is based on published quotes. The Plan holds a diversified investment portfolio including money market securities, bonds, real estate funds, Canadian equities, and pooled funds, which invest in US and Non-North American equities (Note 6).

The Plan uses the accrual method for recording income and expenses. Investment transactions are accounted for on the trade date with identifiable transaction costs being expensed when incurred. Dividends and distributions are recognized when declared. Interest income is recorded using the effective interest method. Commingled fund distributions are recognized when declared. Commingled fund distributions are from a pooled fund that is invested in assets in multiple other funds, blended together as a single portfolio. Due to the structure of this fund, there are several types of income that can be distributed. Partnership income is earned in a private real estate fund and recognized when declared. Due to the nature of this investment, there are multiple types of income earned by the fund.

Gains and losses are recorded in revenues or expenses when realized and are determined with reference to the average cost of investments. Unrealized changes in fair value are determined with reference to the average cost of investments and are recorded in revenues or expenses for the period in which the change in the fair value occurs.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements
December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

a) Financial instruments (continued)

(ii) Cash, Accounts receivable and Accounts payable

Cash is classified as held-for-trading and is recorded at fair value. Accounts receivable are classified as loans and receivables while accounts payable are classified as other liabilities. These financial instruments are measured at amortized cost which approximates their fair value due to their short term nature.

b) Foreign currency

Foreign currency transactions are translated into Canadian dollars using the transaction date exchange rate. Monetary assets and liabilities denominated in foreign currencies are adjusted to reflect exchange rates at the balance sheet date. Exchange gains or losses arising on the translation of monetary assets and liabilities or sale of investments are included in the statement of operations and changes in net assets in the year incurred.

c) Contributions – employees/employers

Contributions are recognized as increases in net assets when due.

d) Future disability obligations

The future disability obligations represents the actuarial present value of accrued disability benefits at year end and includes an actuarial calculation of disability claims incurred but not reported. Any resulting change in this obligation is recognized as an increase or decrease in the Statement of Changes in Future Disability Obligations.

e) Recoveries

Recoveries include amounts received from various external parties relating to disability overpayments made to claimants in the past.

f) Income taxes

The Plan is currently registered as a health and welfare trust under *The Income Tax Act*. In February 2018 the Government of Canada announced that health and welfare trusts would be discontinued by December 31, 2020. The Government of Canada has subsequently granted two extensions, therefore giving trusts until December 31, 2022 to convert. Current health and welfare trusts that meet specific criteria will be allowed to convert to employee life and health trusts.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements
December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

f) Income taxes (continued)

For the year ended December 31, 2021, the Plan elected to be deemed an employee life and health trust. Investment income earned by the Plan, net of eligible deductions, is subject to income tax.

Disability benefits paid from the Plan are subject to source deductions that are withheld and remitted to the Canada Revenue Agency.

g) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires the administrator to make estimates and assumptions that affect reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. The only significant item subject to such estimates and assumptions is the determination of the provision for future disability obligations. Actual results could differ from those estimations.

4. FINANCIAL INSTRUMENT RISK MANAGEMENT

a) Credit risk

The Plan is exposed to credit risk, which arises from the potential for issuers of securities to default on their contractual obligations. The Plan's greatest concentration of credit risk is in bond pooled funds.

Short-term investments consist of investments in an institutional short term investment fund, which invests in high quality short term debt obligations issued or guaranteed by Canadian governments, or issued by corporations with a maximum term to maturity of one year. The minimum acceptable credit rating for these investments is R-1 or equivalent. An R-1 rating is considered strong credit quality and indicates low risk of short term investment loss, as rated by a Recognized Bond Rating Agency. Earnings of this fund are reinvested within the same fund.

Investments in bond pooled funds consist of two active managed bond funds. Earnings in these funds are reinvested in each respective fund on an annual basis. The bond funds consist of active managed funds which invest in bonds with a minimum credit rating of B at purchase and a 10% maximum of bonds rated below BBB (low).

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements
December 31, 2021

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

a) Credit risk (continued)

The Plan's maximum credit risk exposure related to financial assets is as follows:

	2021	2020
Bond pooled funds	\$ 16,242,964	\$ 22,650,264
	\$ 16,242,964	\$ 22,650,264

The Plan is exposed to minimal credit risk from the potential non-payment of accounts receivable of \$758,840 (2020 – \$663,780) as these receivables are either from related parties or are collected shortly after year end.

Also included in the accounts receivable balance are amounts recoverable on paid claims in the amount of \$172,689 (2020 – \$105,563) which are subject to higher credit risk as these accounts are due from non-related parties to the Plan.

b) Liquidity risk

Liquidity risk is the risk that the Plan will not be able to meet all cash outflow obligations as they come due. The Plan's objective is to maintain sufficient assets to discharge future disability claim obligations and to generate cash flow required for disability payments.

The Plan closely manages operating liquidity through cash flow matching of assets and liabilities. The level of incoming contributions is reviewed regularly to ensure they support the existing claims. In cases when the contributions do not cover claims, the Plan will increase the contribution rates for employees and employers, or do both. The Plan does not utilize lines of credit.

The estimated contractual maturities of the Plan's financial liabilities at December 31, 2021 are:

- up to three months for accounts payable; and
- future disability obligations: zero to six months: \$3,553,699; seven to twelve months: \$2,776,365; year two: \$4,212,387; three to five years: \$8,171,256; over five years: \$14,839,500.

c) Real Estate and Infrastructure Risk

Real estate and infrastructure risk is the risk of adverse consequences of changes in the market values of the real estate and infrastructure investments, due to the state of the economy or their geographic location. The Plan is invested in both real estate pooled funds, as well as a real estate equity fund. The Plan reduces this risk through diversification across types of buildings and geographic location.

Health Shared Services Saskatchewan

DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements
December 31, 2021

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

d) *Interest rate risk*

Interest rate risk refers to the adverse consequences of interest rate changes on cash flows, financial position and income. The Plan manages this exposure to fluctuations in interest rates by investing in a mix of fixed and variable rate investment assets. Duration is a measure used to estimate the extent market values of fixed income investments could change due to changes in interest rates.

It is estimated that a 100 basis point change in interest rates would change net assets by \$830,694 (2020 – \$1,223,487).

e) *Foreign currency risk*

Foreign currency risk may impact the Plan's investment as it converts non-Canadian holdings of cash, infrastructure equity, real estate equity and pooled funds. During the year, there may be adverse changes in foreign exchange rates. The largest notional amount of foreign currency held by the Plan is US dollars with the remainder held in EAFE (Europe, Australasia and Far East) currencies. To mitigate currency risk, the Plan's investment policy allows up to 10% of the entire bond portfolio's market value to be invested in foreign currencies.

At December 31, 2021 a 10% change in the Canadian dollar to US dollar exchange rate would result in approximately a \$1,754,752 (2020 – \$1,202,031) change in net assets. A 10% change in the Canadian dollar to EAFE currencies exchange rate as at December 31, 2021 would result in approximately a \$1,338,132 (2020 – \$971,089) change in net assets.

f) *Equity risk*

Equity risk is the uncertainty associated with the value of equity investments due to changes in equity markets. To mitigate equity risk, the Statement of Investment Policies & Procedures (SIP&P) has investment policy guidelines in place that provide for prudent investment in equity markets within clearly defined limits. The Plan is exposed to changes in equity prices in Canadian, US and EAFE markets through its investments. Equity investments comprise approximately 44.62% (2020 – 54.17%) of the overall carrying value of the investments.

The approximate impact to the Plan's net assets and unrealized gains/losses on investments to a 10% change in equity prices is:

- \$675,513 (2020 – \$896,434) for changes in Canadian equities (S&P/TSX Composite Index);
- \$1,943,194 (2020 – \$2,193,409) for a change in Global pooled funds (MSCI AC World + Index)

Health Shared Services Saskatchewan DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements
December 31, 2021

5. CAPITAL MANAGEMENT

The primary objective of capital management for the Plan is to maintain an adequate cash balance in order to pay current and future approved disability claims along with the related administrative expenses. The Plan is not subject to any externally imposed capital requirements. The Plan's primary source of cash is the contributions received from the participating employees and employers. Neither of the participating employees/employers nor 3sHealth contribute any other cash to the Plan. Also, the Plan cannot go to public capital markets to issue debt or common shares.

There have been no changes to the capital management objectives of the Plan during the year which ended on December 31, 2021.

The Plan fulfils its primary objective by adhering to specific investment policies and procedures outlined in its SIP&P:

- The Plan limits credit risk by dealing with securities that are considered B-rated or higher as rated by recognized bond rating agencies;
- The SIP&P of the Plan requires the investment managers to minimize undue concentration of investments in any single geographic area, industry, or company;
- A requirement of the SIP&P is that the investments of the Plan are distributed among several classes of assets based on an established asset mix. This asset mix specifies the minimum, maximum and optimal level by type of investment.
- The investment portfolio and investment managers are monitored continuously and their results are reviewed regularly by the Employee Benefits Committee under the oversight of the Employee Benefit Plans Board of Trustees.

6. INVESTMENTS

	<u>2021</u>	<u>2020</u>
Bond pooled funds	\$ 16,242,964	\$ 22,650,264
Equities:		
Canadian Pooled Funds	6,755,126	8,964,340
Global Pooled Funds	19,431,941	21,934,086
Infrastructure	12,183,831	-
Real Estate	3,658,798	3,334,707
	<u>\$ 58,272,660</u>	<u>\$ 56,883,397</u>

7. FAIR VALUE OF FINANCIAL INSTRUMENTS

The best evidence of a fair value is from an independent quoted market price for the same instrument in an active market. An active market is one where quoted prices are readily available, representing regularly occurring transactions. The determination of fair value requires judgment and is based on market information where available. Fair value measurements are categorized into levels within a fair value hierarchy based on the nature of the inputs used in the valuation.

Health Shared Services Saskatchewan

DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements

December 31, 2021

7. FAIR VALUE OF FINANCIAL INSTRUMENTS (continued)

- Level 1 – quoted prices in active markets are readily available.
- Level 2 – valuation models using observable market inputs other than quoted market prices.
- Level 3 – models using inputs that are not based on observable market data.

All fair values of the financial assets of the Investments at December 31, 2021 and December 31, 2020 used Level 1 basis of fair values with the exception of bond pooled funds and real estate. Fair values of bond pooled funds, infrastructure and real estate used Level 2 basis of fair values.

8. RELATED PARTY TRANSACTIONS

These financial statements include transactions with related parties. The Plan is indirectly related to various Saskatchewan Crown agencies such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan. Transactions with these related parties are in the normal course of operations. They are recorded at the agreed upon exchange rates and are settled on normal trade terms.

The administrative expenses charged by 3sHealth during the year and the recorded amounts due to or from other related parties at year end are included in the financial statements and the table below.

Due to the nature of the Plan, substantially all of the employer contributions and employer contributions receivable are from related parties.

	<u>2021</u>	<u>2020</u>
Accounts receivable employers	\$ 379,420	\$ 331,890
Accounts receivable other	189,004	15,350
Accounts payable	152,711	120,105
Contributions revenue	4,807,665	4,324,543
Recoveries	52,662	43,453
Administrative expenses	1,066,525	1,064,143

In addition, the Plan pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all of its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements
December 31, 2021

9. FUTURE DISABILITY OBLIGATIONS

The actuarial present value of accrued future disability obligations is based on an actuarial valuation made as at December 31, 2021 by George & Bell Consulting, an independent actuary, and consists of the following principal components:

	2021	2020
Liability for long term disability obligations	\$ 25,795,000	\$ 24,314,000
Claims incurred but not reported	3,241,000	2,431,000
Liability for bridge benefits	47,000	35,000
Liability for claims payment expenses	2,036,000	1,875,000
Actuarial present value of accrued future disability obligations	\$ 31,119,000	\$ 28,655,000

The valuation of the accrued future disability obligations is based on a number of assumptions about future events. The significant actuarial assumptions used in the valuation were:

a) Interest rate

A valuation interest rate of 5.0% (2020 – 5.4%) per annum, net of investment expenses, was used representing a long-term estimate of the financial obligations of the Plan.

b) Termination rates

The termination rate assumptions are based on adjustments for the plans' experience applied to the graduated disability termination rates from the Canadian Group Long-Term Disability Termination Study, 2009 to 2015, as published by the Canadian Institute of Actuaries.

c) Incurred but not reported (IBNR)

The IBNR reserve is calculated by applying an IBNR rate of 35.0% (2020 – 35.0%) to the actuarial reserve for new LTD claims. The IBNR rate is determined using assumptions about the history and experience of the average number of claims incurred but not reported as at the valuation date. The IBNR rate includes individuals currently receiving bridge benefits but assumed to continue to LTD.

d) Actuarial reserve for bridge benefits

It is assumed that all plan members receiving a bridge benefit at the valuation date will receive bridge benefit payments for 9.5 weeks (2020 – 9.3 weeks). Individuals currently receiving bridge benefits but assumed to continue to LTD are included in the IBNR rate (Note 9 c).

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN –S.E.I.U. - West

Notes to the Financial Statements
December 31, 2021

9. FUTURE DISABILITY OBLIGATIONS (continued)

e) Claims payment expenses

The liability for claims payment expenses considers the disability claims in payment and based on past experience is determined as 7% (2020 – 7%) of the total liability for accrued disability obligations.

f) Obligation offset

It is assumed that for some plan members, the obligation paid from the Plan would be offset by a disability obligation paid from external sources like the Canada Pension Plan (CPP), Workers' Compensation Board (WCB), Saskatchewan Government Insurance (SGI), or from other sources.

Disability obligation offset assumptions used in the current valuation are based on a combination of:

- i. Potential benefit payments – CPP benefits are set by the Canada Pension Plan and have been updated to reflect 2022 amounts. Claimants that receive WCB/SGI benefits are assumed to have their gross LTD benefit fully offset
- ii. Offset approval rates – rates were determined through Approval Studies performed by George & Bell on previous open claims (2006 to 2020).

The assumed offset approval rates are applied to the estimated benefit payment for each claimant not currently in receipt of CPP or WCB/SGI benefits.

The following illustrates the effect of changes in the interest rate and termination rate assumptions:

- a 1% increase in the interest rate equals a 3.8% decrease in the provision while a 1% decrease in the interest rate results in a 4.2% increase to the provision.
- a 10% increase in the termination rate equals a 5.6% decrease in the provision while a 10% decrease in the termination rate results in a 6.4% increase to the provision.

10. CONTINGENCIES

The Employee Benefit Plans Board of Trustees and 3sHealth are named as defendants in certain lawsuits. Although the outcomes of such lawsuits are not determinable as of the date of these financial statements, in the opinion of management, they will not materially impact the Plan's operations, and no provision has been made for them in the accounts.

11. COMPARATIVE FIGURES

Certain comparative figures have been reclassified to conform to the current year's presentation.

12. SIGNIFICANT EVENT

On March 12, 2020 the World Health Organization characterized the outbreak of a strain of the novel coronavirus ("COVID-19") as a pandemic which has resulted in a series of public health and emergency measures that have been put in place to combat the spread of the virus. These public health measures have resulted in economic uncertainty around the world, which has translated into unprecedented volatility in investment markets and an overall economic slowdown. Any impact experienced by the Plan during the year as a result of these public health measures, are reflected in the Financial Statements. Overall, as the response to the pandemic is ongoing, the full financial and operational impacts of the pandemic cannot be reliably estimated at this time.

Financial Statements of
Health Shared Services Saskatchewan

Disability Income Plan - CUPE

Disability Income Plan - SEIU - West

Disability Income Plan - General

Disability Income Plan - SUN

Core Dental Plan

In-Scope Extended Health/Enhanced Dental Plan

Out-of-Scope Extended Health/Enhanced Dental Plan

Group Life Insurance Plan

Out-of-Scope Flexible Spending Plan

Financial Statements of

**Health Shared Services Saskatchewan
Disability Income Plan – General**

December 31, 2021

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of Health Shared Services Saskatchewan Disability Income Plan – General, which comprise the statement of financial position as at December 31, 2021, and the statement of changes in net assets available for benefits, and the statement of changes in future disability obligations for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Health Shared Services Saskatchewan Disability Income Plan – General as at December 31, 2021, and the statement of changes in net assets available for benefits, and the statement of changes in future disability obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Health Shared Services Saskatchewan Disability Income Plan – General in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Health Shared Services Saskatchewan Disability Income Plan – General's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Health Shared Services Saskatchewan Disability Income Plan - General or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Health Shared Services Saskatchewan Disability Income Plan – General's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Health Shared Services Saskatchewan Disability Income Plan – General's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health Shared Services Saskatchewan Disability Income Plan – General's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Health Shared Services Saskatchewan Disability Income Plan – General to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Regina, Saskatchewan
May 18, 2022

A handwritten signature in black ink that reads "T. Clemett".

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

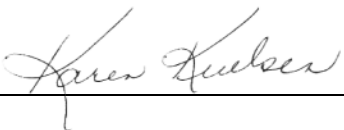
Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – General
Statement of Financial Position
As at December 31

Statement 1

	<u>2021</u>	<u>2020</u>
Assets		
Investments (Note 6)	\$ 63,669,092	\$ 61,535,265
Cash	1,126,490	766,105
Accounts receivable employees (Note 4)	290,330	250,659
Accounts receivable employers (Note 4, 8)	290,330	250,659
Accounts receivable other (Note 4)	181,285	27,030
Total Assets	65,557,527	62,829,718
Liabilities		
Accounts payable (Note 4, 8)	603,928	351,108
Total Liabilities	603,928	351,108
Net Assets Available for Benefits (Statement 2)	64,953,599	62,478,610
Provision for future disability obligation (Note 9, Statement 3)	38,827,000	37,474,000
Surplus	\$ 26,126,599	\$ 25,004,610

See accompanying notes

On behalf of the Employee Benefit Plans Board of Trustees:





Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – General
Statement of Changes in Net Assets Available for Benefits
For the year ended December 31

Statement 2

	<u>2021</u>	<u>2020</u> (Note 11)
Increase in Net Assets		
Dividend income	\$ 396,475	\$ 449,764
Commingled fund income	163,282	270,026
Interest income	670,882	792,688
Partnership income	199,974	11,801
Realized gain on investments	3,201,274	1,433,448
Unrealized gain on investments	2,156,478	259,613
Contributions – Employees (Note 1)	3,381,360	3,185,773
Contributions – Employers (Note 1)	3,381,360	3,185,773
Recoveries	92,684	138,028
Total Increase in Net Assets	13,643,769	9,726,914
Decrease in Net Assets		
Disability benefits	9,324,042	8,328,468
Administrative expenses (Note 8)	1,036,377	989,460
Consulting fees	265,301	153,417
Custodian fees	8,753	7,696
Fund management fees	333,372	266,300
Professional fees	200,935	120,757
Total Decrease in Net Assets	11,168,780	9,866,098
Change in Net Assets for the Year	2,474,989	(139,184)
Net Assets Available for Benefits, Beginning of Year	62,478,610	62,617,794
Net Assets Available for Benefits, End of Year (Statement 1)	\$ 64,953,599	\$ 62,478,610

See accompanying notes

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – General
Statement of Changes in Future Disability Obligations
For the year ended December 31

Statement 3

	<u>2021</u>	<u>2020</u>
Future Disability Obligations, Beginning of Year	\$ 37,474,000	\$ 33,438,000
Increase in Future Disability Obligations		
Interest accrued on benefits	1,980,000	1,383,000
New LTD claimants	7,723,000	6,369,000
Impact of experience losses	-	2,429,000
Impact of changes in benefits and data	-	289,000
Impact of change in assumptions	369,000	346,000
	10,072,000	10,816,000
Decrease in Future Disability Obligations		
Expected total benefits payments with interest	7,377,000	6,780,000
Impact of experience gains	1,342,000	-
	8,719,000	6,780,000
Net change in Future Disability Obligations	1,353,000	4,036,000
Future Disability Obligations, End of Year (Statement 1, Note 9)	\$ 38,827,000	\$ 37,474,000

See the accompanying notes

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – General

Notes to the Financial Statements
December 31, 2021

1. DESCRIPTION OF PLAN

Health Shared Services Saskatchewan (3sHealth) administers the 3sHealth Disability Income Plan – General (the Plan) under the direction of the Employee Benefit Plans Board of Trustees who receives advice from its Employee Benefits Committee. The following description of the Plan is a summary only. For more complete information, reference should be made to the Plan text.

In January 2015, 3sHealth's Board of Directors appointed individual trustees (called the Employee Benefit Plans Board of Trustees) as part of a governance change for the four 3sHealth disability income plans (the Canadian Union of Public Employees (C.U.P.E.) Plan, the Service Employees International Union - West (SEIU-West) Plan, the General Plan, and the Saskatchewan Union of Nurses (S.U.N.) Plan (the Plans)). 3sHealth's Board, on behalf of the members, signed a formal trust agreement with the Employee Benefit Plans Board of Trustees on January 12, 2015, effectively making the Employee Benefit Plans Board of Trustees the governing authority for these plans and creating a service agreement with 3sHealth to administer the assets on behalf of the four disability income plans.

a) Effective date

The effective date of the Plan was January 1, 1975.

b) Purpose of plan

The Plan provides protection against total loss of income due to disability for all eligible employees and complements the sick leave plan of each participating employer. The Plan is designed to integrate with other disability programs (e.g. Canadian Pension Plan (CPP) and Worker's Compensation Boards (WCB)). Eligible employees receive the following disability benefits:

- After an initial 119 day qualifying period, long term disability benefits equal to 75% of pre-disability regular gross monthly earnings.

c) Eligibility

Members of Health Sciences Association of Saskatchewan, some grand-fathered members of S.E.I.U.-West, non-union government workers and Out-of-Scope employees, employed by 3sHealth participating health care organizations in the Province of Saskatchewan, who meet the eligibility requirements are enrolled in the Plan.

Health Shared Services Saskatchewan

DISABILITY INCOME PLAN – General

Notes to the Financial Statements
December 31, 2021

1. DESCRIPTION OF PLAN (continued)

d) Employers' and employees' contributions

The financial requirements of the Plan are measured on a continuous basis and adjustments to the contribution levels are made accordingly. The total monthly contribution at December 31, 2021 was 1.13% (2020 – 1.13%) of each eligible employee's normal earnings. Cost-sharing arrangements between the employee and employer vary amongst the employers.

e) Termination of plan

The Plan text provides guidance for the use of Plan assets upon its termination. During the first twelve months immediately following the date of termination, benefits will continue to be paid in accordance with the terms of the Plan. Thereafter, the remaining Plan funds, after providing for expenses of the Plan, shall be used as follows:

- (i) Employees receiving disability benefits under the Plan shall have their disability benefits purchased from an insurance company under a single premium non-participating closed Reserve long term disability contract, if such a contract is available in the market. If the funds remaining are not sufficient to provide full benefits under such a contract, the funds available shall be allocated proportionately.
- (ii) If such a contract is not available in the market, the funds available shall be allocated to employees receiving disability benefits under the Plan to the extent of the amount of the liabilities established by an actuary's valuation. If the funds remaining are not sufficient to provide the full amount of benefits as established by the actuary, the funds available shall be allocated proportionately.
- (iii) Any funds remaining after having made the allocations described above, shall be paid to 3sHealth for distribution for the benefit of eligible employees or as otherwise may be determined or directed by the Employee Benefit Plans Board of Trustees.

2. STATEMENT OF COMPLIANCE

The financial statements of the Plan have been prepared in accordance with Canadian accounting standards for pension plans as prescribed by the Chartered Professional Accountants of Canada (CPA Canada) Handbook section 4600, *Pension Plans*. These standards include reference to guidance found in International Financial Reporting Standards (IFRS) with respect to the fair value measurement for investment assets and liabilities. For accounting policies that do not relate to its investments or disability obligations, the Plan has followed the guidance contained in Part II of the CPA Canada Handbook, Accounting Standards for Private Enterprises (ASPE).

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – General

Notes to the Financial Statements
December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting polices followed by the Plan are as follows:

a) Financial instruments

All financial instruments that are financial assets or financial liabilities have been identified and classified. The classification determines how each financial instrument is measured. The Plan's financial instruments and their classifications, as determined by 3sHealth, are as follows:

(i) Investments

Investments are classified as held-for-trading and are recorded at fair value which is based on published quotes. The Plan holds a diversified investment portfolio including money market securities, bonds, real estate funds, Canadian equities, and pooled funds, which invest in US and Non-North American equities (Note 6).

The Plan uses the accrual method for recording income and expenses. Investment transactions are accounted for on the trade date with identifiable transaction costs being expensed when incurred. Dividends and distributions are recognized when declared. Interest income is recorded using the effective interest method. Commingled fund distributions are recognized when declared. Commingled fund distributions are from a pooled fund that is invested in assets in multiple other funds, blended together as a single portfolio. Due to the structure of this fund, there are several types of income that can be distributed. Partnership income is earned in a private real estate fund and recognized when declared. Due to the nature of this investment, there are multiple types of income earned by the fund.

Gains and losses are recorded in revenues or expenses when realized and are determined with reference to the average cost of investments. Unrealized changes in fair value are determined with reference to the average cost of investments and are recorded in revenues or expenses for the period in which the change in the fair value occurs.

(ii) Cash, Accounts receivable and Accounts payable

Cash is classified as held-for-trading and is recorded at fair value. Accounts receivable are classified as loans and receivables while accounts payable are classified as other liabilities. These financial instruments are measured at amortized cost which approximates their fair value due to their short term nature.

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – General

Notes to the Financial Statements
December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

b) Foreign currency

Foreign currency transactions are translated into Canadian dollars using the transaction date exchange rate. Monetary assets and liabilities denominated in foreign currencies are adjusted to reflect exchange rates at the balance sheet date. Exchange gains or losses arising on the translation of monetary assets and liabilities or sale of investments are included in the statement of operations and changes in net assets in the year incurred.

c) Contributions – employees/employers

Contributions are recognized as increases in net assets when due.

d) Future disability obligations

The future disability obligations represent the actuarial present value of accrued disability benefits at year end and include an actuarial calculation of disability claims incurred but not reported. Any resulting change in this obligation is recognized as an increase or decrease in the Statement of Changes in Future Disability Obligations.

e) Recoveries

Recoveries include amounts received from various external parties relating to disability overpayments made to claimants in the past.

f) Income taxes

The Plan is currently registered as a health and welfare trust under *The Income Tax Act*. In February 2018 the Government of Canada announced that health and welfare trusts would be discontinued by December 31, 2020. The Government of Canada has subsequently granted two extensions, therefore giving trusts until December 31, 2022 to convert. Current health and welfare trusts that meet specific criteria will be allowed to convert to employee life and health trusts.

For the year ended December 31, 2021, the Plan elected to be deemed an employee life and health trust. Investment income earned by the Plan, net of eligible deductions, is subject to income tax.

Disability benefits paid from the Plan are subject to source deductions that are withheld and remitted to the Canada Revenue Agency.

Health Shared Services Saskatchewan

DISABILITY INCOME PLAN – General

Notes to the Financial Statements
December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

g) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires the administrator to make estimates and assumptions that affect reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. The only significant item subject to such estimates and assumptions is the determination of the provision for future disability obligations. Actual results could differ from those estimations.

4. FINANCIAL INSTRUMENT RISK MANAGEMENT

a) Credit risk

The Plan is exposed to credit risk, which arises from the potential for issuers of securities to default on their contractual obligations. The Plan's greatest concentration of credit risk is in bond pooled funds.

Short-term investments consist of investments in an institutional short term investment fund, which invests in high quality short term debt obligations issued or guaranteed by Canadian governments, or issued by corporations with a maximum term to maturity of one year. The minimum acceptable credit rating for these investments is R-1 or equivalent. An R-1 rating is considered strong credit quality and indicates low risk of short term investment loss, as rated by a Recognized Bond Rating Agency. Earnings of this fund are reinvested within the same fund.

Investments in bond pooled funds consist of two active managed bond funds. Earnings in these funds are reinvested in each respective fund and distributed out to unit holders on an annual basis. The bond funds consist of active managed funds which invest in bonds with a minimum credit rating of B at purchase and a 10% maximum of bonds rated below BBB (low).

The Plan's maximum credit risk exposure related to financial assets is as follows:

	2021	2020
Bond pooled funds	\$ 18,272,980	\$ 26,088,871
	\$ 18,272,980	\$ 26,088,871

The Plan is exposed to minimal credit risk from the potential non-payment of accounts receivable of \$580,660 (2020 – \$501,318) as these receivables are either from related parties or are collected shortly after year end.

Also included in the accounts receivable balance are amounts recoverable on paid claims in the amount of \$180,023 (2020 – \$25,346) which are subject to higher credit risk as these accounts are due from non-related parties to the Plan.

Health Shared Services Saskatchewan

DISABILITY INCOME PLAN – General

Notes to the Financial Statements
December 31, 2021

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

b) Liquidity risk

Liquidity risk is the risk that the Plan will not be able to meet all cash outflow obligations as they come due. The Plan's objective is to maintain sufficient assets to discharge future disability claim obligations and to generate cash flow required for disability payments.

The Plan closely manages operating liquidity through cash flow matching of assets and liabilities. The level of incoming contributions is reviewed regularly to ensure they support the existing claims. In cases when the contributions do not cover claims, the Plan will increase the contribution rates for employees and employers, or do both. The Plan does not utilize lines of credit.

The estimated contractual maturities of the Plan's financial liabilities at December 31, 2021 are:

- up to three months for accounts payable; and
- future disability obligations: zero to six months: \$3,877,777; seven to twelve months: \$3,382,637; year two: \$5,668,981; three to five years: \$11,406,320; over five years: \$20,458,750

c) Real Estate and Infrastructure Risk

Real estate and infrastructure risk is the risk of adverse consequences of changes in the market values of the real estate and infrastructure investments, due to the state of the economy or their geographic location. The Plan is invested in both real estate pooled funds, as well as a real estate equity fund. The Plan reduces this risk through diversification across types of buildings and geographic location.

d) Interest rate risk

Interest rate risk refers to the adverse consequences of interest rate changes on cash flows, financial position and income. The Plan manages this exposure to fluctuations in interest rates by investing in a mix of fixed and variable rate investment assets. Duration is a measure used to estimate the extent market values of fixed income investments could change due to changes in interest rates.

It is estimated that a 100 basis point change in interest rates would change net assets and unrealized gains/losses on investments by \$942,171 (2020 – \$1,422,178).

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – General

Notes to the Financial Statements
December 31, 2021

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

e) Foreign currency risk

Foreign currency risk may impact the Plan's investment as it converts non-Canadian holdings of cash, infrastructure equity, real estate equity and pooled funds. During the year, there may be adverse changes in foreign exchange rates. The largest notional amount of foreign currency held by the Plan is US dollars with the remainder held in EAFE (Europe, Australasia and Far East) currencies. To mitigate currency risk, the Plan's investment policy allows up to 10% of the entire bond portfolio's market value to be invested in foreign currencies.

At December 31, 2021 a 10% change in the Canadian dollar to US dollar exchange rate would result in approximately a \$1,895,971 (2020 – \$1,244,349) change in net assets. A 10% change in the Canadian dollar to EAFE currencies exchange rate as at December 31, 2021 would result in approximately a \$1,441,010 (2020 – \$1,004,695) change in net assets.

f) Equity risk

Equity risk is the uncertainty associated with the value of equity investments due to changes in equity markets. To mitigate equity risk, the Statement of Investment Policies & Procedures (SIP&P) has investment policy guidelines in place that provide for prudent investment in equity markets within clearly defined limits. The Plan is exposed to changes in equity prices in Canadian, US and EAFE markets through its investments. Equity investments comprise approximately 45.10% (2020 – 51.86%) of the overall carrying value of the investments.

The approximate impact to the Plan's net assets and unrealized gain/losses on investments to a 10% change in equity prices is:

- \$744,676 (2020 – \$927,830) for changes in Canadian equities (S&P/TSX Composite Index);
- \$2,145,401 (2020 – \$2,271,540) for a change in Global pooled funds (MSCI AC World + Index)

5. CAPITAL MANAGEMENT

The primary objective of capital management for the Plan is to maintain an adequate cash balance in order to pay current and future approved disability claims along with the related administrative expenses. The Plan is not subject to any externally imposed capital requirements. The Plan's primary source of cash is the contributions received from the participating employees and employers. Neither of the participating employees/employers nor 3sHealth contribute any other cash to the Plan. Also, the Plan cannot go to public capital markets to issue debt or common shares.

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – General

Notes to the Financial Statements
December 31, 2021

5. CAPITAL MANAGEMENT (continued)

There have been no changes to the capital management objectives of the Plan during the year which ended on December 31, 2021.

The Plan fulfils its primary objective by adhering to specific investment policies and procedures outlined in its SIP&P:

- The Plan limits credit risk by dealing with securities that are considered B-rated or higher as rated by recognized bond rating agencies;
- The SIP&P of the Plan requires the investment managers to minimize undue concentration of investments in any single geographic area, industry, or company;
- A requirement of the SIP&P is that the investments of the Plan are distributed among several classes of assets based on an established asset mix. This asset mix specifies the minimum, maximum and optimal level by type of investment.
- The investment portfolio and investment managers are monitored continuously and their results are reviewed regularly by the Employee Benefits Committee under the oversight of the Employee Benefit Plans Board of Trustees.

6. INVESTMENTS

	2021	2020
Bond pooled funds	\$ 18,272,980	\$ 26,088,871
Equities:		
Canadian Pooled Funds	7,446,756	9,278,301
Global Pooled Funds	21,454,008	22,715,403
Infrastructure	12,700,095	-
Real Estate	3,795,253	3,452,690
	\$ 63,669,092	61,535,265

7. FAIR VALUE OF FINANCIAL INSTRUMENTS

The best evidence of a fair value is from an independent quoted market price for the same instrument in an active market. An active market is one where quoted prices are readily available, representing regularly occurring transactions. The determination of fair value requires judgment and is based on market information where available. Fair value measurements are categorized into levels within a fair value hierarchy based on the nature of the inputs used in the valuation.

- Level 1 – quoted prices in active markets are readily available.
- Level 2 – valuation models using observable market inputs other than quoted market prices.
- Level 3 – models using inputs that are not based on observable market data.

All fair values of the financial assets of the Investments at December 31, 2021 and December 31, 2020 used Level 1 basis of fair values with the exception of bond pooled funds and real estate. Fair values of bond pooled funds, infrastructure and real estate used Level 2 basis of fair values.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – General

Notes to the Financial Statements
 December 31, 2021

8. RELATED PARTY TRANSACTIONS

These financial statements include transactions with related parties. The Plan is indirectly related to various Saskatchewan Crown agencies such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan. Transactions with these related parties are in the normal course of operations. They are recorded at the agreed upon exchange rates and are settled on normal trade terms.

The administrative expenses charged by 3sHealth during the year and the recorded amounts due to or from other related parties at year end are included in the financial statements and the table below.

Due to the nature of the Plan, substantially all of the employer contributions and employer contributions receivable are from related parties.

	2021	2020
Accounts receivable employer	\$ 290,330	\$ 250,659
Accounts receivable	133	25
Accounts payable	301,821	127,817
Contributions revenue	3,381,360	3,185,773
Administrative expenses	1,036,377	989,460

In addition, the Plan pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all of its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

9. FUTURE DISABILITY OBLIGATIONS

The actuarial present value of accrued future disability obligations is based on an actuarial valuation made as at December 31, 2021 by George & Bell Consulting, an independent actuary, and consists of the following principal components:

	2021	2020
Liability for long term disability obligations	\$ 34,221,000	\$ 32,996,000
Claims incurred but not reported	2,348,000	2,297,000
Liability for claims payment expenses	2,195,000	2,118,000
Liability for large claims	63,000	63,000
Actuarial present value of accrued future disability obligations	\$ 38,827,000	\$ 37,474,000

The valuation of the accrued future disability obligations is based on a number of assumptions about future events. The significant actuarial assumptions used in the valuation were:

Health Shared Services Saskatchewan

DISABILITY INCOME PLAN – General

Notes to the Financial Statements
December 31, 2021

9. FUTURE DISABILITY OBLIGATIONS (continued)

a) Interest rate

A valuation interest rate of 5.00% (2020 – 5.40%) per annum, net of investment expenses, was used representing a long-term estimate of the financial obligations of the Plan.

b) Termination rates

The termination rate assumptions are based on adjustments for the plans' experience applied to the graduated disability termination rates from the Canadian Group Long-Term Disability Termination Study, 2009 to 2015, as published by the Canadian Institute of Actuaries.

c) Incurred but not reported (IBNR)

The IBNR reserve is calculated by applying an IBNR rate of 30.0% (2020 – 35.0%) to the actuarial reserve for new LTD claims. The IBNR rate is determined using assumptions about the history and experience of the average number of claims incurred but not reported as at the valuation date.

d) Claims payment expenses

The liability for claims payment expenses considers the disability claims in payment and based on past experience, is determined as 6% (2020 – 6%) of the total liability for accrued disability obligations.

e) Obligation offset

It is assumed that for some plan members, the obligation paid from the Plan would be offset by a disability obligation paid from external sources like the Canada Pension Plan (CPP), Workers' Compensation Board (WCB), Saskatchewan Government Insurance (SGI), or from other sources.

Disability obligation offset assumptions used in the current valuation are based on a combination of:

- i. Potential benefit payments – CPP benefits are set by the Canada Pension Plan and have been updated to reflect 2022 amounts. Claimants that receive WCB/SGI benefits are assumed to have their gross LTD benefit fully offset
- ii. Offset approval rates – rates were determined through Approval Studies performed by George & Bell on previous open claims (2006 to 2020).

The assumed offset approval rates are applied to the estimated benefit payment for each claimant not currently in receipt of CPP or WCB/SGI benefits.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – General

Notes to the Financial Statements
December 31, 2021

9. FUTURE DISABILITY OBLIGATIONS (continued)

The following illustrates the effect of changes in the interest rate and termination rate assumptions:

- a 1% increase in the interest rate equals a 4.1% decrease in the provision while a 1% decrease in the interest rate results in a 4.5% increase to the provision.
- a 10% increase in the termination rate equals a 3.9% decrease in the provision while a 10% decrease in the termination rate results in a 4.3% increase to the provision.

10. CONTINGENCIES

The Employee Benefit Plans Board of Trustees and 3sHealth are named as defendants in certain lawsuits. Although the outcomes of such lawsuits are not determinable as of the date of these financial statements, in the opinion of management, they will not materially impact the Plan's operations, and no provision has been made for them in the accounts.

11. COMPARATIVE FIGURES

Certain comparative figures have been reclassified to conform to the current year's presentation.

12. SIGNIFICANT EVENT

On March 12, 2020 the World Health Organization characterized the outbreak of a strain of the novel coronavirus ("COVID-19") as a pandemic which has resulted in a series of public health and emergency measures that have been put in place to combat the spread of the virus. These public health measures have resulted in economic uncertainty around the world, which has translated into unprecedented volatility in investment markets and an overall economic slowdown. Any impact experienced by the Plan during the year as a result of these public health measures, are reflected in the Financial Statements. Overall, as the response to the pandemic is ongoing, the full financial and operational impacts of the pandemic cannot be reliably estimated at this time.

Financial Statements of
Health Shared Services Saskatchewan

Disability Income Plan - CUPE

Disability Income Plan - SEIU - West

Disability Income Plan - General

Disability Income Plan - SUN

Core Dental Plan

In-Scope Extended Health/Enhanced Dental Plan

Out-of-Scope Extended Health/Enhanced Dental Plan

Group Life Insurance Plan

Out-of-Scope Flexible Spending Plan

Financial Statements of

**Health Shared Services Saskatchewan
Disability Income Plan – S.U.N.**

December 31, 2021

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of Health Shared Services Saskatchewan Disability Income Plan – S.U.N., which comprise the statement of financial position as at December 31, 2021, and the statement of changes in net assets available for benefits, and the statement of changes in future disability obligations for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Health Shared Services Saskatchewan Disability Income Plan – S.U.N. as at December 31, 2021, and the statement of changes in net assets available for benefits, and the statement of changes in future disability obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Health Shared Services Saskatchewan Disability Income Plan – S.U.N. in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Health Shared Services Saskatchewan Disability Income Plan – S.U.N.'s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Health Shared Services Saskatchewan Disability Income Plan – S.U.N. or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Health Shared Services Saskatchewan Disability Income Plan – S.U.N.'s financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Health Shared Services Saskatchewan Disability Income Plan – S.U.N.'s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health Shared Services Saskatchewan Disability Income Plan – S.U.N.'s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Health Shared Services Saskatchewan Disability Income Plan – S.U.N. to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Regina, Saskatchewan
May 18, 2022

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

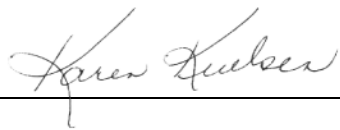
**Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – S.U.N.
Statement of Financial Position
As at December 31**

Statement 1

	<u>2021</u>	<u>2020</u>
Assets		
Investments (Note 6)	\$ 91,541,438	\$ 87,007,237
Cash	1,536,187	903,650
Accounts receivable employees (Note 4)	390,496	342,868
Accounts receivable employers (Note 4, 8)	458,408	402,498
Accounts receivable other (Note 4, 8)	117,201	47,479
Total Assets	94,043,730	88,703,732
Liabilities		
Accounts payable (Note 4, 8)	503,643	468,784
Total Liabilities	503,643	468,784
Net Assets Available for Benefits (Statement 2)	93,540,087	88,234,948
Provision for future disability obligation (Note 9, Statement 3)	50,938,000	48,244,000
Surplus	\$ 42,602,087	\$ 39,990,948

See accompanying notes

On behalf of the Employee Benefit Plans Board of Trustees:





Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – S.U.N.
Statement of Changes in Net Assets Available for Benefits
For the year ended December 31

Statement 2

	2021	2020
		(Note 11)
Increase in Net Assets		
Dividend income	\$ 567,359	\$ 645,875
Commingled fund income	233,178	387,850
Interest income	946,853	1,103,854
Partnership income	288,825	17,044
Realized gain on investments	4,594,944	2,044,045
Unrealized gain on investments	3,174,343	302,317
Contributions – Employees (Note 1)	4,649,599	4,097,248
Contributions – Employers (Note 1)	5,458,225	4,809,813
Recoveries	213,750	200,037
Total Increase in Net Assets	20,127,076	13,608,083
Decrease in Net Assets		
Disability benefits	12,839,911	12,556,207
Administrative expenses (Note 8)	1,036,925	992,388
Consulting fees	383,262	203,553
Custodian fees	10,202	9,756
Fund management fees	470,572	381,052
Professional fees	81,065	104,967
Total Decrease in Net Assets	14,821,937	14,247,923
Change in Net Assets for the Year	5,305,139	(639,840)
Net Assets Available for Benefits, Beginning of Year	88,234,948	88,874,788
Net Assets Available for Benefits, End of Year	\$ 93,540,087	\$ 88,234,948
(Statement 1)		

See accompanying notes

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – S.U.N.
Statement of Changes in Future Disability Obligations
For the year ended December 31

Statement 3

	<u>2021</u>	<u>2020</u>
Future Disability Obligations, Beginning of Year	\$ 48,244,000	\$ 44,793,000
Increase in Future Disability Obligations		
Interest accrued on benefits	2,585,000	1,835,000
New LTD claimants	8,902,000	8,773,000
Impact of experience losses	558,000	1,942,000
Impact of changes in benefits and data	-	372,000
Impact of change in assumptions	649,000	298,000
	12,694,000	13,220,000
Decrease in Future Disability Obligations		
Expected total benefits payments with interest	9,999,000	9,769,000
Impact of changes in benefits and data	1,000	-
	10,000,000	9,769,000
Net change in Future Disability Obligations	2,694,000	3,451,000
Future Disability Obligations, End of Year (Statement 1, Note 9)	\$ 50,938,000	\$ 48,244,000

See accompanying notes

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – S.U.N.

Notes to the Financial Statements

December 31, 2021

1. DESCRIPTION OF PLAN

Health Shared Services Saskatchewan (3sHealth) administers the 3sHealth Disability Income Plan – Saskatchewan Union of Nurses (S.U.N.) (the Plan) under the direction of the Employee Benefit Plans Board of Trustees who receives advice from its Employee Benefits Committee. The following description of the Plan is a summary only. For more complete information, reference should be made to the Plan text.

In January 2015, 3sHealth's Board of Directors appointed individual trustees (called the Employee Benefit Plans Board of Trustees) as part of a governance change for the four 3sHealth disability income plans (the Canadian Union of Public Employees (C.U.P.E.) Plan, the Service Employees International Union - West (SEIU-West) Plan, the General Plan, and the Saskatchewan Union of Nurses (S.U.N.) Plan (the Plans)). 3sHealth's Board, on behalf of the members, signed a formal trust agreement with the Employee Benefit Plans Board of Trustees on January 12, 2015, effectively making the Employee Benefit Plans Board of Trustees the governing authority for these plans and creating a service agreement with 3sHealth to administer the assets on behalf of the four disability income plans.

a) *Effective date*

The effective date of the Plan was October 1, 1982.

b) *Purpose of plan*

The Plan provides protection against total loss of income due to disability for all eligible employees and complements the sick leave plan of each participating employer. The Plan is designed to integrate with other disability programs (e.g. Canadian Pension Plan (CPP) and Worker's Compensation Boards (WCB)). Eligible employees receive the following disability benefits:

- After an initial 119 day qualifying period, long term disability benefits equal to 75% of pre-disability regular gross monthly earnings.

c) *Eligibility*

Members of S.U.N., employed by 3sHealth participating health care organizations in the Province of Saskatchewan, who meet the eligibility requirements are enrolled in the Plan.

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – S.U.N.

Notes to the Financial Statements

December 31, 2021

1. DESCRIPTION OF PLAN (continued)

d) Employers' and employees' contributions

The financial requirements of the Plan are measured on a continuous basis and adjustments to the contribution levels are made accordingly. The total monthly contribution rate at December 31, 2021 was 1.46% (2020 – 1.46%) of each eligible employee's normal earnings which is allocated to the employee as 0.67% (2020 – 0.67%) and to the employer as 0.79% (2020 – 0.79%).

e) Termination of plan

The Plan text provides guidance for the use of Plan assets upon its termination. During the first twelve months immediately following the date of termination, benefits will continue to be paid in accordance with the terms of the Plan. Thereafter, the remaining Plan funds, after providing for expenses of the Plan, shall be used as follows:

- (i) Employees receiving disability benefits under the Plan shall have their disability benefits purchased from an insurance company under a single premium non-participating closed Reserve long term disability contract, if such a contract is available in the market. If the funds remaining are not sufficient to provide full benefits under such a contract, the funds available shall be allocated proportionately.
- (ii) If such a contract is not available in the market, the funds available shall be allocated to employees receiving disability benefits under the Plan to the extent of the amount of the liabilities established by an actuary's valuation. If the funds remaining are not sufficient to provide the full amount of benefits as established by the actuary, the funds available shall be allocated proportionately.
- (iii) Any funds remaining after having made the allocations described above, shall be paid to 3sHealth for distribution for the benefit of eligible employees or as otherwise may be determined or directed by the Employee Benefit Plans Board of Trustees.

2. STATEMENT OF COMPLIANCE

The financial statements of the Plan have been prepared in accordance with Canadian accounting standards for pension plans as prescribed by the Chartered Professional Accountants of Canada (CPA Canada) Handbook section 4600, *Pension Plans*. These standards include reference to guidance found in International Financial Reporting Standards (IFRS) with respect to the fair value measurement for investment assets and liabilities. For accounting policies that do not relate to its investments or disability obligations, the Plan has followed the guidance contained in Part II of the CPA Canada Handbook, Accounting Standards for Private Enterprises (ASPE).

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – S.U.N.

Notes to the Financial Statements

December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies followed by the Plan are as follows:

a) Financial instruments

All financial instruments that are financial assets or financial liabilities have been identified and classified. The classification determines how each financial instrument is measured. The Plan's financial instruments and their classifications, as determined by 3sHealth, are as follows:

(i) Investments

Investments are classified as held-for-trading and are recorded at fair value which is based on published quotes. The Plan holds a diversified investment portfolio including money market securities, bonds, real estate funds, Canadian equities, and pooled funds, which invest in US and Non-North American equities (Note 6).

The Plan uses the accrual method for recording income and expenses. Investment transactions are accounted for on the trade date with identifiable transaction costs being expensed when incurred. Dividends and distributions are recognized when declared. Interest income is recorded using the effective interest method. Commingled fund distributions are recognized when declared. Commingled fund distributions are from a pooled fund that is invested in assets in multiple other funds, blended together as a single portfolio. Due to the structure of this fund, there are several types of income that can be distributed. Partnership income is earned in a private real estate fund and recognized when declared. Due to the nature of this investment, there are multiple types of income earned by the fund.

Gains and losses are recorded in revenues or expenses when realized and are determined with reference to the average cost of investments. Unrealized changes in fair value are determined with reference to the average cost of investments and are recorded in revenues or expenses for the period in which the change in the fair value occurs.

(ii) Cash, Accounts receivable and Accounts payable

Cash is classified as held-for-trading and is recorded at fair value. Accounts receivable are classified as loans and receivables while accounts payable are classified as other liabilities. These financial instruments are measured at amortized cost which approximates their fair value due to their short term nature.

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – S.U.N.

Notes to the Financial Statements
December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

b) Foreign currency

Foreign currency transactions are translated into Canadian dollars using the transaction date exchange rate. Monetary assets and liabilities denominated in foreign currencies are adjusted to reflect exchange rates at the balance sheet date. Exchange gains or losses arising on the translation of monetary assets and liabilities or sale of investments are included in the statement of operations and changes in net assets in the year incurred.

c) Contributions – employees/employers

Contributions are recognized as increases in net assets when due.

d) Future disability obligations

The future disability obligations represent the actuarial present value of accrued disability benefits at year end and include an actuarial calculation of disability claims incurred but not reported. Any resulting change in this obligation is recognized as an increase or decrease in the Statement of Changes in Future Disability Obligations.

e) Recoveries

Recoveries include amounts received from various external parties relating to disability overpayments made to claimants in the past.

f) Income taxes

The Plan is currently registered as a health and welfare trust under *The Income Tax Act*. In February 2018 the Government of Canada announced that health and welfare trusts would be discontinued by December 31, 2020. The Government of Canada has subsequently granted two extensions, therefore giving trusts until December 31, 2022 to convert. Current health and welfare trusts that meet specific criteria will be allowed to convert to employee life and health trusts.

For the year ended December 31, 2021, the Plan elected to be deemed an employee life and health trust. Investment income earned by the Plan, net of eligible deductions, is subject to income tax.

Disability benefits paid from the Plan are subject to source deductions that are withheld and remitted to the Canada Revenue Agency.

**Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – S.U.N.**

Notes to the Financial Statements

December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

g) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires the administrator to make estimates and assumptions that affect reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. The only significant item subject to such estimates and assumptions is the determination of the provision for future disability obligations. Actual results could differ from those estimations.

4. FINANCIAL INSTRUMENT RISK MANAGEMENT

a) Credit risk

The Plan is exposed to credit risk, which arises from the potential for issuers of securities to default on their contractual obligations. The Plan's greatest concentration of credit risk is in bond pooled funds.

Short-term investments consist of investments in an institutional short term investment fund, which invests in high quality short term debt obligations issued or guaranteed by Canadian governments, or issued by corporations with a maximum term to maturity of one year. The minimum acceptable credit rating for these investments is R-1 or equivalent. An R-1 rating is considered strong credit quality and indicates low risk of short term investment loss, as rated by a Recognized Bond Rating Agency. Earnings of this fund are reinvested within the same fund.

Investments in bond pooled funds consist of two active managed bond funds. Earnings in these funds are reinvested in each respective fund and distributed to unit holders on an annual basis. The bond funds consist of active managed funds which invest in bonds with a minimum credit rating of B at purchase and a 10% maximum of bonds rated below BBB (low).

The Plan's maximum credit risk exposure related to financial assets is as follows:

	2021	2020
Bond pooled funds	\$ 26,601,082	\$ 36,022,767
	\$ 26,601,082	\$ 36,022,767

The Plan is exposed to minimal credit risk from the potential non-payment of accounts receivable of \$848,904 (2020 – \$745,366) as these receivables are either from related parties or are collected shortly after year end.

Also included in the accounts receivable balance are amounts recoverable on paid claims in the amount of \$110,475 (2020 – \$46,151) which are subject to higher credit risk as these accounts are due from non-related parties to the Plan.

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – S.U.N.

Notes to the Financial Statements

December 31, 2021

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

b) Liquidity risk

Liquidity risk is the risk that the Plan will not be able to meet all cash outflow obligations as they come due. The Plan's objective is to maintain sufficient assets to discharge future disability claim obligations and to generate cash flow required for disability payments.

The Plan closely manages operating liquidity through cash flow matching of assets and liabilities. The level of incoming contributions is reviewed regularly to ensure they support the existing claims. In cases when the contributions do not cover claims, the Plan will increase the contribution rates for employees and employers, or do both. The Plan does not utilize lines of credit.

The estimated contractual maturities of the Plan's financial liabilities at December 31, 2021 are:

- up to three months for accounts payable; and
- future disability obligations: zero to six months: \$5,101,674; seven to twelve months: \$4,130,935; year two: \$6,488,692; three to five years: \$13,943,484; over five years: \$31,596,258

c) Real Estate and Infrastructure Risk

Real estate and infrastructure risk is the risk of adverse consequences of changes in the market values of the real estate and infrastructure investments, due to the state of the economy or their geographic location. The Plan is invested in both real estate pooled funds, as well as a real estate equity fund. The Plan reduces this risk through diversification across types of buildings and geographic location.

d) Interest rate risk

Interest rate risk refers to the adverse consequences of interest rate changes on cash flows, financial position and income. The Plan manages this exposure to fluctuations in interest rates by investing in a mix of fixed and variable rate investment assets. Duration is a measure used to estimate the extent market values of fixed income investments could change due to changes in interest rates.

It is estimated that a 100 basis point change in interest rates would change net assets by \$1,355,435 (2020 – \$1,939,223).

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – S.U.N.

Notes to the Financial Statements

December 31, 2021

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

e) Foreign currency risk

Foreign currency risk may impact the Plan's investment as it converts non-Canadian holdings of cash, infrastructure equity, real estate equity and pooled funds. During the year, there may be adverse changes in foreign exchange rates. The largest notional amount of foreign currency held by the Plan is US dollars with the remainder held in EAFE (Europe, Australasia and Far East) currencies. To mitigate currency risk, the Plan's investment policy allows up to 10% of the entire bond portfolio's market value to be invested in foreign currencies.

At December 31, 2021 a 10% change in the Canadian dollar to US dollar exchange rate would result in approximately a \$2,707,578 (2020 – \$1,786,916) change in net assets. A 10% change in the Canadian dollar to EAFE currencies exchange rate as at December 31, 2021 would result in approximately a \$2,058,033 (2020 – \$1,442,905) change in net assets.

f) Equity risk

Equity risk is the uncertainty associated with the value of equity investments due to changes in equity markets. To mitigate equity risk, the Statement of Investment Policies & Procedures (SIP&P) has investment policy guidelines in place that provide for prudent investment in equity markets within clearly defined limits. The Plan is exposed to changes in equity prices in Canadian, US and EAFE markets through its investments. Equity investments comprise approximately 44.74% (2020 – 52.66%) of the overall carrying value of the investments.

The approximate impact to the Plan's net assets and unrealized gain/losses on investments to a 10% change in equity prices is:

- \$1,063,047 (2020 – \$1,332,790) for changes in Canadian equities (S&P/TSX Composite Index);
- \$3,059,500 (2020 – \$3,261,734) for a change in Global pooled funds (MSCI AC World + Index)

5. CAPITAL MANAGEMENT

The primary objective of capital management for the Plan is to maintain an adequate cash balance in order to pay current and future approved disability claims along with the related administrative expenses. The Plan is not subject to any externally imposed capital requirements. The Plan's primary source of cash is the contributions received from its participating employees and employers. Neither of the participating employees/employers nor 3sHealth contribute any other cash to the Plan. Also, the Plan cannot go to public capital markets to issue debt or common shares.

Health Shared Services Saskatchewan DISABILITY INCOME PLAN – S.U.N.

Notes to the Financial Statements

December 31, 2021

5. CAPITAL MANAGEMENT (continued)

There have been no changes to the capital management objectives of the Plan during the year which ended on December 31, 2021.

The Plan fulfils its primary objective by adhering to specific investment policies and procedures outlined in its SIP&P:

- The Plan limits credit risk by dealing with securities that are considered B-rated or higher as rated by recognized bond rating agencies;
- The SIP&P of the Plan requires the investment managers to minimize undue concentration of investments in any single geographic area, industry, or company;
- A requirement of the SIP&P is that the investments of the Plan are distributed among several classes of assets based on an established asset mix. This asset mix specifies the minimum, maximum and optimal level by type of investment.
- The investment portfolio and investment managers are monitored continuously and their results are reviewed regularly by the Employee Benefits Committee under the oversight of the Employee Benefit Plans Board of Trustees.

6. INVESTMENTS

The fair value of the Plan's assets at December 31, 2021 is:

	2021	2020
Bond pooled funds	\$ 26,601,082	\$ 36,022,767
Equities: Canadian Pooled Funds	10,630,469	13,327,905
Global Pooled Funds	30,595,001	32,617,339
Infrastructure	18,172,494	-
Real Estate	5,542,392	5,039,226
	\$ 91,541,438	\$ 87,007,237

7. FAIR VALUE OF FINANCIAL INSTRUMENTS

The best evidence of a fair value is from an independent quoted market price for the same instrument in an active market. An active market is one where quoted prices are readily available, representing regularly occurring transactions. The determination of fair value requires judgment and is based on market information where available. Fair value measurements are categorized into levels within a fair value hierarchy based on the nature of the inputs used in the valuation.

- Level 1 – quoted prices in active markets are readily available.
- Level 2 – valuation models using observable market inputs other than quoted market prices.
- Level 3 – models using inputs that are not based on observable market data.

**Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – S.U.N.**

Notes to the Financial Statements

December 31, 2021

7. FAIR VALUE OF FINANCIAL INSTRUMENTS (continued)

All fair values of the financial assets of the Plan at December 31, 2021 and December 31, 2020 used Level 1 basis of fair values with the exception of bond pooled funds and real estate. Fair values of bond pooled funds, infrastructure and real estate used Level 2 basis of fair values.

8. RELATED PARTY TRANSACTIONS

These financial statements include transactions with related parties. The Plan is indirectly related to various Saskatchewan Crown agencies such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan. Transactions with these related parties are in the normal course of operations. They are recorded at the agreed upon exchange rates and are settled on normal trade terms.

The administrative expenses charged by 3sHealth during the year and the recorded amounts due to or from other related parties at year end are included in the financial statements and the table below.

Due to the nature of the Plan, substantially all of the employer contributions and employer contributions receivable are from related parties.

	2021	2020
Accounts receivable employers	\$ 458,408	\$ 402,498
Accounts payable	126,797	117,123
Contributions revenue	5,458,225	4,809,813
Recoveries	2,658	29,752
Administrative expenses	1,036,925	992,388

In addition, the Plan pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all of its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

9. FUTURE DISABILITY OBLIGATIONS

The actuarial present value of accrued future disability obligations is based on an actuarial valuation made as at December 31, 2021 by George & Bell Consulting, an independent actuary, and consists of the following principal components:

	2021	2020
Liability for long term disability obligations	\$ 44,817,000	\$ 42,154,000
Claims incurred but not reported	3,694,000	3,793,000
Liability for claims payment expenses	2,427,000	2,297,000
Actuarial present value of accrued future disability obligations	\$ 50,938,000	\$ 48,244,000

The valuation of the accrued future disability obligations is based on a number of assumptions about future events. The significant actuarial assumptions used in the valuation were:

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – S.U.N.

Notes to the Financial Statements
December 31, 2021

9. FUTURE DISABILITY OBLIGATIONS (continued)

a) Interest rate

A valuation interest rate of 5.00% (2020 – 5.40%) per annum, net of investment expenses, was used representing a long-term estimate of the financial obligations of the Plan.

b) Termination rates

The termination rate assumptions are based on adjustments for the plans' experience applied to the graduated disability termination rates from the Canadian Group Long-Term Disability Termination Study, 2009 to 2015, as published by the Canadian Institute of Actuaries.

c) Incurred but not reported (IBNR)

The IBNR reserve is calculated by applying an IBNR rate of 30.0% (2020 – 35.0%) to the actuarial reserve for new LTD claims. The IBNR rate is determined using assumptions about the history and experience of the average number of claims incurred but not reported as at the valuation date.

d) Claims payment expenses

The liability for claims payment expenses considers the disability claims in payment and based on past experience is determined as 5% (2020 – 5%) of the total liability for accrued disability obligations.

e) Obligation offset

It is assumed that for some plan members, the obligation paid from the Plan would be offset by a disability obligation paid from external sources like the Canada Pension Plan (CPP), Workers' Compensation Board (WCB), Saskatchewan Government Insurance (SGI), or from other sources.

Disability obligation offset assumptions used in the current valuation are based on a combination of:

- i. Potential benefit payments – CPP benefits are set by the Canada Pension Plan and have been updated to reflect 2022 amounts. Claimants that receive WCB/SGI benefits are assumed to have their gross LTD benefit fully offset
- ii. Offset approval rates – rates were determined through Approval Studies performed by George & Bell on previous open claims (2006 to 2020).

The assumed offset approval rates are applied to the estimated benefit payment for each claimant not currently in receipt of CPP or WCB/SGI benefits.

Health Shared Services Saskatchewan
DISABILITY INCOME PLAN – S.U.N.

Notes to the Financial Statements

December 31, 2021

9. FUTURE DISABILITY OBLIGATIONS (continued)

The following illustrates the effect of changes in the interest rate and termination rate assumptions on the provision for future disability obligations:

- a 1% increase in the interest rate equals a 4.6% decrease in the provision while a 1% decrease in the interest rates result in a 5.1% increase to the provision.
- a 10% increase in the termination rate equals a 4.6% decrease in the provision while a 10% decrease in the termination rate results in a 5.2% increase to the provision.

10. CONTINGENCIES

The Employee Benefit Plans Board of Trustees and 3sHealth are named as defendants in certain lawsuits. Although the outcomes of such lawsuits are not determinable as of the date of these financial statements, in the opinion of management, they will not materially impact the Plan's operations, and no provision has been made for them in the accounts.

11. COMPARATIVE FIGURES

Certain comparative figures have been reclassified to conform to the current year's presentation.

12. SIGNIFICANT EVENT

On March 12, 2020 the World Health Organization characterized the outbreak of a strain of the novel coronavirus ("COVID-19") as a pandemic which has resulted in a series of public health and emergency measures that have been put in place to combat the spread of the virus. These public health measures have resulted in economic uncertainty around the world, which has translated into unprecedented volatility in investment markets and an overall economic slowdown. Any impact experienced by the Plan during the year as a result of these public health measures, are reflected in the Financial Statements. Overall, as the response to the pandemic is ongoing, the full financial and operational impacts of the pandemic cannot be reliably estimated at this time.

Financial Statements of
Health Shared Services Saskatchewan

Disability Income Plan - CUPE

Disability Income Plan - SEIU - West

Disability Income Plan - General

Disability Income Plan - SUN

Core Dental Plan

In-Scope Extended Health/Enhanced Dental Plan

Out-of-Scope Extended Health/Enhanced Dental Plan

Group Life Insurance Plan

Out-of-Scope Flexible Spending Plan

Financial Statements of

**Health Shared Services Saskatchewan
Core Dental Plan**

December 31, 2021

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of Health Shared Services Saskatchewan Core Dental Plan, which comprise the statement of financial position as at December 31, 2021, and the statement of changes in net assets available for benefits and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Health Shared Services Saskatchewan Core Dental Plan as at December 31, 2021, and changes in its net assets available for benefits for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Health Shared Services Saskatchewan Core Dental Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Health Shared Services Saskatchewan Core Dental Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Health Shared Services Saskatchewan Core Dental Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Health Shared Services Saskatchewan Core Dental Plan's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Health Shared Services Saskatchewan Core Dental Plan's internal control.



- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health Shared Services Saskatchewan Core Dental Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Health Shared Services Saskatchewan Core Dental Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Regina, Saskatchewan
May 18, 2022

A handwritten signature in black ink that reads "T. Clemett".

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

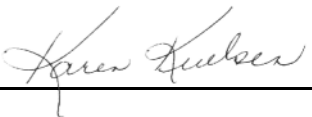
**Health Shared Services Saskatchewan
Core Dental Plan
Statement of Financial Position
As at December 31**

Statement 1

	<u>2021</u>	<u>2020</u>
Assets		
Investments (Note 4)	\$ 20,559,932	\$ 18,106,059
Contributions and other receivables	2,971,905	2,830,764
Cash	2,281,810	3,076,120
Total Assets	25,813,647	24,012,943
Liabilities		
Accounts payable	132,265	129,704
Dental Claims payable	2,470,735	2,307,284
Provision for unpaid claims (Note 8)	813,651	431,122
Total Liabilities	3,416,651	2,868,110
Net Assets (Statement 2)	\$ 22,396,996	\$ 21,144,833
Net Assets Available for Benefits, restricted for Rate Stabilization Fund (Note 9)	15,559,926	-
Net Assets Available for Benefits	\$ 6,837,070	\$ 21,144,833

See accompanying notes

On behalf of the Employee Benefit Plans Board of Trustees:





**Health Shared Services Saskatchewan
Core Dental Plan
Statement of Changes in Net Assets Available for Benefits
For the year ended December 31**

Statement 2

	<u>2021</u>	<u>2020</u>
Increase in Net Assets		
Interest income	\$ 452,192	\$ 382,149
Contributions – Employees and Employers (Note 1, 7)	32,923,295	31,954,587
Change in provision for unpaid claims (Note 8)	-	264,807
Realized Gain on investments	43,886	133,634
Unrealized gain on investments	-	249,088
Total Increase in Net Assets	33,419,373	32,984,265
Decrease in Net Assets		
Dental claims	29,961,795	22,202,107
Administrative expenses (Note 7)	285,152	250,530
Adjudication fees	1,158,062	911,133
Consulting fees	43,926	45,834
Professional fees	94,873	75,884
Unrealized loss on investments	269,526	-
Change in provision for unpaid claims (Note 8)	353,876	-
Total Decrease in Net Assets	32,167,210	23,485,488
Change in Net Assets for the Year	1,252,163	9,498,777
Net Assets Available for Benefits, Beginning of Year	21,144,833	11,646,056
Net Assets Available for Benefits, End of Year (Statement 1)	\$ 22,396,996	\$ 21,144,833

See accompanying notes

Health Shared Services Saskatchewan

Core Dental Plan

Notes to the Financial Statements

December 31, 2021

1. DESCRIPTION OF PLAN

Health Shared Services Saskatchewan (3sHealth) administers the 3sHealth Core Dental Plan (the Plan) under the direction of the Employee Benefit Plans Board of Trustees who receives advice from its Employee Benefits Committee. The following description of the Plan is a summary only. For more complete information, reference should be made to the Plan text.

In January 2015, 3sHealth's Board of Directors appointed individual trustees (called the Employee Benefit Plans Board of Trustees) as part of a governance change for the Plan. 3sHealth's Board, on behalf of the members, signed a formal trust agreement with the Employee Benefit Plans Board of Trustees on January 12, 2015, effectively making the Employee Benefit Plans Board of Trustees the governing authority for the Plan and creating a service agreement with 3sHealth to administer the assets of the Plan.

a) Effective date

The Plan was established on January 1, 1986.

b) Purpose of the Plan

The purpose of the Plan is to promote good dental health to its members by reducing dental costs for preventive, routine and major dental services. The Plan is a multi-employer benefit plan that is administered by 3sHealth on behalf of eligible employees of participating member organizations. Claims adjudication and benefit payment services are done through an agreement with the Canada-Life Assurance Company (Canada-Life).

c) Eligibility

The Plan is available to the employees and their immediate families of contributing member organizations of 3sHealth with certain restrictions based on nature of employment and term of service.

d) Employers' and employees' contributions

The monthly contribution rate as at December 31, 2021 was \$68.75 (2020 - \$72.25) per eligible full-time equivalent employee. Cost sharing arrangements of the monthly contribution rate between the employee and employer vary by each employer.

Health Shared Services Saskatchewan

Core Dental Plan

Notes to the Financial Statements

December 31, 2021

2. STATEMENT OF COMPLIANCE

The financial statements of the Plan have been prepared in accordance with Canadian accounting standards for pension plans as prescribed by the Chartered Professional Accountants of Canada (CPA Canada) Handbook section 4600, *Pension Plans*. These standards include reference to guidance found in International Financial Reporting Standards (IFRS) with respect to the fair value measurement for investment assets and liabilities. For accounting policies that do not relate to its investments or benefit obligations, the Plan has followed the guidance contained in Part II of the CPA Canada Handbook, Accounting Standards for Private Enterprises (ASPE).

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies followed by the Plan are as follows:

a) *Financial instruments*

All financial instruments that are financial assets and financial liabilities have been identified and classified. The classification determines how each financial instrument is measured. The Plan's financial instruments and their classifications, which were determined by 3sHealth as the administrator of the Plan, are as follows:

(i) Investments

Investments are classified as held-for-trading and are recorded at fair value which is based on published quotes. The Plan holds a diversified investment portfolio including money market securities, bond funds, and mortgage funds.

The Plan uses the accrual method for recording income and expenses. Interest income is recorded using the effective interest method. Investment transactions are accounted for on the trade date with identifiable transaction costs being expensed when incurred.

Gains and losses are recorded in revenues or expenses when realized and are determined with reference to the average cost of investments. Unrealized changes in fair value are determined with reference to the average cost of investments and are recorded in revenues or expenses for the period in which the change in the fair value occurs.

(ii) Cash, contributions receivable, other receivables, accounts payable and dental claims payable

Cash, contributions receivable and other receivables are classified as loans and receivables while accounts payable and dental claims payable are classified as other liabilities. These financial instruments are measured at amortized cost which approximates their fair value

Health Shared Services Saskatchewan

Core Dental Plan

Notes to the Financial Statements

December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

due to their short term nature. Cash is classified as held-for-trading and is recorded at fair value.

b) Employers' and employees' contributions

At the end of each month, employers determine the contributions owing based on the number of eligible full-time-equivalent employees. Contributions are recognized as an increase in net assets in the period to which they apply.

c) Provision for unpaid claims

The provision for unpaid claims represents an estimate of the cost of claims incurred but not reported at year end. Any resulting change in this provision is recognized as a revenue or expense in the Statement of Changes in Net Assets Available for Benefits.

d) Income taxes

The Plan previously filed trust income taxes as a health and welfare trust. In February 2018 the Government of Canada announced that health and welfare trusts will be discontinued by December 31, 2020. Due to the Covid-19 pandemic, this was subsequently updated to be discontinued by December 31, 2022. Previous health and welfare trusts that meet specific criteria will be allowed to convert to employee life and health trusts.

For the year ended December 31, 2021, the Plan elected to be, and filed trust income taxes as a deemed employee life and health trust. Investment income earned by the Plan, net of eligible deductions, is subject to income tax.

e) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires the administrator to make estimates and assumptions that affect reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant items subject to such estimates and assumptions include provision for unpaid claims. Actual results could differ from those estimations.

4. FINANCIAL INSTRUMENTS RISK MANAGEMENT

a) Credit risk

The Plan is exposed to credit risk, which arises from the potential for issuers of securities to default on their contractual obligations. The Plan's greatest concentration of credit risk is in mortgage funds.

Health Shared Services Saskatchewan

Core Dental Plan

Notes to the Financial Statements

December 31, 2021

4. FINANCIAL INSTRUMENTS RISK MANAGEMENT (continued)

The mortgage fund invests in mortgages with a maximum loan-to-value ratio of 75% and with a maximum term to maturity of 11 years.

Short term investments consist of investments in Canadian money market fund instruments maturing in less than one year's time. This fund invests in investment grade securities with a minimum rating of R-1 (low) or equivalent. Earnings in this fund are reinvested.

Investments in bond and mortgage funds consist of actively managed funds. Earnings in these funds are reinvested in each respective fund account.

The bond funds consist of a Core Plus Bond fund and a High Yield Bond fund.

- The Core Plus Bond fund invests in a mix of securities within the following constraints:
 - No more than 40% of bonds in this fund will be invested in bonds with a credit rating of BB or less; and
 - No more than 5% of bonds in this fund will be invested in bonds with a credit rating of CCC.
- The High Yield Bond fund invests in a mix of securities within the following constraints:
 - No more than 50% of bonds in this fund will be invested in bonds with a credit rating of B; and
 - No more than 10% of bonds in this fund will be invested in bonds with a credit rating of CCC.

The Plan's maximum credit risk exposure related to financial assets is as follows:

	2021	2020
Money Market Fund	\$ 7,342,432	\$ 7,330,865
Core Plus Bond Fund	3,397,822	3,079,874
High Yield Bond Fund	4,074,168	3,477,944
Mortgage Fund	5,745,510	4,217,376
Contributions and other receivables	2,970,383	2,806,356
	\$ 23,530,315	\$ 20,912,415

The Plan is exposed to minimal credit risk from the potential non-payment of contributions receivable as the majority of these receivables are from related parties (Note 7) and are collected monthly.

b) Liquidity risk

Liquidity risk is the risk that the Plan is unable to meet its financial obligations as they fall due. This risk is managed by the Plan by investing in financial assets with a very short term to maturity. The financial liabilities, which are also short-term in nature, are due

Health Shared Services Saskatchewan

Core Dental Plan

Notes to the Financial Statements

December 31, 2021

4. FINANCIAL INSTRUMENTS RISK MANAGEMENT (continued)

within one year. The Plan generally maintains positive cash flows generated from its operating activities and supplements any shortfalls from its short-term investment portfolio.

The estimated contractual maturities of the Plan's financial liabilities at December 31, 2021 are up to three months for accounts payable, the provision for unpaid claims and dental claims payable.

5. FAIR VALUE OF FINANCIAL INSTRUMENTS

The best evidence of a fair value is from an independent quoted market price for the same instrument in an active market. An active market is one where quoted prices are readily available, representing regularly occurring transactions. The determination of fair value requires judgment and is based on market information where available. Fair value measurements are categorized into levels within a fair value hierarchy based on the nature of the inputs used in the valuation.

- Level 1 – quoted prices in active markets are readily available.
- Level 2 – valuation models using observable market inputs other than quoted market prices.
- Level 3 – models using inputs that are not based on observable market data.

All fair values of the investments of the Plan at December 31, 2021 and December 31, 2020 used Level 2 basis of fair values. Over those periods there was no change in levels.

6. CAPITAL MANAGEMENT

The primary objective of capital management for the Plan is to maintain an adequate balance in its short term investments portfolio which is used to assist in achieving consistency and stability in contribution rates and to pay the Plan's current and future approved claims. The Plan is not subject to any externally imposed capital requirements.

The Plan's primary source of cash is the contributions received from the employees and employers that are enrolled in the Plan (See Note 1d for contribution rate). The contribution rates are reviewed regularly to ensure they support the expenditures of the Plan. Neither 3sHealth, as the administrator, nor the members contribute any other cash to the Plan. Also, the Plan cannot go to public capital markets to issue debt or common shares.

There have been no changes to the capital management objectives of the Plan during the year which ended on December 31, 2021.

The Plan fulfils its primary objective by adhering to specific investment policies and procedures outlined in its Statement of Investment Policies & Guidelines (SIP&G):

Health Shared Services Saskatchewan

Core Dental Plan

Notes to the Financial Statements

December 31, 2021

6. CAPITAL MANAGEMENT (continued)

- The Plan limits credit risk by dealing with fixed income securities within the parameters established by the SIP&G and as rated by external credit rating agencies.
- A requirement of the SIP&G is that the investments of the Plan are distributed among several classes of assets based on an established asset mix. This asset mix specifies the minimum, maximum and optimal level by type of investment.
- The investment portfolio and investment managers are monitored continuously and their results are reviewed regularly by the Employee Benefits Committee under the oversight of the Employee Benefit Plans Board of Trustees.

7. RELATED PARTY TRANSACTIONS

These financial statements include transactions with related parties. The Plan is indirectly related to various Saskatchewan Crown agencies such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan. Transactions with these related parties are in the normal course of operations. They are recorded at the agreed upon exchange rates and are settled on normal trade terms.

The administrative expenses charged by 3sHealth during the year and the recorded amounts due to or from other related parties at year end are included in the financial statements and the table below.

Due to the nature of the Plan, substantially all of the contribution revenue is from related parties.

	<u>2021</u>	<u>2020</u>
Contributions and other receivable	\$ 2,970,383	\$ 2,806,356
Employers and employees contributions	32,923,295	31,954,587
Accounts payable	28,879	24,913
Administrative expenses	285,152	250,530

In addition, the Plan pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all of its taxable purchases. Taxes paid are recorded as part of the cost of the purchases.

8. PROVISION FOR UNPAID CLAIMS

The provision for unpaid claims represents an estimate, based on historical claim experience, for the cost of claims incurred but not reported at year end. The terms of the Plan requires that eligible claims must be submitted within 120 days of the end of the calendar year in which the expense was incurred.

Health Shared Services Saskatchewan

Core Dental Plan

Notes to the Financial Statements

December 31, 2021

8. PROVISION FOR UNPAID CLAIMS (continued)

The provision for eligible claims incurred prior to December 31, 2021 amounts to \$813,651 (2020 – \$431,122) and includes a 3.65% (2020 – 3.84%) provision for administrative costs for these claims.

9. RATE STABILIZATION FUND

On October 14, 2021, the Employee Benefit Plans Board of Trustees approved a new Funding Policy which restricted the use of \$15,559,926 (2020- \$0) of the net assets available for benefits in a rate stabilization fund (RSF). The RSF is intended to absorb negative plan experience fluctuations and to promote rate stability. The RSF will be adjusted annually by restricting an amount of the net assets available for benefits, equal to the following:

- The RSF will be established annually at the end of the plan year. The desired funding level for RSF is 6 months of annualized claims plus insurer expenses based on the prior calendar year (January 1 to December 31).

The purpose of the RSF is to provide the plan with restricted net assets that can be drawn upon if claims exceed contributions. Having this RSF allows the employers and plan members time to negotiate changes in the contribution rates sufficient to cover claims costs and/or changes in benefit levels to beneficiaries.

10. CONTINGENCIES

The Employee Benefit Plans Board of Trustees and 3sHealth are named as defendants in certain lawsuits. Although the outcomes of such lawsuits are not determinable as of the date of these financial statements, in the opinion of management, they will not materially impact the Plan's operations, and no provision has been made for them in the accounts.

11. SIGNIFICANT EVENT

On March 12, 2020, COVID-19 was declared a pandemic by the World Health Organization, resulting in government restrictions which have caused a significant impact on the economy. Additionally, due to restrictions related to COVID-19, the Plan has experienced some changes that were presented in the Financial Statements. Even though restrictions and vaccines are available, the duration and full impact of this pandemic remains unknown at this time.

Financial Statements of
Health Shared Services Saskatchewan

Disability Income Plan - CUPE

Disability Income Plan - SEIU - West

Disability Income Plan - General

Disability Income Plan - SUN

Core Dental Plan

In-Scope Extended Health/Enhanced Dental Plan

Out-of-Scope Extended Health/Enhanced Dental Plan

Group Life Insurance Plan

Out-of-Scope Flexible Spending Plan

Financial Statements of

**Health Shared Services Saskatchewan
In-Scope Extended Health/Enhanced Dental Plan**

December 31, 2021

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of Health Shared Services Saskatchewan In-Scope Dental Plan, which comprise the statement of financial position as at December 31, 2021, and the statement of changes in net assets available for benefits and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Health Shared Services Saskatchewan In-Scope Dental Plan as at December 31, 2021, and the changes in its net assets available for benefits for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Health Shared Services Saskatchewan In-Scope Dental Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Health Shared Services Saskatchewan In-Scope Dental Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Health Shared Services Saskatchewan In-Scope Dental Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Health Shared Services Saskatchewan In-Scope Dental Plan's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Health Shared Services Saskatchewan In-Scope Dental Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health Shared Services Saskatchewan In-Scope Dental Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Health Shared Services Saskatchewan In-Scope Dental Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Regina, Saskatchewan
May 18, 2022

A handwritten signature in black ink that reads "Tara Clemett".

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

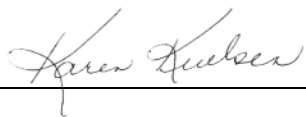
**Health Shared Services Saskatchewan
In-Scope Extended Health/Enhanced Dental Plan
Statement of Financial Position
As at December 31**

Statement 1

	<u>2021</u>	<u>2020</u>
Assets		
Investments (Note 4)	\$ 205,584,423	\$ 197,418,630
Contributions and Other Receivables	173,206	1,783
Receivable from Canada Life Assurance Company (Note 7)	4,755,497	8,835,393
Cash	4,280,529	4,457,709
Total Assets	214,793,655	210,713,515
Liabilities		
Accounts payable	1,102,040	1,088,836
Deferred Contributions	3,598,522	3,704,914
Provision for Unpaid Claims (Note 9)	2,100,565	1,824,758
Total Liabilities	6,801,127	6,618,508
Net Assets (Statement 2)	207,992,528	204,095,007
Net Assets Available for Benefits, restricted for Rate Stabilization Fund (Note 12)	57,611,488	47,929,103
Net Assets Available for Benefits (Note 10)	\$ 150,381,040	\$ 156,165,904

See accompanying notes

On behalf of the Employee Benefit Plans Board of Trustees:





Health Shared Services Saskatchewan
In-Scope Extended Health/Enhanced Dental Plan
Statement of Changes in Net Assets Available for Benefits
For the year ended December 31

Statement 2

	2021	2020
Increase in Net Assets		
Interest income	\$ 5,712,782	\$ 5,873,362
Contributions – Employers (Note 1, 8)	60,854,451	56,222,210
Realized Gain on investments	422,556	1,585,502
Unrealized Gain on investments	-	5,159,760
Change in Provision of unpaid claims (Note 9)	-	268,283
Total Increase in Net Assets	66,989,789	69,109,117
Decrease in Net Assets		
Administrative expenses (Note 8)	1,396,675	1,212,227
Health premiums	46,492,592	39,669,206
Dental claims	10,743,519	7,974,613
Change in Provision for unpaid claims (Note 9)	275,807	-
Consulting fees	94,809	99,537
Professional fees	537,319	484,034
Unrealized Loss on investments	3,551,547	-
Total Decrease in Net Assets	63,092,268	49,439,617
Change in Net Assets for the Year	3,897,521	19,669,500
Net Assets, Beginning of Year	204,095,007	184,425,507
Net Assets, End of Year (Statement 1)	\$ 207,992,528	\$ 204,095,007

See accompanying notes

Health Shared Services Saskatchewan In-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements
December 31, 2021

1. DESCRIPTION OF PLAN

Health Shared Services Saskatchewan (3sHealth) administers the 3sHealth In-Scope Extended Health/Enhanced Dental Plan (the Plan) under the direction of the Employee Benefit Plans Board of Trustees who receives advice from its Employee Benefits Committee. The following description of the Plan is a summary only. For more complete information, reference should be made to the Plan text.

In January 2015, 3sHealth's Board of Directors appointed individual trustees (called Employee Benefit Plans Board of Trustees) as part of a governance change for the Plan. 3sHealth's Board, on behalf of the members, signed a formal trust agreement with the Employee Benefit Plans Board of Trustees on January 12, 2015, effectively making the Employee Benefit Plans Board of Trustees the governing authority for the Plan and creating a service agreement with 3sHealth to administer the assets of the Plan.

a) Effective date

The Plan was established on April 1, 2000.

b) Purpose of the Plan

The purpose of the Plan is to enhance the coverage of eligible members for covered dental and health services. The Plan is a multi-employer benefit plan that is administered by 3sHealth on behalf of eligible employees of participating organizations. An agreement has been entered into by the Plan with Canada Life Assurance Company (Canada Life) to provide eligible employees with extended health and enhanced dental coverages. The Plan pays premiums to Canada Life as set out in the agreement. Canada Life adjudicates and pays all benefit claims directly to the claimants. Any premium deficiency/surplus is accumulated at Canada Life and is reflected in future years' changes to premium rates. Under the terms of agreement with Canada Life, in the event the agreement is terminated, Canada Life is held harmless from any liability arising from benefits incurred but not reported to them before the termination date.

c) Eligibility

The Plan is available to the members of the Saskatchewan Union of Nurses (SUN), the Health Sciences Association of Saskatchewan (HSAS), the Canadian Union of Public Employees (CUPE), the Saskatchewan Government and General Employees Union (SGEU), the Services Employees International Union - West (SEIU-West), the Retail Wholesale Department Store Union (RWDSU) and the Public Service Alliance of Canada (PSAC) and their immediate families with certain restrictions based on nature of employment and term of service.

Health Shared Services Saskatchewan In-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements
December 31, 2021

1. DESCRIPTION OF PLAN (continued)

d) Employers' contributions

For members with eligible employees, the monthly employer contribution rates are as follows:

Union Affiliation	2021	2020
CUPE, SEIU-West, SGEU, PSAC	3.10% employees normal earnings	3.10% employees normal earnings
SUN	2.75% employees normal earnings	2.75% employees normal earnings
HSAS	2.10% employees normal earnings	2.10% employees normal earnings

2. STATEMENT OF COMPLIANCE

The financial statements of the Plan have been prepared in accordance with Canadian accounting standards for pension plans as prescribed by the Chartered Professional Accountants of Canada (CPA Canada) Handbook section 4600, *Pension Plans*. These standards include reference to guidance found in International Financial Reporting Standards (IFRS) with respect to the fair value measurement for investment assets and liabilities. For accounting policies that do not relate to its investments or benefit obligations, the Plan has followed the guidance contained in Part II of the CPA Canada Handbook, Accounting Standards for Private Enterprises (ASPE).

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies followed by the Plan are as follows:

a) Financial instruments

All financial instruments that are financial assets and financial liabilities have been identified and classified. The classification determines how each financial instrument is measured. The Plan's financial instruments and their classifications, which were determined by 3sHealth as the administrator of the Plan, are as follows:

(i) Investments

Investments are classified as held-for-trading and are recorded at fair value which is based on published quotes. The Plan holds a diversified investment portfolio including money market securities, bond funds, and mortgage funds.

Health Shared Services Saskatchewan

In-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements

December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

The Plan uses the accrual method for recording income and expenses. Interest income is recorded using the effective interest method. Investment transactions are accounted for on the trade date with identifiable transaction costs being expensed when incurred.

Gains and losses are recorded in revenues or expenses when realized and are determined with reference to the average cost of investments. Unrealized changes in fair value are determined with reference to the average cost of investments and are recorded in revenues or expenses for the period in which the change in the fair value occurs.

(ii) Cash, contributions receivable, receivable from Canada Life, and accounts payable

Contributions receivable and receivable from Canada Life are classified as loans and receivables while accounts payable are classified as other liabilities. These financial instruments are measured at amortized cost which approximates their fair value due to their short term nature. Cash is classified as held-for-trading and is recorded at fair value.

b) Employers' contributions

At the end of each month, employers determine the contributions owing based on the number of eligible full-time-equivalent employees. Contributions are recognized as revenue when due. The Plan recognizes contributions calculated based on the prior month's payroll due to the availability of said information. Contributions received in advance are recorded as deferred contributions.

c) Provision for unpaid claims

The provision for unpaid claims represents an estimate of the cost of claims incurred but not reported at year end. Any resulting change in this provision is recognized in the Statement of Changes in Net Assets Available for Benefits.

d) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires the administrator to make estimates and assumptions that affect reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant items subject to such estimates and assumptions include Provision for Unpaid Claims. Actual results could differ from those estimations.

Health Shared Services Saskatchewan

In-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements

December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

e) Income taxes

The Plan previously filed trust income taxes as a health and welfare trust. In February 2018 the Government of Canada announced that health and welfare trusts will be discontinued by December 31, 2020. Due to the Covid-19 pandemic, this was subsequently updated to December 31, 2022. Previous health and welfare trusts that meet specific criteria will be allowed to convert to employee life and health trusts.

For the year ended December 31, 2021, the Plan elected to be, and filed trust income taxes as a deemed employee life and health trust. Investment income earned by the Plan, net of eligible deductions, is subject to income tax.

4. FINANCIAL INSTRUMENTS RISK MANAGEMENT

a) Credit risk

The Plan is exposed to credit risk, which arises from the potential for issuers of securities to default on their contractual obligations. The Plan's greatest concentration of credit risk is in mortgage funds.

The mortgage fund invests in mortgages with a maximum loan-to-value ratio of 75% and with a maximum term to maturity of 11 years.

Short term investments consist of investments in Canadian money market fund instruments maturing in less than one year's time. This fund invests in investment grade securities with a minimum rating of R-1 (low) or equivalent. Earnings in this fund are reinvested.

Investments in bond and mortgage funds consist of actively managed funds. Earnings in these funds are reinvested in each respective fund account.

The bond funds consist of a Core Plus Bond fund and a High Yield Bond fund.

- The Core Plus Bond fund invests in a mix of securities within the following constraints:
 - No more than 40% of bonds in this fund will be invested in bonds with a credit rating of BB or less; and
 - No more than 5% of bonds in this fund will be invested in bonds with a credit rating of CCC.
- The High Yield Bond fund invests in a mix of securities within the following constraints:
 - No more than 50% of bonds in this fund will be invested in bonds with a credit rating of B; and
 - No more than 10% of bonds in this fund will be invested in bonds with a credit rating of CCC.

Health Shared Services Saskatchewan
In-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements
 December 31, 2021

4. FINANCIAL INSTRUMENTS RISK MANAGEMENT (continued)

The Plan's maximum credit risk exposure related to financial assets is as follows:

	2021	2020
Money Market Fund	\$ 34,697,397	\$ 32,254,024
Core Plus Bond Fund	35,516,801	35,153,823
High Yield Bond Fund	40,225,397	37,548,108
Mortgage Fund	95,144,828	92,462,675
Contributions Receivable	171,058	-
Receivable from Canada Life Assurance Company	4,755,497	8,835,393
	\$ 210,510,978	\$ 206,254,023

The Plan is exposed to minimal credit risk from the non-payment of contributions receivable as they are from related parties (Note 8) and are collected monthly. Also, the Plan is exposed to credit risk due to the potential non-payment of the Canada Life receivable (Note 7); however, the Plan does not consider this to be likely as Canada Life's recent credit rating is AA as rated by Standard & Poor's.

b) Liquidity risk

Liquidity risk is the risk that the Plan is unable to meet its financial obligations as they fall due. This risk is managed by the Plan by investing in financial assets with a very short term to maturity. The financial liabilities, which are also short-term in nature, are due within one year. The Plan generally maintains positive cash flows generated from its operating activities and supplements any shortfalls from its short-term investment portfolio.

The estimated contractual maturities of the Plan's financial liabilities at December 31, 2021 are up to three months for accounts payable and the provision for unpaid claims.

5. FAIR VALUE OF FINANCIAL INSTRUMENTS

The best evidence of a fair value is from an independent quoted market price for the same instrument in an active market. An active market is one where quoted prices are readily available, representing regularly occurring transactions. The determination of fair value requires judgment and is based on market information where available. Fair value measurements are categorized into levels within a fair value hierarchy based on the nature of the inputs used in the valuation.

- Level 1 – quoted prices in active markets are readily available.
- Level 2 – valuation models using observable market inputs other than quoted market prices.
- Level 3 – models using inputs that are not based on observable market data.

All fair values of the investments of the Plan at December 31, 2021 and December 31, 2020 used Level 2 fair values. Over those periods there was no change in levels.

Health Shared Services Saskatchewan

In-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements
December 31, 2021

6. CAPITAL MANAGEMENT

The primary objective of capital management for the Plan is to maintain an adequate balance in its investments portfolio which is used to assist in achieving consistency and stability in contribution rates and to pay the Plan's current and future expenses. The Plan is not subject to any externally imposed capital requirements.

The Plan's only source of cash is the contributions received from the employers that have employees enrolled in the Plan (see Note 1d for contribution rates). The contribution rates are reviewed regularly to ensure they support the expenditures of the Plan. Neither 3sHealth, as the administrator, nor the members contribute any other cash to the Plan. Also, the Plan cannot go to public capital markets to issue debt or common shares.

There have been no changes to the capital management objective of the Plan during the year which ended December 31, 2021.

The Plan fulfils its primary objective by adhering to specific investment policies and procedures outlined in its Statement of Investment Policies & Guidelines (SIP&G):

- The Plan limits credit risk by dealing with fixed income securities within the parameters established by the SIP&G and as rated by external credit rating agencies.
- A requirement of the SIP&G is that the investments of the Plan are distributed among several classes of assets based on an established asset mix. This asset mix specifies the minimum, maximum and optimal level by type of investment.
- The investment portfolio and investment managers are monitored continuously and their results are reviewed regularly by the Employee Benefits Committee under the oversight of the Employee Benefit Plans Board of Trustees.

7. RECEIVABLE FROM CANADA LIFE ASSURANCE COMPANY

Canada Life maintains excess reserve accounts, called the Claims Fluctuation Reserve (CFR) and the Refund Deposit Account (RDA), for premiums collected in excess of those required by Canada Life for any individual Policy Year.

The CFR is used by Canada Life to fund any in-year experience deficits of the Policy. If there is an in-year experience surplus, it is applied to the CFR balance to meet the minimum balance requirements and any remaining excess is added to the RDA. The minimum CFR balance requirements require that any experience surplus not required to cover any prior deficits be included in the CFR to a maximum of 10% of the Refund Billed Premium for the last complete Policy Year. In the event of policy termination and the completion of a terminal financial review, any surplus remaining in the CFR will be refunded to the Plan.

The RDA is used by Canada Life, under the direction of 3sHealth as the administrator of the Plan, to supplement policy premiums, cover any future policy decisions such as minimizing future premium increases, or fund future claim deficits incurred by Canada Life. Also, this

Health Shared Services Saskatchewan
In-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements
 December 31, 2021

7. RECEIVABLE FROM CANADA LIFE ASSURANCE COMPANY (continued)

excess reserve account can be transferred to the Plan, upon request to Canada Life after the end of each policy year.

The balance in the CFR and the RDA excess reserve accounts as at December 31 are:

	<u>2021</u>	<u>2020</u>
CFR	\$ 4,620,827	\$ 4,441,285
RDA	134,670	4,394,108
	<u>\$ 4,755,497</u>	<u>\$ 8,835,393</u>

8. RELATED PARTY TRANSACTIONS

These financial statements include transactions with related parties. The Plan is indirectly related to various Saskatchewan Crown agencies such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan. Transactions with these related parties are in the normal course of operations. They are recorded at the agreed upon exchange rates and are settled on normal trade terms.

The administrative expenses charged by 3sHealth during the year and the recorded amounts due to or from other related parties at year end are included in the financial statements and the table below.

Due to the nature of the Plan, substantially all of the employer contributions and contributions receivable are from related parties.

	<u>2021</u>	<u>2020</u>
Contributions Receivable	\$ 171,058	\$ -
Contributions Revenue	60,854,451	56,222,210
Accounts Payable	100,288	120,664
Administrative Expenses	1,396,675	1,212,227

In addition, the Plan pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all of its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

9. PROVISION FOR UNPAID CLAIMS

The provision for unpaid claims represents an estimate, based on historical claim experience, of the cost of claims incurred but not reported at year end. The terms of the Plan require that eligible claims must be submitted within 120 days of the end of the calendar year in which the expense was incurred.

The provision for eligible claims incurred prior to December 31, 2021 amounts to \$2,100,565 (2020 – \$1,824,758).

Health Shared Services Saskatchewan
In-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements
 December 31, 2021

10. INDIVIDUALIZED REPORTING

The Net Assets available for benefits, including Net Assets restricted for the rate stabilization fund (RSF), by union affiliation are:

	2021			2020
	Amount net of RSF	RSF (Note 12)	Total	Total
HSAS	\$ 7,043,117	\$ 6,058,408	\$ 13,101,525	\$ 13,801,361
SUN	89,887,220	16,142,073	106,029,293	101,677,402
SEIU	16,786,838	15,074,136	31,860,974	32,209,467
SGEU	9,662,114	3,178,966	12,841,080	12,261,351
CUPE	26,649,134	17,110,246	43,759,380	43,735,791
RWDSU	71,319	-	71,319	99,982
PSAC	281,298	47,659	328,957	309,653
Total	\$ 150,381,040	\$ 57,611,488	\$ 207,992,528	\$ 204,095,007

11. CONTINGENCIES

The Employee Benefit Plans Board of Trustees and 3sHealth are named as defendants in certain lawsuits. Although the outcomes of such lawsuits are not determinable as of the date of these financial statements, in the opinion of management, they will not materially impact the Plan's operations, and no provision has been made for them in the accounts.

12. RATE STABILIZATION FUND

During the year, the Employee Benefit Plans Board of Trustees restricted the use of \$57,611,488 (2020- \$47,929,103) of the net assets available for benefits in a rate stabilization fund (RSF). The RSF is intended to absorb negative plan experience fluctuations and to promote rate stability. The RSF will be adjusted annually by restricting an amount of the net assets available for benefits, equal to the following:

- For extended health care the desired funding level for the RSF is 12 months of annualized plan premium based on the prior calendar year (January 1 to December 31);
- For enhanced dental the desired funding level for RSF is 12 months of annualized claims plus insurer expenses based on the prior calendar year (January 1 to December 31)

The purpose of the RSF is to provide the plan with restricted net assets that can be drawn upon if claims exceed contributions. Having this RSF allows the employers and plan members time to negotiate changes in the contribution rates sufficient to cover claims costs and/or changes in benefit levels to beneficiaries.

13. SIGNIFICANT EVENT

On March 12, 2020, COVID-19 was declared a pandemic by the World Health Organization, resulting in government restrictions which have caused a significant impact on the economy. Additionally, due to restrictions related to COVID-19, the Plan has experienced some changes that were presented in the Financial Statements. Even though restrictions and vaccines are available, the duration and full impact of this pandemic remains unknown at this time.

Financial Statements of
Health Shared Services Saskatchewan

Disability Income Plan - CUPE

Disability Income Plan - SEIU - West

Disability Income Plan - General

Disability Income Plan - SUN

Core Dental Plan

In-Scope Extended Health/Enhanced Dental Plan

Out-of-Scope Extended Health/Enhanced Dental Plan

Group Life Insurance Plan

Out-of-Scope Flexible Spending Plan

Financial Statements of

**Health Shared Services Saskatchewan
Out-of-Scope Extended Health/Enhanced Dental Plan**

December 31, 2021

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of Health Shared Services Saskatchewan Out-of-Scope Dental Plan, which comprise the statement of financial position as at December 31, 2021, and the statement of changes in net assets available for benefit and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Health Shared Services Saskatchewan Out-of-Scope Dental Plan as at December 31, 2021 and the changes in its net assets available for benefits for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Health Shared Services Saskatchewan Out-of-Scope Dental Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Health Shared Services Saskatchewan Out-of-Scope Dental Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Health Shared Services Saskatchewan Out-of-Scope Dental Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Health Shared Services Saskatchewan Out-of-Scope Dental Plan's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Health Shared Services Saskatchewan Out-of-Scope Dental Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health Shared Services Saskatchewan Out-of-Scope Dental Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Health Shared Services Saskatchewan Out-of-Scope Dental Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Regina, Saskatchewan
May 18, 2022

A handwritten signature in black ink that reads "Tara Clemett".

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

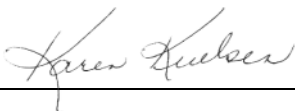
Health Shared Services Saskatchewan
Out-of-Scope Extended Health/Enhanced Dental Plan
Statement of Financial Position
As at December 31

Statement 1

	<u>2021</u>	<u>2020</u>
Assets		
Investments (Note 4)	\$ 4,467,509	\$ 5,213,090
Contributions and other receivables	171,461	52,696
Receivable from Canada Life Assurance Company (Note 7)	661,191	1,227,288
Cash	1,080,907	710,323
Total Assets	6,381,068	7,203,397
Liabilities		
Accounts payable	149,722	155,100
Provision for Unpaid Claims (Note 9)	330,698	268,238
Deferred Contributions	142	140
Total Liabilities	480,562	423,478
Net Assets (Statement 2)	5,900,506	6,779,919
Net Assets Available for Benefits, restricted for Rate Stabilization Fund (Note 10)	3,946,488	3,216,282
Net Assets Available for Benefits	\$ 1,954,018	\$ 3,563,637

See accompanying notes

On behalf of the Employee Benefit Plans Board of Trustees:





Health Shared Services Saskatchewan
Out-of-Scope Extended Health/Enhanced Dental Plan
Statement of Changes in Net Assets Available for Benefits
For the year ended December 31

Statement 2

	<u>2021</u>	<u>2020</u>
Increase In Net Assets		
Interest income	\$ 136,673	\$ 166,816
Contributions – Employees and Employers (Note 1, 8)	7,278,609	6,885,709
Realized Gain on investments	24,561	30,645
Unrealized Gain on investments	-	140,206
Change in Provision for unpaid claims (Note 9)	-	35,968
Total Increase in Net Assets	7,439,843	7,259,344
Decrease in Net Assets		
Administrative expenses (Note 8)	255,958	220,071
Health premiums	6,336,885	5,259,928
Dental claims expense	1,499,566	1,172,636
Consulting fees	21,963	20,849
Professional Fees	40,699	37,916
Unrealized Loss on investments	101,725	-
Change in Provision for unpaid claims (Note 9)	62,460	-
Total Decrease in Net Assets	8,319,256	6,711,400
Change in Net Assets for the Year	(879,413)	547,944
Net Assets, Beginning of Year	6,779,919	6,231,975
Net Assets, End of Year (Statement 1)	\$ 5,900,506	\$ 6,779,919

See accompanying notes

Health Shared Services Saskatchewan Out-of-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements
December 31, 2021

1. DESCRIPTION OF PLAN

Health Shared Services Saskatchewan (3sHealth) administers the 3sHealth Out-of-Scope Extended Health/Enhanced Dental Plan (the Plan) under the direction of the Employee Benefit Plans Board of Trustees who receives advice from its Employee Benefits Committee. The following description of the Plan is a summary only. For more complete information, reference should be made to the Plan text.

In January 2015, 3sHealth's Board of Directors appointed individual trustees (called the Employee Benefit Plans Board of Trustees) as part of a governance change for the Plan. 3sHealth's Board, on behalf of the members, signed a formal trust agreement with the Employee Benefit Plans Board of Trustees on January 12, 2015, effectively making the Employee Benefit Plans Board of Trustees the governing authority for the Plan and creating a service agreement with 3sHealth to administer the assets of the Plan.

a) Effective Date

The Plan was established on April 1, 2000.

b) Purpose of the Plan

The purpose of the Plan is to enhance the coverage of eligible members for covered dental and health services. The Plan is a multi-employer benefit plan that is administered by 3sHealth on behalf of eligible employees of participating organizations. An agreement has been entered into by the Plan with the Canada Life Assurance Company (Canada Life), to provide eligible employees with extended health and enhanced dental coverages. The Plan pays premiums to Canada Life as set out in the agreement. Canada Life adjudicates and pays all benefit claims directly to the claimants. Any premium deficiency/surplus is accumulated at Canada Life and is reflected in future year changes to premium rates. Under the terms of agreement with Canada Life, in the event the agreement is terminated, Canada Life is held harmless from any liability arising from benefits incurred but not reported to them before the termination date.

c) Eligibility

The Plan is available to employees of the contributing organizations and their immediate families with certain restrictions based on nature of employment and term of service.

Health Shared Services Saskatchewan

Out-of-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements

December 31, 2021

1. DESCRIPTION OF PLAN (continued)

d) *Employers' and employees' contributions*

The monthly contribution for the Plan consists of the following:

- \$80 (2020 - \$80) per eligible full-time-equivalent employee for the Extended Health benefits;
- \$23 (2020 - \$23) per eligible full-time-equivalent employee for the Enhanced Dental benefits; and
- 0.5% (2020 – 0.5%) of straight-time salary.

Cost sharing between the employee and employer varies amongst the contributing organizations.

2. STATEMENT OF COMPLIANCE

The financial statements of the Plan have been prepared in accordance with Canadian accounting standards for pension plans as prescribed by the Chartered Professional Accountants of Canada (CPA Canada) Handbook section 4600, *Pension Plans*. These standards include reference to guidance found in International Financial Reporting Standards (IFRS) with respect to the fair value measurement for investment assets and liabilities. For accounting policies that do not relate to its investments or benefit obligations, the Plan has followed the guidance contained in Part II of the CPA Canada Handbook, Accounting Standards for Private Enterprises.

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies followed by the Plan are as follows:

a) *Financial instruments*

All financial instruments that are financial assets and financial liabilities have been identified and classified. The classification determines how each financial instrument is measured. The Plan's financial instruments and their classifications, which were determined by 3sHealth, as the administrator of the Plan, are as follows:

(i) Investments

Investments are classified as held-for-trading and are recorded at fair value which is based on published quotes. The Plan holds a diversified investment portfolio including money market securities, bond funds, and mortgage funds.

The Plan uses the accrual method for recording income and expenses. Interest income is recorded using the effective interest method. Investment transactions are accounted for on the trade date with identifiable transaction costs being expensed when incurred.

Health Shared Services Saskatchewan

Out-of-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements

December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

Gains and losses are recorded in revenues or expenses when realized and are determined with reference to the average cost of investments. Unrealized changes in fair value are determined with reference to the average cost of investments and are recorded in revenues or expenses for the period in which the change in the fair value occurs.

(ii) Cash, contributions receivable, receivable from Canada Life, and accounts payable

Contributions receivable and receivable from Canada Life are classified as loans and receivables while accounts payable are classified as other liabilities. These financial instruments are measured at amortized cost which approximates their fair value due to their short term nature. Cash is classified as held-for-trading and is recorded at fair value.

b) Contributions – employers and employees

At the end of each month, employers determine the contributions owing based on the number of eligible full-time-equivalent employees. Premiums are recognized as revenue when due. Contributions received in advance are recorded as deferred contributions.

c) Provision for unpaid claims

The provision for unpaid claims represents an estimate of the cost of claims incurred but not reported at year end. Any resulting change in this provision is recognized in the Statement of Changes in Net Assets Available for Benefits.

d) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires the administrator to make estimates and assumptions that affect reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant items subject to such estimates and assumptions include Provision for Unpaid Claims. Actual results could differ from those estimations.

e) Income Tax

The Plan previously filed trust income taxes as a health and welfare trust. In February 2018 the Government of Canada announced that health and welfare trusts will be discontinued by December 31, 2020. Due to the Covid-19 pandemic, this was updated to be discontinued by December 31, 2022. Previous health and welfare trusts that meet specific criteria will be allowed to convert to employee life and health trusts.

For the year ended December 31, 2021, the Plan filed trust income as a health and welfare trust.

Health Shared Services Saskatchewan
Out-of-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements
 December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

Investment income earned by the Plan, net of eligible deductions, is subject to income tax.

4. FINANCIAL INSTRUMENTS RISK MANAGEMENT

a) Credit risk

The Plan is exposed to credit risk, which arises from the potential for issuers of securities to default on their contractual obligations. The Plan's greatest concentration of credit risk is in mortgage funds.

The mortgage fund invests in mortgages with a maximum loan-to-value ratio of 75% and with a maximum term to maturity of 11 years.

Short term investments consist of investments in Canadian money market fund instruments maturing in less than one year's time. This fund invests in investment grade securities with a minimum rating of R-1 (low) or equivalent. Earnings in this fund are reinvested.

Investments in bond and mortgage funds consist of actively managed funds. Earnings in these funds are reinvested in each respective fund account.

The bond funds consist of a Core Plus Bond fund and a High Yield Bond fund.

- The Core Plus Bond fund invests in a mix of securities within the following constraints:
 - No more than 40% of bonds in this fund will be invested in bonds with a credit rating of BB or less; and
 - No more than 5% of bonds in this fund will be invested in bonds with a credit rating of CCC.
- The High Yield Bond fund invests in a mix of securities within the following constraints:
 - No more than 50% of bonds in this fund will be invested in bonds with a credit rating of B; and
 - No more than 10% of bonds in this fund will be invested in bonds with a credit rating of CCC.

The Plan's maximum credit risk exposure related to financial assets is as follows:

	2021	2020
Money Market Fund	\$ 888,735	\$ 760,879
Core Plus Bond Fund	730,634	880,427
High Yield Bond Fund	875,602	992,561
Mortgage Fund	1,972,538	2,579,223
Contributions Receivable	170,997	52,393
Receivable from Canada Life	661,191	1,227,288
	\$ 5,299,697	\$ 6,492,771

Health Shared Services Saskatchewan

Out-of-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements

December 31, 2021

4. FINANCIAL INSTRUMENTS RISK MANAGEMENT (continued)

The Plan is exposed to minimal credit risk from the non-payment of contributions receivable as they are due from related parties (Note 8) and are collected monthly. Also, the Plan is exposed to credit risk due to the potential non-payment of the receivable from Canada Life (Note 7); however the Plan does not consider this to be likely as Canada Life's recent credit rating is AA as rated by Standard & Poor's.

b) Liquidity risk

Liquidity risk is the risk that the Plan is unable to meet its financial obligations as they fall due. This risk is managed by the Plan by investing in financial assets with a very short term to maturity. The financial liabilities, which are also short-term in nature, are due within one year. The Plan generally maintains positive cash flows generated from its operating activities and supplements any shortfalls from its short-term investment portfolio.

The estimated contractual maturities of the Plan's financial liabilities at December 31, 2021 are up to three months for accounts payable and the provision for unpaid claims.

5. FAIR VALUE OF FINANCIAL INSTRUMENTS

The best evidence of a fair value is from an independent quoted market price for the same instrument in an active market. An active market is one where quoted prices are readily available, representing regularly occurring transactions. The determination of fair value requires judgment and is based on market information where available. Fair value measurements are categorized into levels within a fair value hierarchy based on the nature of the inputs used in the valuation.

- Level 1 – quoted prices in active markets are readily available.
- Level 2 – valuation models using observable market inputs other than quoted market prices.
- Level 3 – models using inputs that are not based on observable market data.

All fair values of the investments of the Plan at December 31, 2021 and December 31, 2020 used Level 2 basis of fair values. Over these periods there was no change in levels.

6. CAPITAL MANAGEMENT

The primary objective of capital management for the Plan is to maintain an adequate balance in its investments portfolio which is used to assist in achieving consistency and stability in contribution rates and to pay the Plan's current and future expenses. The Plan is not subject to any externally imposed capital requirements.

Health Shared Services Saskatchewan Out-of-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements

December 31, 2021

6. CAPITAL MANAGEMENT (continued)

The Plan's primary source of cash is the contributions received from the employers and employees that are enrolled in the Plan (see Note 1d for contribution rates). The contribution rates are reviewed regularly to ensure they support the expenditures of the Plan. Neither 3sHealth, as the administrator, nor the members contribute any other cash to the Plan. Also, the Plan cannot go to public capital markets to issue debt or common shares.

There have been no changes to the capital management objectives of the Plan during the year which ended December 31, 2021.

The Plan fulfils its primary objective by adhering to specific investment policies and procedures outlined in its Statement of Investment Policies & Guidelines (SIP&G):

- The Plan limits credit risk by dealing with fixed income securities within the parameters established by the SIP&G and as rated by external credit rating agencies.
- A requirement of the SIP&G is that the investments of the Plan are distributed among several classes of assets based on an established asset mix. This asset mix specifies the minimum, maximum and optimal level by type of investment.
- The investment portfolio and investment managers are monitored continuously and their results are reviewed regularly by the Employee Benefits Committee under the oversight of the Employee Benefit Plans Board of Trustees.

7. RECEIVABLE FROM CANADA LIFE ASSURANCE COMPANY

Canada Life maintains excess reserve accounts, called the Claims Fluctuation Reserve (CFR) and the Refund Deposit Account (RDA), for premiums collected in excess of those required by Canada Life for any individual Policy Year.

The CFR is used by Canada Life to fund any in-year experience deficits of the Policy. If there is an in-year experience surplus, it is applied to the CFR balance to meet the minimum balance requirements and any remaining excess is added to the RDA. The minimum CFR balance requirements require that any experience surplus not required to cover any prior deficits be included in the CFR to a maximum of 10% of the Refund Billed Premium for the last complete Policy Year. In the event of policy termination and the completion of a terminal financial review, any surplus remaining in the CFR will be refunded to the Plan.

The RDA is used by Canada Life, under the direction of 3sHealth as the administrator of the Plan, to supplement policy premiums, cover any future policy decisions such as minimizing future premium increases, or fund future claim deficits incurred by Canada Life. Also, this excess reserve account can be transferred to the Plan, upon request to Canada Life after the end of each policy year.

Health Shared Services Saskatchewan
Out-of-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements
 December 31, 2021

7. RECEIVABLE FROM CANADA LIFE ASSURANCE COMPANY (continued)

The balance in the CFR and the RDA excess reserve accounts as at December 31 are:

	2021	2020
CFR	\$ 632,314	\$ 607,572
RDA	28,877	619,716
	\$ 661,191	\$ 1,227,288

8. RELATED PARTY TRANSACTIONS

These financial statements include transactions with related parties. The Plan is indirectly related to various Saskatchewan Crown agencies such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan. Transactions with these related parties are in the normal course of operations. They are recorded at the agreed upon exchange rates and are settled on normal trade terms.

The administrative expenses charged by 3sHealth during the year and the recorded amounts due to or from other related parties at year end are included in the financial statements and the table below.

Due to the nature of the Plan, substantially all of the employer contributions and employer contributions receivable are from related parties.

	2021	2020
Contributions receivable	\$ 170,997	\$ 52,393
Contributions revenue	7,278,609	6,885,709
Accounts payable	19,793	24,541
Administrative expenses	255,958	220,071

In addition, the Plan pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all of its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

9. PROVISION FOR UNPAID CLAIMS

The provision for unpaid claims represents an estimate, based on historical claim experience, of the cost of claims incurred but not reported at year end. The terms of the Plan require that eligible claims must be submitted within 120 days of the end of the calendar year in which the expense was incurred.

The provision for eligible claims incurred prior to December 31, 2021 amounts to \$330,698 (2020 – \$268,238).

Health Shared Services Saskatchewan

Out-of-Scope Extended Health/Enhanced Dental Plan

Notes to the Financial Statements

December 31, 2021

10. RATE STABILIZATION FUND

During the year, the Employee Benefit Plans Board of Trustees restricted the use of \$3,946,488 (2020- \$3,216,282) of the net assets available for benefits in a rate stabilization fund (RSF). The RSF is intended to absorb negative Plan experience fluctuations and to promote rate stability. The RSF will be adjusted annually by restricting an amount of the net assets available for benefits, equal to the following:

- For extended health care the desired funding level for the RSF is 6 months of annualized plan premium based on the prior calendar year (January 1 to December 31);
- For enhanced dental the desired funding level for RSF is 6 months of annualized claims plus insurer expenses based on the prior calendar year (January 1 to December 31);

The purpose of the RSF is to provide the plan with restricted net assets that can be drawn upon if claims exceed contributions. Having this RSF allows the employers and plan members time to negotiate changes in the contribution rates sufficient to cover claims costs and/or changes in benefit levels to beneficiaries.

11. SIGNIFICANT EVENT

On March 12, 2020, COVID-19 was declared a pandemic by the World Health Organization, resulting in government restrictions which have caused a significant impact on the economy. Additionally, due to restrictions related to COVID-19, the Plan has experienced some changes that were presented in the Financial Statements. Even though restrictions and vaccines are available, the duration and full impact of this pandemic remains unknown at this time.

Financial Statements of
Health Shared Services Saskatchewan

Disability Income Plan - CUPE

Disability Income Plan - SEIU - West

Disability Income Plan - General

Disability Income Plan - SUN

Core Dental Plan

In-Scope Extended Health/Enhanced Dental Plan

Out-of-Scope Extended Health/Enhanced Dental Plan

Group Life Insurance Plan

Out-of-Scope Flexible Spending Plan

Financial Statements of

**Health Shared Services Saskatchewan
Group Life Insurance Plan**

December 31, 2021

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of Health Shared Services Saskatchewan Group Life Insurance Plan, which comprise the statement of financial position as at December 31, 2021, and the statement of changes in net assets available for benefits, statement of changes in disabled life waivers benefits, and the statement of changes in retired plan members life insurance benefit and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Health Shared Services Saskatchewan Group Life Insurance Plan as at December 31, 2021, the changes in its net assets available for benefits and changes in its disabled life waiver benefits, and changes in retired plan members life insurance benefit for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Health Shared Services Saskatchewan Group Life Insurance Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Health Shared Services Saskatchewan Group Life Insurance Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Health Shared Services Saskatchewan Group Life Insurance Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Health Shared Services Saskatchewan Group Life Insurance Plan's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Health Shared Services Saskatchewan Group Life Insurance Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health Shared Services Saskatchewan Group Life Insurance Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Health Shared Services Saskatchewan Group Life Insurance Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

Regina, Saskatchewan
May 18, 2022

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

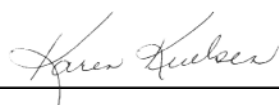
**Health Shared Services Saskatchewan
Group Life Insurance Plan
Statement of Financial Position
As at December 31**

Statement 1

	<u>2021</u>	<u>2020</u>
Assets		
Investments (Note 4)		
Investments	\$ 3,572,993	\$ 3,563,807
Investments designated for life waivers	57,868,243	49,762,256
Investments designated for unpaid claims	33,030,240	28,317,736
	<u>94,471,476</u>	<u>81,643,799</u>
Cash	705,683	923,164
Receivable from Canada Life Assurance Company (Note 7)	2,667,076	3,256,172
Other Receivables	10,661	12,009
Total Assets	<u>97,854,896</u>	<u>85,835,144</u>
Liabilities		
Accounts payable	167,862	208,283
Provision for unpaid claims (Note 10)	1,235,397	1,249,374
Total Liabilities	<u>1,403,259</u>	<u>1,457,657</u>
Net Assets	<u>96,451,637</u>	<u>84,377,487</u>
Net Assets Available for Benefits, restricted for Rate Stabilization Fund (Note 11)	2,329,462	2,279,433
Net Assets Available for Benefits, restricted for Multi-Year Catastrophic Loss Reserve (Note 12)	2,714,680	-
Net Assets Available for Benefits (Statement 2)	<u>91,407,495</u>	<u>82,098,054</u>
Benefit Obligations (Note 8)		
Disabled life waiver (Statement 3)	17,772,000	17,284,000
Retired Plan Member Life Insurance Benefit (Statement 4)	29,770,000	29,042,000
Total Benefit Obligations	<u>47,542,000</u>	<u>46,326,000</u>
Surplus	<u>\$ 43,865,495</u>	<u>\$ 35,772,054</u>

See accompanying notes

On Behalf of the Employee Benefits Plans Board of Trustees:





Health Shared Services Saskatchewan
Group Life Insurance Plan
Statement of Changes in Net Assets Available for Benefits
For the year ended December 31

Statement 2

	<u>2021</u>	<u>2020</u>
		(Note 14)
Increase in Net Assets		
Member premiums (Schedule 1)	\$ 15,950,890	\$ 15,859,322
Dividend income	1,990,298	1,135,942
Interest income	807,743	462,594
Recovery of excess premiums	965,046	1,776,631
Realized gain on investments	1,169,633	308,915
Unrealized gain on investments	5,527,255	3,402,322
Other income	108,689	109,137
Change in Provision for unpaid claims (Note 10)	13,976	-
Total Increase in Net Assets	26,533,530	23,054,863
Decrease in Net Assets		
Premium expense (Schedule 1)	12,875,645	12,935,613
Life claims expense	207,110	164,593
Change in provision for unpaid claims (Note 10)	-	28,575
Administrative expense (Note 9)	821,406	751,478
Investment management fees	329,839	303,974
Professional fees	159,490	160,964
Consulting fees	65,890	54,625
Total Decrease in Net Assets	14,459,380	14,399,822
Change in Net Assets for the Year	12,074,150	8,655,041
Change in Rate Stabilization Fund	(50,029)	(2,279,433)
Change in Multi-Year Catastrophic Loss Reserve	(2,714,680)	-
Net Assets Available for Benefits, Beginning of Year	82,098,054	75,722,446
Net Assets Available for Benefits, End of Year (Statement 1)	\$ 91,407,495	\$ 82,098,054

See accompanying notes

**Health Shared Services Saskatchewan
Group Life Insurance Plan
Statement of Changes in Disabled Life Waivers Benefits
For the year ended December 31**

Statement 3

	<u>2021</u>	<u>2020</u> (Note 14)
Disabled Life Waivers, Beginning of Year	\$ 17,284,000	\$ 23,486,000
Increase in Disabled life waivers		
Cost of new claims	4,751,000	2,382,000
Interest cost	772,000	1,011,000
Experience Loss	89,000	2,800,000
	5,612,000	6,193,000
Decrease in Disabled life waivers		
Expected waiver payments	4,913,000	5,922,000
Change in assumptions	211,000	6,473,000
	5,124,000	12,395,000
Change during year	488,000	(6,202,000)
Disabled Life Waivers, End of Year (Note 8, Statement 1)	\$ 17,772,000	\$ 17,284,000

See accompanying notes

Group Life Insurance Plan**Statement of Changes in Retired Plan Members Life Insurance Benefit****For the year ended December 31**

	<u>2021</u>	<u>2020</u> (Note 14)
Retired Plan Member Life Insurance Benefit, Beginning of Year	\$ 29,042,000	\$ 25,684,000
Increase in Retired Plan Member Life Insurance Benefit		
Current service cost	887,000	802,000
Interest cost	1,549,000	1,449,000
Change in Assumptions	-	1,653,000
	2,436,000	3,904,000
Decrease in Retired Plan Member Life Insurance Benefit		
Benefits	207,000	165,000
Experience Gain	78,000	381,000
Change in Assumptions	1,423,000	-
	1,708,000	546,000
Change during year	728,000	3,358,000
Retired Plan Member Life Insurance Benefit, End of the Year (Note 8, Statement 1)	\$ 29,770,000	\$ 29,042,000

See accompanying notes

Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021

1. DESCRIPTION OF PLAN

Health Shared Services Saskatchewan (3sHealth) administers the 3sHealth Group Life Insurance Plan (the Plan) under the direction of the Employee Benefits Plans Board of Trustees who receives advice from its Employee Benefits Committee. The following description of the Plan is a summary only. For more complete information, reference should be made to the Plan text.

In January 2015, 3sHealth's Board of Directors appointed individual trustees (called the Employee Benefits Plans Board of Trustees) as part of a governance change for the Plan. 3sHealth's Board, on behalf of the members, signed a formal trust agreement with the Employee Benefit Plans Board of Trustees on January 12, 2015, effectively making the Employee Benefits Plans Board of Trustees the governing authority for the Plan and creating a service agreement with 3sHealth to administer the assets of the Plan.

a) Effective date

The Health Shared Services Saskatchewan (3sHealth) Group Life Insurance Plan (the Plan) was established in 1967.

b) Purpose of Plan

The Plan is a multi-employer defined benefit plan, which is funded on a cash basis by contributions from participating members and if required, by their respective employees. The Plan provides members with Basic Life Insurance, Basic Accidental Death and Dismemberment (AD&D) Insurance, and Dependent Life Insurance. Also, members have the option to enhance their coverage through the purchase of additional insurance including Optional Life, and Voluntary AD&D. The Plan also provides a \$5,000 Retired Plan Member Life Insurance policy certificate to qualifying retired employees. 3sHealth administers the Plan (the Administrator) on behalf of the eligible employees of participating employer organizations. 3sHealth is also a participating employer in the Plan.

The Administrator has negotiated insurance policies with Canada Life Assurance Company (Canada Life). These policies substantially transfer the majority of the insurance risk of the Plan to Canada Life, except that the Plan remains responsible for the premiums for disabled employees and the retired plan member life insurance benefit. The Plan provides that disabled employees of a participating employer organization are not required to pay premiums for their group life insurance coverage. The Plan estimates and records a liability as described in further detail in Note 8.

c) Eligibility

The Plan is available to employees of contributing member organizations of 3sHealth with certain restrictions based on hours of work as determined by established Plan criteria.

**Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021**

1. DESCRIPTION OF PLAN (continued)

d) Premiums

Employer's organizations send their premiums directly to Canada Life. The monthly premium rates are:

	2021	2020
Basic Life	\$0.17/\$1,000	\$0.18/\$1,000
Basic AD&D	\$0.02/\$1,000	\$0.02/\$1,000
Optional Life Insurance	\$0.044-\$1.050/\$1,000 (dependent on employee's age and if they smoke)	\$0.044-\$1.050/\$1,000 (dependent on employee's age and if they smoke)
Voluntary AD&D	\$0.020/\$1,000 (single coverage) \$0.040/\$1,000 (family coverage)	\$0.020/\$1,000 (single coverage) \$0.040/\$1,000 (family coverage)

Premium cost sharing agreements between the employers and employees vary from employer to employer according to their respective personnel and/or collective bargaining agreement.

Eligible retiring employees under the age of 65 have the option to continue their basic and optional coverage levels to age 65, upon payment of the premiums due. Those retiring employees who do not exercise this option or retiring employees who are age 65, can choose to receive a \$5,000 Retired Plan Member Life Insurance Benefit certificate which is payable to their beneficiary upon death. The cost of the retired plan member life insurance benefit is included in the Basic Life premium.

Insurance premiums are waived for employees who become disabled under the terms and conditions of the Plan. The cost of waived premiums is covered by the Plan.

Schedule 1 presents member premiums remitted to and applied by Canada Life during the year by line of insurance, from information provided by Canada Life.

2. STATEMENT OF COMPLIANCE

The financial statements of the Plan have been prepared in accordance with Canadian accounting standards for pension plans as prescribed by the Chartered Professional Accountants of Canada (CPA Canada) Handbook section 4600, *Pension Plans*. These standards include reference to guidance found in International Financial Reporting Standards (IFRS) with respect to the fair value measurement for investment assets and liabilities.

Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021

2. STATEMENT OF COMPLIANCE (continued)

For accounting policies that do not relate to its investments, disabled life waivers, or the retired plan member life insurance benefit, the Plan has followed the guidance contained in Part II of the CPA Canada Handbook, Accounting Standards for Private Enterprises (ASPE).

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies followed by the Plan are as follows:

a) Financial instruments

All financial instruments that are financial assets and financial liabilities have been identified and classified. The classification determines how each financial instrument is measured. The Plan's financial instruments and their classifications, which were determined by 3sHealth as the administrator of the Plan, are as follows:

(i) Short term investments

Short term investments are classified as held-for-trading and are measured at fair value. The Plan's short term investments consist of units of a Canadian money market fund (the Fund). Fair value is determined based on the published quote for the Fund. The Plan selected held-for-trading as this classification reflects the Plan's investment intentions. Any changes in the fair value are recognized in the Statement of Changes in Net Assets Available for Benefits. Distributions from the Fund in the form of interest income are recognized as increases in net assets as they are earned. Transaction costs are expensed as incurred.

(ii) Investments designated for life waivers and investments designated for unpaid claims

Investments designated for life waivers and investments designated for unpaid claims are classified as held-for-trading and are measured at fair value. The Plan selected held-for-trading as this classification reflects the Plan's investment intentions. All changes in fair value are recognized in the Statement of Changes in Net Assets Available for Benefits as part of the current period change in the fair value of investments. Income on these investments is recognized as it is earned. Transaction costs are expensed as incurred.

(iii) Receivable from Canada Life, other receivables, and accounts payable

Receivable from Canada Life, receivable from 3sHealth, and member premiums receivable are classified as loans and receivables. Accounts payable are classified as other liabilities. Each of these financial instruments is measured at amortized cost which approximates their fair value due to their short term nature.

Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

b) Member premiums

Member premiums are recognized as an increase in net assets when due.

c) Benefit obligations

Disabled life waivers represents the actuarial present value of the Plan's obligation with respect to Basic and Optional Life, Basic and Voluntary AD&D and Optional Dependent Life Insurance that has been continued without premiums for members of the Plan who are disabled.

The Retired Plan Member Life Insurance Benefit represents the actuarial present value of the Plan's obligation with respect to the purchase of the \$5,000 retired plan member life insurance policy made available to retirees.

Any resulting changes in these obligations are recognized as an increase or decrease in the Statement of Changes in Benefit Obligations.

d) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires the administrator to make estimates and assumptions that affect reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant items subject to such estimates and assumptions include the determination of the provision for unpaid claims, and determination of benefit obligations. Actual results could differ from those estimations.

e) Premiums Expense

Premiums expenses are recognized in the year they are incurred. Premiums expenses include future payments arising from claims received during the year and an estimate of life claims received after year-end for fatalities that occurred during the year.

4. FINANCIAL INSTRUMENT RISK MANAGEMENT

a) Investments

Investments include short term investments, investments designated for life waivers and investments designated for unpaid claims.

**Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021**

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

	2021	2020
Short term investments	\$ 3,572,993	\$ 3,831,199
Bond Pooled funds	43,457,848	24,729,424
Equity pooled funds		
- Canadian	8,396,817	13,256,719
- U.S.	14,711,649	15,134,526
- Non-North American	9,669,058	11,477,722
- Global	1,100,191	1,520,061
Real Estate	13,562,920	11,694,148
	\$ 94,471,476	\$ 81,643,799

b) Credit risk

The Plan is exposed to credit risk, which arises from the potential for issuers of securities and counterparties to default on their contractual obligations. The Plan's greatest concentration of credit risk is in investments designated for life waivers and for unpaid claims, which include investments in a number of pooled funds that invest in short term and fixed income securities. The core plus bond funds consist of active managed funds which invest in bonds with a minimum credit rating of CCC, as rated by Standard & Poor's (S&P) ratings. Earnings of these funds are reinvested.

Short term investments consist of an investment in the Fund that invests in Canadian dollar denominated debt instruments, such as treasury bills of Canadian governments, bankers' acceptance of Canadian chartered banks and commercial paper of corporations and/or trusts. The Plan requires a minimum credit rating of R1 Mid or equivalent. Short term investments rated R1 Mid are of superior credit quality, and differ from the R1 High (the highest credit quality) rating only by a small degree, as rated by DBRS Morningstar. Earnings in the Fund are reinvested. The portfolio is monitored quarterly by the Employee Benefits Committee and reviewed regularly by the Employee Benefits Plans Board of Trustees.

The Plan's maximum credit risk exposure related to financial assets is as follows:

	2021	2020
Short term investments	\$ 3,572,993	\$ 3,831,199
Bond Pooled funds	43,457,848	24,729,424
Receivable from Canada Life	2,667,076	3,256,172
	\$ 49,697,917	\$ 31,816,795

The Plan is exposed to credit risk due to potential non-payment of the receivable from Canada Life (Note 7); however, the Plan does not consider this to be likely as Canada Life's recent credit rating is AA as rated by S&P. The Plan is exposed to minimal credit risk from the potential non-payment of the receivable from 3sHealth as this receivable is from a related party (Note 9) and is collected monthly.

Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

c) Liquidity risk

Liquidity risk is the risk that the Plan is unable to meet its financial obligations as they fall due. This risk is managed by the Plan by investing in financial assets with a very short term to maturity sufficient to discharge future obligations. The Plan generally maintains positive cash flows generated from its operating activities and supplements any shortfalls from its short-term investment portfolio.

The level of incoming contributions is reviewed regularly to ensure they support the current required premiums and to service future obligations. Current premium rates for the Plan are described in Note 1d.

The estimated contractual maturities of the Plan's financial liabilities at December 31, 2021 are up to three months for accounts payable. Disabled life waivers and retired plan member life insurance benefits do not have a contractual maturity and are payable once a claim is made by the Plan.

d) Real estate risk

Real estate risk is the risk of adverse consequences of changes in the market values of the real estate investments, due to the state of the economy or their geographic location. The Plan reduces this risk through diversification across types of buildings and geographic location.

e) Interest rate risk

Interest rate risk refers to the adverse consequences of interest rate changes on cash flows, financial position and income. The Plan manages this exposure to fluctuations in interest rates by investing in a mix of fixed and variable rate investment assets, as well as constant monitoring of fund managers' performance. This risk arises from differences in the timing and amount of cash flows related to the Plan's assets and liabilities. The value of the investments owned by the Plan could be impacted by changes in this risk which then impacts the value of the investments designated for life waivers and retired plan member life insurance benefits on the Statement of Financial Position and the current period change in fair value of investments on the Statement of Changes in Net Assets Available for Benefits.

It is estimated that a 100 basis point change in interest rates would change the value of the bond pooled fund by approximately \$2,434,605 (2020 - \$1,044,464).

**Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021**

4. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

f) Foreign currency risk

Foreign currency risk impacts the Plan upon conversion of non-Canadian investments in foreign equities and bonds at various points in time during the fiscal year at different foreign exchange rates. During the year, there may be adverse changes in foreign exchange rates. The largest notional amount of foreign currency held by the Plan is US dollars with the remainder held in EAFE (Europe, Australasia, and Far East) currencies. To mitigate currency risk, the Plan's investment policy allows up to 30% of the entire portfolio's market value to be invested in foreign currencies.

At December 31, 2021 a 10% change in the Canadian dollar to US dollar exchange rate would result in approximately a \$1,519,011 (2020 - \$1,560,083) change in net assets and unrealized gains/losses on investments. A 10% change in the Canadian dollar to EAFE currencies exchange rates at December 31 would result in approximately a \$1,021,664 (2020 - \$1,240,760) change in net assets and unrealized gains/losses on investments.

g) Equity risk

Equity risk is the uncertainty associated with the value of equity investments due to changes in equity markets. To mitigate equity risk, the Statement of Investment Policies & Guidelines (SIP&G) has investment policy guidelines in place that provide for prudent investment in equity markets within clearly defined limits. The Plan's investments are exposed to changes in equity prices in Canadian, US and EAFE markets through its investments. Equity investments comprise approximately 35.9% (2020 - 50.7%) of the overall carrying value of the Plan's investments.

The approximate impact to net assets and unrealized gain/losses on investments to a 10% change in equity prices is:

- \$839,682 (2020 - \$1,325,672) for changes in Canadian equity pooled funds (S&P/TSX Composite Index);
- \$1,471,165 (2020 - \$1,513,453) for changes in US equity pooled funds (S&P 500 Index);
- \$966,906 (2020 - \$1,147,772) for changes in non-North American equity pooled funds (MSCI EAFE Index); and
- \$110,019 (2020 - \$152,006) for a change in Global equity pooled funds (MSCI AC World + Index)

5. FAIR VALUE OF FINANCIAL INSTRUMENTS

The best evidence of a fair value is from an independent quoted market price for the same instrument in an active market. An active market is one where quoted prices are readily available, representing regularly occurring transactions. The determination of fair value requires judgment and is based on market information where available.

Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021

5. FAIR VALUE OF FINANCIAL INSTRUMENTS (continued)

Fair value measurements are categorized into levels within a fair value hierarchy based on the nature of the inputs used in the valuation.

Level 1 – quoted prices in active markets are readily available.

Level 2 – valuation models using observable market inputs other than quoted market prices.

Level 3 – models using inputs that are not based on observable market data.

All fair values of the short term investments and bond pooled funds of the Plan at December 31, 2021 and December 31, 2020 used Level 2 basis of fair values and equity pooled funds used Level 1 basis for fair values. Over these periods there was no change in levels.

6. CAPITAL MANAGEMENT

The primary objective of capital management for the Plan is to maintain an adequate balance in its short term investments, investments designated for life waivers, and investments designated for unpaid claims. These capital sources are used to assist in achieving consistency and stability in funding, which is then available to the Plan to pay current administrative expenses and the waived premiums for members who are disabled. The Plan is not subject to any externally imposed capital requirements.

The Plan's primary source of cash is the premiums received from the employers and employees that are enrolled in the Plan (see Note 1d). Contribution levels are reviewed regularly to ensure they support the expenditures of the Plan. Also, the Plan cannot go to public capital markets to issue debt or common shares.

There have been no changes to the capital management objectives of the Plan during the year which ended on December 31, 2021.

The Plan fulfills its primary objective by adhering to specific investment policies and procedures outlined in its SIP&G:

- The Plan limits the credit risk by dealing with investments that are considered to be investment-grade quality and minimize undue concentration of assets in any single geographic area, industry and company;
- The SIP&G of the Plan requires the investment managers to minimize undue concentration of investments in any single geographic area, industry, or company;
- A requirement of the SIP&G is the investments of the Plan are distributed among several classes of assets based on an established asset mix. This asset mix specifies the minimum, maximum and optimal level by type of investment.
- The investment portfolio and investment managers are monitored continuously and their results are reviewed regularly by the Employee Benefits Committee under the oversight of the Employee Benefits Plans Board of Trustees.

**Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021**

7. RECEIVABLE FROM CANADA LIFE ASSURANCE COMPANY

Canada Life maintains excess reserve accounts, called refundable deposit accounts (RDA), for premiums collected in excess of those required by Canada Life for any individual policy year. The RDA are used by Canada Life under the direction of 3sHealth as the administrator of the Plan, to supplement policy premiums, fund actuarial obligations, cover any future policy decisions such as minimizing future premium increases, or fund future claim deficits incurred by Canada Life.

The Callable RDA (CRDA) is used to fund any in-year experience deficits of the Basic Life Insurance policy. If there is an in-year experience surplus, it is applied to the CRDA balance to meet the minimum balance requirements and any remaining excess is added to the Basic Life RDA along with Basic Life premiums. The minimum CRDA balance requirements require that any experience surplus not required to cover any prior deficits be included in the CRDA to a maximum of 10% of the experience-rated Basic Life premium of the previous year.

Other RDAs held at Canada Life are: Optional Life RDA and Retired Plan Member Life Insurance Benefit RDA. The balance in each RDA is available to be transferred to the Plan upon request after the end of each policy year. There is also an AD&D excess reserve account maintained at Canada Life. The excess reserve account can be transferred to the Plan, upon request to Canada Life after the end of each policy year.

The balance in the CRDA, each RDA and the AD&D excess reserve as at December 31 are:

	2021	2020
CRDA	\$ 892,768	\$ 902,124
RDA – Basic	977,560	1,778,230
RDA – Optional Life	89,738	44,578
RDA – Retired Plan Member Life Insurance	529,206	459,554
AD&D Excess Reserve	177,804	71,686
	\$ 2,667,076	\$ 3,256,172

**Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021**

8. BENEFIT OBLIGATIONS

a) Disabled life waivers

The disabled life waivers represent the actuarial valuation prepared by George & Bell Consulting as at December 31, 2021 of the Plan's obligation in respect of providing coverage to disabled employees whose premiums have been waived prior to year-end.

The actuarial present value of disabled life waivers as at December 31 consists of:

	2021	2020
Basic Life	\$ 13,397,000	\$ 12,997,000
Optional Life	4,064,000	3,988,000
Dependent Life	134,000	130,000
Accidental Death and Dismemberment	134,000	129,000
Voluntary Accidental Death and Dismemberment	43,000	40,000
	\$ 17,772,000	\$ 17,284,000

The actuarial valuations were based on the following assumptions

- Canadian LTD Termination Experiences 2009-2015 GLTD table, published in January 2019 (2020- Canadian LTD Termination Experiences 2009-2015 GLTD table, published in January 2019);
- Mortality rate as reported in the 2009-2015 GLTD table, published in January 2019 (2020- Mortality rate as reported in the 2009-2015 GLTD table, published in January 2019)
- Discount rate 5.30% (2020 – 5.20%) based on high quality fixed income securities that have a similar duration to the provision;
- Expenses and taxes rate of 8.00% (2020 – 8.00%);
- Basic AD&D and Dependent Life reserves each use 1.00% (2020 – 1.00%) of the Basic Life actuarial reserve respectively;
- Voluntary AD&D reserve uses 1.00% (2020 – 1.00%) of the Optional Life actuarial reserve adjusted for volume differences; and
- Claims incurred but not reported: calculated as the ration of the LTD IBNR to the LTD reserve multiplied by the corresponding waiver reserve (2020- Claims incurred but not reported: calculated as the ration of the LTD IBNR to the LTD reserve multiplied by the corresponding waiver reserve).

The Plan's obligation to provide coverage to disabled employees whose premiums have been waived is long term in nature. There is no active market for settling this obligation; therefore, it is not practical to determine the fair value of these benefits. Also this obligation is subject to measurement uncertainty, being based on a number of assumptions. The actual experience may vary significantly from the assumptions used.

**Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021**

8. BENEFIT OBLIGATIONS (continued)

a) Disabled life waivers (continued)

The following illustrates the effect of changes in the following assumptions on the disabled life waivers:

Modified Assumption	% Change	Impact on Provision
Valuation discount rate	1% decrease	\$756,000 increase
	1% increase	\$681,000 decrease
Valuation mortality	10% decrease	\$1,777,000 decrease
	10% increase	\$1,777,000 increase
Valuation termination	10% decrease	\$940,000 increase
	10% increase	\$837,000 decrease

b) Retired plan member life insurance benefit

The retired plan member life insurance benefit represent the actuarial valuation prepared by George & Bell Consulting as at December 31, 2021. The valuation was used to determine the Plan's obligation in respect of providing for the purchase of retired plan member life insurance benefits for eligible plan members.

The actuarial valuations/extrapolations were based on the following assumptions:

- Discount rate 5.30% (2020 – 5.20%) based on high quality fixed income securities that have a similar duration to the provision;
- Inflation rate 2.0% per year (2020- 2.0%)
- Mortality is based on the 2014 CPM Public Table Projected with Scale MI-2017 (2020 - 2014 CPM Public Table Projected with Scale MI-2017)
- Termination rates range from 11.9% at age 20 to 1.0% at age 60;
- Retirement rates range from 7.5% at age 55 to 100% by age 65;
- Later Retirement Rates from 60% at age 65 to 100% by age 70; and
- All employees who retire will receive the retired plan member life insurance benefit and will apply for the policy when eligible

The Plan's retired plan member life insurance benefit is long term in nature. There is no active market for settling this obligation; therefore, it is not practical to determine the fair value of these benefits. Also this obligation is subject to measurement uncertainty, being based on a number of assumptions. The actual experience may vary significantly from the assumptions used.

**Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021**

8. BENEFIT OBLIGATIONS (continued)

b) Retired plan member life insurance benefit (continued)

The following illustrates the effect of changes in the following assumptions on the retired plan member life insurance benefits:

<u>Modified Assumption</u>	<u>% Change</u>	<u>Impact on Provision</u>
Valuation discount rate	1% decrease	\$7,759,000 increase
	1% increase	\$5,768,000 decrease

9. RELATED PARTY TRANSACTIONS

These financial statements include transactions with related parties. The Plan is indirectly related to various Saskatchewan Crown agencies such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan. Transactions with these related parties are in the normal course of operations. They are recorded at the agreed upon exchange rates and are settled on normal trade terms.

Due to the nature of the Plan, substantially all of the employer contributions and employer contributions receivable are from related parties.

The administrative expenses charged by 3sHealth during the year and the recorded amounts due to or from other related parties at year end are included in the financial statements and the table below.

	<u>2021</u>	<u>2020</u>
Accounts payable	84,911	120,448
Administrative expenses	821,406	751,478

In addition, the Plan pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all of its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

10. PROVISION FOR UNPAID CLAIMS

On an ongoing basis, the Plan estimates and holds in reserve amounts for claims incurred but not reported (IBNR) at year-end. In case of policy termination, the Plan will pay IBNR claims reported within three months of the policy termination from the reserve. Any further IBNR claims reported after three months of policy termination become the responsibility of Canada Life. A reserve of 13.5% of experience rated premiums is kept with 3sHealth. If 3sHealth terminates then 3sHealth must pay the IBNR claims from this reserve and then transfer 1.54% (2020 – 1.54%) of the experience rate premium to Canada Life.

Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021

11. RATE STABILIZATION FUND

During the year, the Employee Benefit Plans Board of Trustees restricted the use of \$2,329,462 (2020- \$2,279,433) of the net assets available for benefits in a rate stabilization fund (RSF). The RSF is intended to absorb negative plan experience fluctuations and to promote rate stability. The RSF will be adjusted annually by restricting an amount of the net assets available for benefits, equal to 10% of the following:

- Life waiver premium reserves with margin; plus
- Basic life and dependent life CRDA as required by the insurer in order to guarantee the minimum risk charges to the Plan; plus
- Basic life and dependent life IBNR reserves; plus
- RDAs for basic and dependent life, paid up life and optional life

The purpose of the RSF is to provide the plan with restricted net assets that can be drawn upon if claims exceed contributions. Having this RSF allows the employers and plan members time to negotiate changes in the contribution rates sufficient to cover claims costs and/or changes in benefit levels to beneficiaries.

12. Multi-Year Catastrophic Loss Reserve

During the year, the Employee Benefit Plans Board of Trustees restricted the use of \$2,714,680 of the net assets available for benefits in a multi-year catastrophic loss reserve (MYCLR). The MYCLR is held to provide the plan with a temporary additional funding source during an event, such as a pandemic, that causes multi-year pressure on other reserves held by the plan. The MYCLR will only be utilized based on approval by the Board of Trustees and based on the following minimum criteria:

- The catastrophic event spans at least two plan years where other reserves may be insufficient to absorb the event; and
- The incurred claims during the event are at least 125% of the experience rated annual premium per year.

The MYCLR is maximum funding level is calculated at 30% of annualized basic life and dependent life premiums.

13. SIGNIFICANT EVENT

On March 12, 2020, COVID-19 was declared a pandemic by the World Health Organization, resulting in government restrictions which have caused a significant impact on the economy. Additionally, due to restrictions related to COVID-19, the Plan has experienced some changes that were presented in the Financial Statements. Even though restrictions and vaccines are available, the duration and full impact of this pandemic remains unknown at this time.

**Health Shared Services Saskatchewan
Group Life Insurance Plan
Notes to the Financial Statements
December 31, 2021**

14. COMPARATIVE FIGURES

Certain comparative figures have been reclassified to conform to the current year's presentation.

**Health Shared Services Saskatchewan
Group Life Insurance Plan
Member Premiums Remitted and Applied
For year ended December 31**

Schedule 1

	Basic Life	Basic AD&D	Optional Life	Voluntary AD&D	Retired Plan Member Life Insurance	2021	2020
Member premiums	\$ 9,048,933	\$ 1,302,088	\$3,084,626	\$ 497,136	\$ 2,018,107	\$15,950,890	\$15,859,322
Member premiums	9,048,933	1,302,088	3,084,626	497,136	2,018,107	15,950,890	15,859,322
Premiums paid to Canada Life	9,042,783	716,149	2,619,577	497,136	-	12,875,645	12,935,613
Premiums expense	9,042,783	716,149	2,619,577	497,136	-	12,875,645	12,935,613
Premiums applied:							
- To Canada Life	9,042,783	716,149	2,619,577	497,136	-	12,875,645	12,935,613
- To/(from) refund deposit account	6,150	-	-	-	2,018,107	2,024,257	1,907,445
- To AD&D Excess	-	585,939	-	-	-	585,939	551,686
- To optional Life refund deposit account	-	-	465,049	-	-	465,049	464,578
	\$ 9,048,933	\$ 1,302,088	\$ 3,084,626	\$ 497,136	\$ 2,018,107	\$15,950,890	\$15,859,322

Financial Statements of
Health Shared Services Saskatchewan

Disability Income Plan - CUPE

Disability Income Plan - SEIU - West

Disability Income Plan - General

Disability Income Plan - SUN

Core Dental Plan

In-Scope Extended Health/Enhanced Dental Plan

Out-of-Scope Extended Health/Enhanced Dental Plan

Group Life Insurance Plan

Out-of-Scope Flexible Spending Plan

Financial Statements of

**Health Shared Services Saskatchewan
Out-of-Scope Flexible Spending Plan**

December 31, 2021

INDEPENDENT AUDITOR'S REPORT

To: The Members of the Legislative Assembly of Saskatchewan

Opinion

We have audited the financial statements of Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan, which comprise the statement of financial position as at December 31, 2021, and the statement of changes in net assets available for benefits for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan as at December 31, 2021, and the statement of changes in net assets available for benefits for the year then ended in accordance with Canadian accounting standards for pension plans.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for pension plans, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

A handwritten signature in black ink that reads "Tara Clemett".

Regina, Saskatchewan
May 18, 2022

Tara Clemett, CPA, CA, CISA
Provincial Auditor
Office of the Provincial Auditor

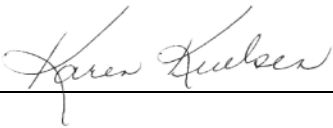
**Health Shared Services Saskatchewan
Out-of-Scope Flexible Spending Plan
Statement of Financial Position
As at December 31**

Statement 1

	2021	2020
Assets		
Cash	\$ 132,797	\$ 102,323
Short term investments (Note 4)	1,158,784	1,089,103
Contributions and other receivable (Note 4)	16,392	10,734
Receivable from Canada Life Assurance Company (Note 4, 7)	67,451	67,451
Total Assets	1,375,424	1,269,611
Liabilities		
Accounts payable	62,001	19,379
Claims payable	93,779	96,906
Provision for unpaid claims (Note 6)	114,235	80,139
Forfeitures payable	-	269,701
Total Liabilities	270,015	466,125
Net Assets Available for Benefits (Statement 2, Note 8)	\$ 1,105,409	\$ 803,486

See accompanying notes

On behalf of the Employee Benefits Plans Board of Trustees:





**Health Shared Services Saskatchewan
Out-of-Scope Flexible Spending Plan
Statement of Changes in Net Assets Available for Benefits
For the year ended December 31**

Statement 2

	2021	2020
Increase in Net Assets		
Interest income	\$ 3,950	\$ 8,687
Contributions – Employers (Note 1, 3)	1,060,416	986,453
Administrative contributions (Note 3)	234,125	220,691
Change in provision for unpaid claims (Note 6)	-	22,551
Total Increase in Net Assets	1,298,491	1,238,382
Decrease in Net Assets		
Health Spending Account claims expense	719,147	703,858
Administrative expense (Note 5)	243,326	207,109
Forfeiture expense (Note 5)	-	269,701
Change in provision for unpaid claims (Note 6)	34,095	-
Total Decrease in Net Assets	996,568	1,180,668
Change in Net Assets for the Year	301,923	57,714
Net Assets Available for Benefits, Beginning of Year	803,486	745,772
Net Assets Available for Benefits, End of Year (Statement 1, Note 8)	\$ 1,105,409	\$ 803,486

See accompanying notes

Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan

Notes to the Financial Statements

December 31, 2021

1. DESCRIPTION OF PLAN

Health Shared Services Saskatchewan (3sHealth) administers the Out-of-Scope Flexible Spending Plan (the Plan) under the direction of the Employee Benefit Plans Board of Trustees who receives advice from its Employee Benefits Committee. The following description of the Plan is a summary only. For more complete information, reference should be made to the Plan text.

In January 2015, 3sHealth's Board of Directors appointed individual trustees (called the Employee Benefit Plans Board of Trustees) as part of a governance change for the Plan. 3sHealth's Board, on behalf of the members, signed a formal trust agreement with the Employee Benefit Plans Board of Trustees on January 12, 2015, effectively making the Employee Benefit Plans Board of Trustees the governing authority for the Plan and creating a service agreement with 3sHealth to administer the assets of the Plan.

a) Effective date

The Plan was established on April 1, 2011.

b) Purpose of the Plan

The purpose of the Plan is to supplement the 3sHealth Extended Health and Enhanced Dental Plans. The Plan enhances a plan member's existing benefit package by providing an annual credit that a Plan Member has the option to allocate to a non-taxable Health Spending Account (HSA) or a taxable Lifestyles Account (LSA). The Plan is a multi-employer benefit plan that is administered by 3sHealth on behalf of eligible employees of participating member organizations (participating employer).

The HSA is a non-taxable account that is part of the Plan. Eligible plan members can be reimbursed for medically related expenses incurred by themselves or their family members that are not covered by the 3sHealth Extended Health and Enhanced Dental Plans. The medical expenses must be recognized as an eligible expense under the Canada Revenue Agency's eligible medical expenses. Claims adjudication and benefit payment services are done through an agreement with the Canada Life Assurance Company (Canada Life), formerly known as Great-West Life Assurance Company.

The LSA is a taxable account where eligible plan members may be reimbursed directly by their employer for eligible health and wellness related expenses. Claims adjudication services are done by 3sHealth and benefit payments are done directly by the participating employers through payroll. The Plan's financial statements do not reflect contributions or claims expense related to LSA.

Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan

Notes to the Financial Statements

December 31, 2021

1. DESCRIPTION OF PLAN (continued)

Plan members can choose to allocate their Plan credits to the HSA, the LSA, or a 50/50 percentage split of both their HSA and LSA. This selection is done at their initial enrolment. At the end of the calendar year a plan member's unused HSA credits may be carried forward for a maximum of one year. LSA credits cannot be carried forward and are forfeited if unused at the end of the calendar year.

c) Eligibility

The Plan is available to employees if the following criteria are met:

- work for a 3sHealth Participating Employer;
- are an out-of-scope employee for a Participating Employer;
- are eligible for 3sHealth Extended Health and Enhanced Dental Plans; and,
- are actively at work.

Eligible family members of an employee are eligible for coverage under the HSA Plan only.

d) Employers' contributions

The annual allocation amount for 2021 was \$844 (2020 - \$825) per eligible full-time equivalent employee. The annual allocation is pro-rated based on the number of months remaining in the calendar year when an employee becomes eligible, as well as the level of coverage for other than full-time employees. The Plan is fully funded by the employer.

2. STATEMENT OF COMPLIANCE

The financial statements of the Plan have been prepared in accordance with Canadian accounting standards for pension plans as prescribed by the Chartered Professional Accountants of Canada (CPA Canada) Handbook section 4600, *Pension Plans*. These standards include reference to guidance found in International Financial Reporting Standards (IFRS) with respect to the fair value measurement for investment assets and liabilities. For accounting policies that do not relate to its investments or benefit obligations, the Plan has followed the guidance contained in Part II of the CPA Canada Handbook, Accounting Standards for Private Enterprises (ASPE).

Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan

Notes to the Financial Statements

December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies followed by the Plan are as follows:

a) Financial instruments

All financial instruments that are financial assets and financial liabilities have been identified and classified. The classification determines how each financial instrument is measured. The Plan's financial instruments and their classifications, which were determined by 3sHealth as the administrator of the Plan, are as follows:

(i) Short term investments

Short term investments are classified as held-for-trading and are measured at fair value. The Plan's short term investments consist of units of a Canadian Treasury Management Pooled Fund (the Fund). Fair value of the Fund is determined based on the published quote for the Fund.

Distributions from the Fund in the form of interest income are recognized in income as they are earned. Transaction costs are expensed as incurred.

(ii) Cash, contributions receivable and other receivables, receivable from Canada Life, accounts payable, claims payable and forfeitures payable

Cash, contributions receivable and other receivables and receivable from Canada Life are classified as loans and receivables while accounts payable, claims payable and forfeitures payable are classified as other liabilities. These financial instruments are measured at amortized cost which approximates their fair value due to their short term nature. Cash is classified as held-for-trading and is recorded at fair value.

b) Employers' contributions

Employers provide contributions for the HSA on an annual basis, based on the number of eligible full-time-equivalent employees. At the end of each quarter, employers are invoiced for any additional employees that became eligible during that period and provide additional contributions, accordingly. Contributions are recognized as an increase in net assets in the period to which they apply.

Health Shared Services Saskatchewan

Out-of-Scope Flexible Spending Plan

Notes to the Financial Statements

December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

c) Administrative contributions

Employers are charged an administration fee based on 10% of the total annual allocation amount for every plan member enrolled in both the HSA and LSA in the current plan year. At the end of each quarter, employers are invoiced for 10% of any additional employees that became eligible during that period. The administration fees are reviewed regularly to ensure they support the expenditures of the Plan.

Administration fees are billed on an April – March basis to cover administrative expenses incurred during the current plan year. Administrative contributions are recognized as an increase in net assets in the period to which they apply.

d) Interest income

Interest income is recognized as it is earned.

e) Provision for unpaid claims

The provision for unpaid claims represents an estimate of the cost of claims incurred but not reported at year end. Any resulting change in this provision is recognized as a revenue or expense in the Statement of Changes in Net Assets Available for Benefits.

f) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for pension plans requires the administrator to make estimates and assumptions that affect reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Significant items subject to such estimates and assumptions include Provision for Unpaid Claims. Actual results could differ from those estimations.

g) Administrative expense

Canada Life and 3sHealth charge administrative expenses for adjudicating claims throughout the year.

Health Shared Services Saskatchewan

Out-of-Scope Flexible Spending Plan

Notes to the Financial Statements

December 31, 2021

3. SIGNIFICANT ACCOUNTING POLICIES (continued)

h) Income taxes

The Plan is currently registered as a health and welfare trust under *The Income Tax Act*. In February 2018 the Government of Canada announced that health and welfare trusts would be discontinued by December 31, 2020. The Government of Canada has subsequently granted two extensions, therefore giving trusts until December 31, 2022 to convert. Current health and welfare trusts that meet specific criteria will be allowed to convert to employee life and health trusts.

For the year ended December 31, 2021, the Plan filed as a health and welfare trust. Investment income earned by the Plan, net of eligible deductions, is subject to income tax.

i) Forfeiture expense

At the end of the calendar year a plan member's unused HSA credits may be carried forward for a maximum of one year. In previous years, unused HSA credits remaining at the end of the second calendar year were returned to the employer.

The Plan is required to meet certain criteria in order to be deemed an employee life and health trust (Note 3 h)). This change required the Plan to discontinue the return of unused HSA credits to the employer.

4. FINANCIAL INSTRUMENTS RISK MANAGEMENT

Short term investments consist of investments in a Canadian Treasury Management pooled fund (the Fund) that invests in high quality Canadian money market instruments, including commercial paper, bankers' acceptances, and treasury bills maturing in less than one year. The Fund invests in investment grade securities with a minimum rating of R-1 (low) or equivalent. Earnings in the Fund are reinvested.

The plan has exposure to the following risks from its use of financial instruments: credit risk and liquidity risk.

a) Credit risk

Credit risk arises from the potential for issuers of securities and counterparties to default on their contractual obligations.

Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan

Notes to the Financial Statements

December 31, 2021

4. FINANCIAL INSTRUMENTS RISK MANAGEMENT (continued)

a) Credit risk (continued)

The Plan's maximum credit risk exposure related to financial assets is as follows:

	2021	2020
Short term investments	\$ 1,158,784	\$ 1,089,103
Contributions and other receivables	16,392	10,734
Receivable from Canada Life Assurance Company	67,451	67,451

The Plan is exposed to minimal credit risk from the potential non-payment of contributions receivable as these receivables are from related parties (Note 5) and are collected quarterly. Also, the Plan is exposed to credit risk due to the potential non-payment of the Canada Life receivable (Note 7); however, the Plan does not consider this to be likely as Canada Life's recent credit rating is AA as rated by Standard & Poor's.

b) Liquidity risk

Liquidity risk is the risk that the Plan is unable to meet its financial obligations as they fall due. This risk is managed by the Plan by continually monitoring actual and forecasted cash flows, to ensure that it will have sufficient liquidity to meet its liabilities when due. The financial liabilities, which are also short-term in nature, are due within one year. The Plan generally maintains positive cash flows generated from its operating activities.

The estimated contractual maturities of the Plan's financial liabilities at December 31, 2021 are up to three months for accounts payable, the provision for unpaid claims and claims payable.

5. RELATED PARTY TRANSACTIONS

These financial statements include transactions with related parties. The Plan is indirectly related to various Saskatchewan Crown agencies such as ministries, corporations, boards, and commissions under the common control of the Government of Saskatchewan. Transactions with these related parties are in the normal course of operations. They are recorded at the agreed upon exchange rates and are settled on normal trade terms.

The administrative expenses charged by 3sHealth during the year and the recorded amounts due to or from other related parties at year end are included in the financial statements and the table below.

Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan

Notes to the Financial Statements

December 31, 2021

5. RELATED PARTY TRANSACTIONS (continued)

Due to the nature of the Plan, substantially all of the contribution revenue is from related parties.

	2021	2020
Contributions and other receivables	\$ 16,307	\$ 10,693
Contributions	1,060,416	986,453
Administrative contributions	234,125	220,691
Accounts payable	57,875	14,882
Forfeiture payable	-	269,701
Administrative expense	207,873	173,672
Forfeiture expense	-	269,701

In addition, the Plan pays Provincial Sales Tax to the Saskatchewan Ministry of Finance on all of its taxable purchases. Taxes paid are recorded as part of the cost of the purchases.

6. PROVISION FOR UNPAID CLAIMS

The provision for unpaid claims represents an estimate for the cost of HSA claims incurred but not reported at year end. The terms of the Plan requires that eligible claims must be submitted within 60 days of the end of the calendar year in which the expense was incurred.

The provision for eligible claims incurred prior to December 31, 2021 amounts to \$114,235 (2020 – \$80,139) and includes a 4.40% (2020 – 4.40%) provision for administrative costs for these claims.

7. RECEIVABLE FROM CANADA LIFE ASSURANCE COMPANY

Canada Life maintains an excess reserve account for premiums collected equal to 1/12 of the anticipated annual HSA claims. The excess reserve account is used to cover claim payments made during a given month and is replenished by the Plan at the end of every month. Also, this excess reserve account can be transferred to the Plan, upon request to Canada Life after the end of each policy year.

Health Shared Services Saskatchewan Out-of-Scope Flexible Spending Plan

Notes to the Financial Statements

December 31, 2021

8. NET ASSETS AVAILABLE FOR BENEFITS

The Net Assets available for benefits for the Plan are made up of the following:

	<u>2021</u>	<u>2020</u>
Net assets available for Health Spending Account claim expenses	\$ 983,405	\$ 673,948
Net assets available for Administration expenses	122,004	129,538
Net Assets Available for Benefits	\$ 1,105,409	\$ 803,486

9. SIGNIFICANT EVENT

On March 12, 2020 the World Health Organization characterized the outbreak of a strain of the novel coronavirus (“COVID-19”) as a pandemic which has resulted in a series of public health and emergency measures that have been put in place to combat the spread of the virus. These public health measures have resulted in economic uncertainty around the world, which has translated into unprecedented volatility in investment markets and an overall economic slowdown. Any impact experienced by the Plan during the year as a result of these public health measures, are reflected in the Financial Statements. Overall, as the response to the pandemic is ongoing, the full financial and operational impacts of the pandemic cannot be reliably estimated at this time.

Financial Statements of
Health Shared Services Saskatchewan

Disability Income Plan - CUPE

Disability Income Plan - SEIU - West

Disability Income Plan - General

Disability Income Plan - SUN

Core Dental Plan

In-Scope Extended Health/Enhanced Dental Plan

Out-of-Scope Extended Health/Enhanced Dental Plan

Group Life Insurance Plan

Out-of-Scope Flexible Spending Plan