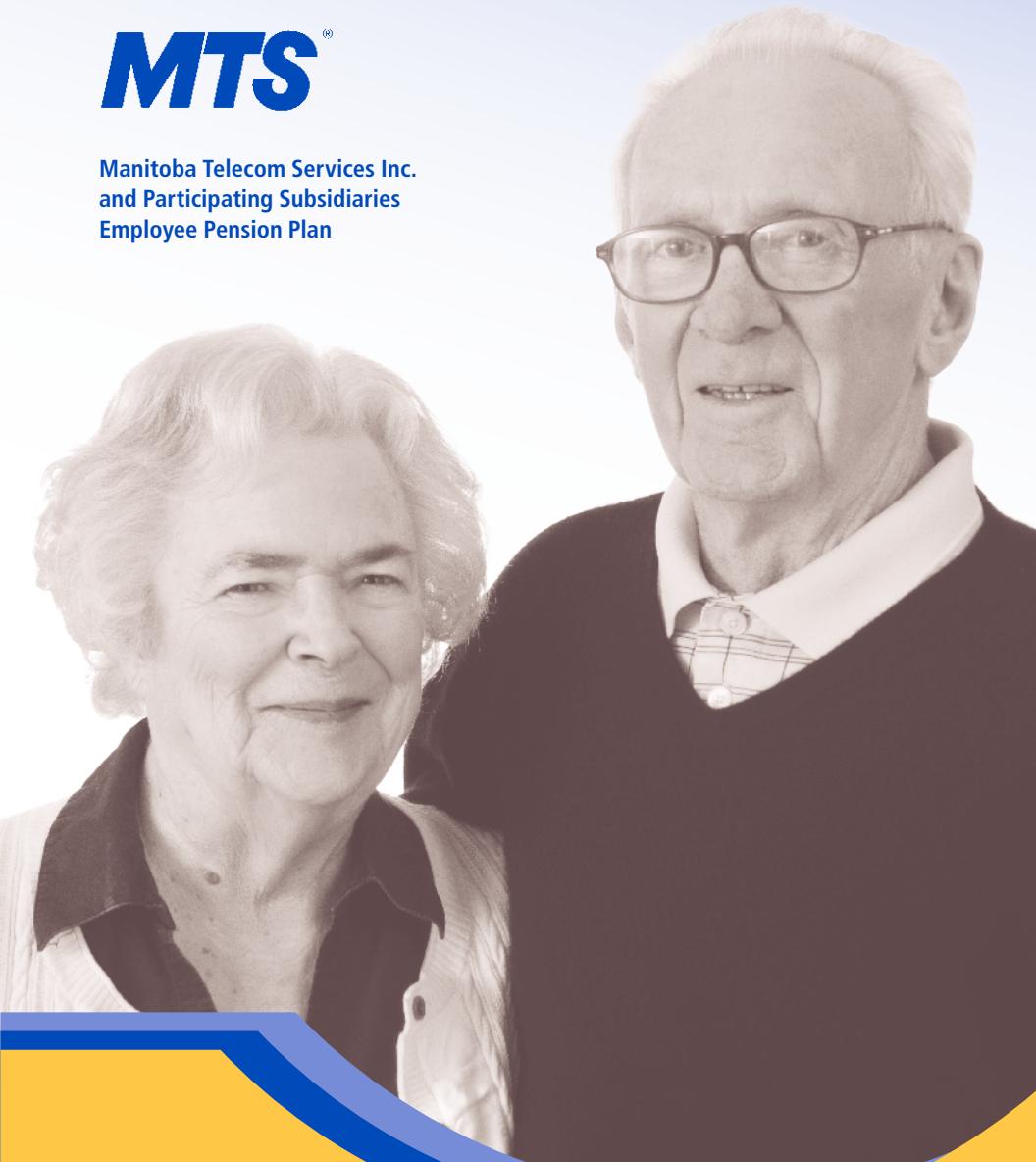




Manitoba Telecom Services Inc.  
and Participating Subsidiaries  
Employee Pension Plan



2014  
ANNUAL REPORT

## **For More Information**

If you have any questions about the information contained in this Annual Report, if you would like to receive a copy of the MTS Pension Plan's Statement of Investment Policies and Goals, or if you would like to provide any comments concerning this Annual Report, please contact:

### **MTS Pension Plan**

Benefits Administration  
P.O. Box 6666  
19th Floor, 333 Main Street  
Winnipeg, Manitoba R3C 3V6  
Phone No.: (204) 941-7347 or 1-800-635-4973  
Fax No.: (204) 774-3163  
e-mail: [mtspensionplan@mtsallstream.com](mailto:mtspensionplan@mtsallstream.com)

If you would like more information on your personal retirement or termination benefits, please contact the MTS Pension Plan's administrative services provider:

### **The Civil Service Superannuation Board**

1200 - 444 St. Mary Avenue  
Winnipeg, Manitoba R3C 3T1  
Phone No.: (204) 946-3200 or 1-800-432-5134  
Fax No.: (204) 945-0237  
e-mail: [askus@cssb.mb.ca](mailto:askus@cssb.mb.ca)

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## MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

I am pleased to provide you with the MTS Pension Plan Annual Report for the year ending December 31, 2014.

The Plan delivered strong investment returns in 2014, marking the sixth year in a row of positive performance following the market crash of 2008. The MTS Pension Plan produced a return of 10.4% during the year, generating positive performance in each asset class in which it invested. Despite a year characterized by slowing global growth and rapidly declining oil prices, equity and fixed income markets achieved robust returns and the Plan benefitted from its diversified investment structure.

The true measure of performance, though, is over longer time periods. And in this regard, the MTS Pension Plan continues to perform well, returning 10.1% over the four-year period and 7.6% since the inception of the Plan in 1997 (please see page 16 of this report for further details). That compares favourably to the four-year median return of 9.4% for Canadian pension plans with a similar risk profile, leaving our Plan in the top 25% of all pension plans in Canada.

Strong investment returns are one component of a healthy pension plan; the other is funding. Since 1997, MTS has contributed over \$590 million in cash funding to the Plan, while employees have contributed over \$180 million. The strong investment returns of the past combined with the substantial employer and employee funding means that the Plan's assets now exceed \$1.8 billion. MTS expects to make substantial contributions to the Plan in 2015 to further enhance the security of your retirement. The Plan is also supported by \$252.2 million in letters of credit arranged by MTS and held in trust for the Plan.

The Company has worked closely with its unions and retiree representatives in 2014 to create an equitable implementation plan for the January 30th, 2014 Supreme Court of Canada decision. All parties involved unanimously agreed to the settlement plan which the Court of Queen's Bench approved on November 3, 2014. To date, \$120.8 million has been paid out to Plan members and another \$3.9 million in pension increases have been granted. The uncertainty with respect to the pension plan litigation has now been resolved and the Company looks forward to continuing its positive relationship with all of its Plan members.

Looking forward into 2015, the Plan is focused on its long-term investment strategy and remains well diversified to provide a solid return over the long-term while maintaining an appropriate risk profile for its members. This puts it in a position to weather any storms that the markets may bring. The security of your retirement benefits is also supported by the strength of MTS, the leading telecommunications provider in Manitoba.



**Jay Forbes**  
CHIEF EXECUTIVE OFFICER

# ABOUT YOUR PLAN

## HIGHLIGHTS

The MTS Pension Plan (the “Plan”) is a contributory defined benefit plan that provides pension benefits to certain employees and retirees of Manitoba Telecom Services Inc. and its participating subsidiary, MTS Inc. (collectively the “Company”).

Here are some highlights of the Plan:

- Eligible employees contribute to the Plan by payroll deduction each pay period. These contributions are fully tax deductible. The Company contributes the amounts necessary to ensure that the Plan can meet its obligations. The Company contributed approximately \$74.5 million in cash and letters of credit to the Plan and the employees contributed \$9.5 million in 2014.
- Plan benefit payments to retirees and beneficiaries were \$68.1 million in 2014.
- At retirement, members are eligible for a pension based on a formula using their average earnings during the five years of employment when their earnings were the highest and their years of credited service as a member of the Plan.
- Members may retire with an unreduced pension at or after age 55 if their age plus years of continuous service total at least 80. Members also may retire with an unreduced pension at age 60 if they have at least 10 years of continuous service. Members may retire with a reduced pension as early as age 45 if their age plus years of continuous service equals at least 70, or as early as age 50 if they have at least 10 years of continuous service.
- The Plan provides for a guaranteed cost of living adjustment (“COLA”) equal to two-thirds of the increase in the Canadian Consumer Price Index (“CPI”) to a maximum CPI increase of 4%.
- Members who leave the Company before they are eligible to retire are entitled to a deferred pension (which is a pension that is payable when they are eligible to retire). They also may choose to transfer the value of the pension to a locked-in RRSP.
- Effective January 1, 2010, membership in the Plan is limited to individuals who became employees prior to that date.

For more details on the Plan, please refer to the MTS Pension Plan Web site at [www.mtspensionplan.ca](http://www.mtspensionplan.ca).

## PRIVACY

The Company is dedicated to protecting your privacy and safeguarding your personal information. The Company collects, uses or discloses personal information for the purpose of administering the Plan. Access to your personal information is limited to certain Company staff, The Civil Service Superannuation Board which provides administrative services in respect of the Plan, the Plan’s Actuary, persons to whom you have authorized access, and persons authorized by law.

## MEMBERSHIP

The Plan's membership falls into three categories: active, deferred, and retirees and their beneficiaries. Active members are those employees who currently contribute to the Plan. Deferred members are former employees who have left their pension benefits in the Plan to be paid at a later date. Retirees and beneficiaries are those individuals who currently receive a pension from the Plan.

At December 31, 2014, Plan membership of 5,945 was comprised as follows:



The total number of Plan members decreased by 120 from the end of 2013. There was a decrease in the number of active members (196) and deferred members (16), and an increase in the number of retirees (92).

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## YOUR PENSION BENEFIT

Your pension benefit is calculated using a defined benefit formula, which includes the average of your best five years of earnings ("Best Average Earnings"), multiplied by the number of years or partial years you have contributed to the Plan (referred to as "Credited Service"). The formula is as follows:

**2.0% of your Best Average Earnings**

*Multipled by*

**Your years of Credited Service**

*Less*

**0.6% of the average YMPE (for the same five years of earnings)**

*Multipled by*

**Your years of Credited Service**

(YMPE, or Year's Maximum Pensionable Earnings, is the limit set by the federal government each year to determine the maximum Canada Pension Plan contributions and benefits.)



- Deb McCreanor (retiree)

## BENEFIT CALCULATION EXAMPLE

Consider an employee who retires from the Plan at age 55 on December 31, 2014. The employee has Best Average Earnings of \$60,000 and 30 years of Credited Service. The average YMPE in this example is \$49,840.

2.0% x \$60,000 (Best Average Earnings)	\$ 1,200
<i>Multipled by</i>	
30 years Credited Service	X 30
	\$ 36,000
<i>Less</i>	
0.6% x \$49,840 (average YMPE)	\$ 299
<i>Multipled by</i>	
30 years Credited Service	X 30
	\$ 8,970
Annual Benefit*	\$ 27,030

\*The actual benefit you receive will be affected by a number of factors, including your earnings, your age at retirement, your years of Credited Service, future COLA increases to pension payments and the survivor benefit option that you choose.

## COST OF LIVING ADJUSTMENTS

The Plan provides for a guaranteed COLA increase to pension payments each year. This guaranteed COLA is equal to two-thirds of the increase in CPI to a maximum CPI increase of 4%. COLA increases are granted each July. In 2014, retirees received a COLA increase of 0.83%, which was two-thirds of the 2013 CPI increase of 1.24%. Past COLA increases account for approximately 17% of the pension benefits paid to retirees in 2014. In 2015, retirees will receive a COLA increase of 0.98% which is two-thirds of the 2014 CPI increase of 1.47%. The guaranteed annual COLA increase is a valuable benefit that many other pension plans in Canada do not have.

## IT'S A DEFINED BENEFIT PLAN

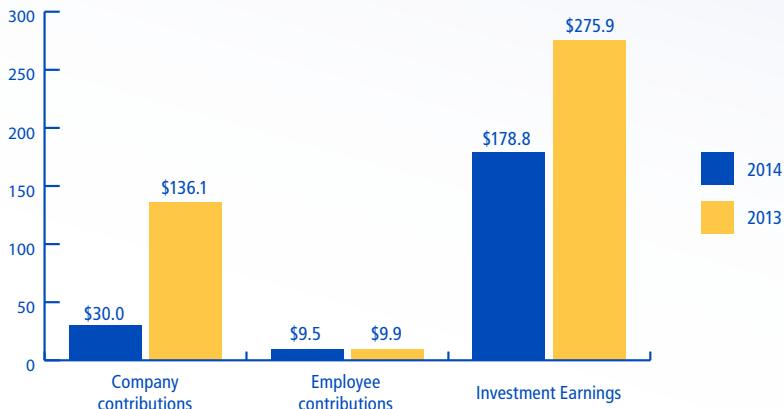
The Plan is a defined benefit pension plan. This means that your benefit is a predictable amount determined by a formula based on your earnings during the five years when they were the highest and your years of participation in the Plan. Your benefit does not depend on the rate of return earned by the Plan's investments. Employees contribute to the Plan based on a set formula, and the Company contributes the additional amounts necessary to pay the benefits that you earn. A predictable retirement income is the most desirable feature of a defined benefit pension plan.

## SOURCES OF FUNDING

The money necessary to pay the benefits promised by the Plan comes from three sources:

- Company contributions;
- Employee contributions; and
- Investment earnings.

The inflows to the Plan (in millions) in 2014 and 2013 were as follows:



In 2014, investment earnings were the largest source of funding for the Plan. Of the \$218.4 million in total inflows in 2014, investment earnings (comprised of investment income and current period change in fair value of investments) accounted for \$178.8 million or 82%, the Company's cash contributions accounted for \$30.0 million or 14%, and employee contributions accounted for \$9.6 million or 4%.

## COMPANY CONTRIBUTIONS

The Company contributes the amount necessary to ensure that benefits earned can be paid when they are due. This does not mean that the Company contributes \$1 at the same time you contribute \$1. The timing of the Company's contribution is determined by an actuarial valuation completed in accordance with pension legislation. In 2014, the Company contributed \$30.0 million in cash funding, consisting of \$20.2 million in normal cost funding and \$9.8 million in additional contributions, as well as \$44.5 million in letters of credit. This equates to a \$7.81 contribution for every \$1 contributed by employees. Since the inception of the Plan in 1997, the Company has contributed \$595.7 million in cash funding and \$252.2 million in letters of credit to the Plan. This level of funding demonstrates the Company's commitment to your secure retirement.

The actuarial funding valuation completed as at January 1, 2015, showed that the Plan had a \$66.6 million surplus on a going concern basis, and a \$290.1 million deficit on a solvency basis. The solvency valuation assumes that the Plan terminated on the date the valuation was done, while the going concern valuation assumes that the Plan will continue operating indefinitely. The Plan's going concern liabilities were \$1,586.8 million as at January 1, 2015. On a solvency basis the

liabilities were \$2357.0 million. The Plan's going concern funded ratio was 104%, while the Plan's solvency funded ratio was 88% as at January 1, 2015. The solvency ratio has declined from the January 1, 2014 valuation primarily due to lower interest rates used to value the Plan's liabilities. Until the Plan is fully funded on a solvency basis the Company will continue to make additional contributions either in cash or by letters of credit. The next actuarial funding valuation will be completed as at January 1, 2016.

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## LETTERS OF CREDIT

Regulations under the *Pension Benefits Standards Act, 1985* ("PBSA") provide that letters of credit may be used, up to a maximum of 15% of plan assets, to meet solvency special payment requirements for federally regulated pension plans. A letter of credit is essentially a guarantee issued by a financial institution. It provides security to the pension plan up to its face value in the event the plan sponsor defaults in their obligations to the pension plan. The letters of credit held by the trustee, RBC Investor Services Trust, on behalf of the MTS Pension Plan automatically renew each year and cannot be withdrawn or reduced by the Company unless they are either replaced with cash funding or it is determined in an actuarial valuation that the letters of credit, or a portion thereof, are no longer required. In addition, PBSA regulations require that the letters of credit be issued by a financial institution which has a credit rating of A or higher. The letters of credit held by the Plan, totaling \$252.2 million as at December 31, 2014, have been issued by the Canadian Imperial Bank of Commerce, Royal Bank of Canada, Bank of Montreal, National Bank and Bank of Nova Scotia. These letters of credit, in combination with the Plan's investments in short-term investments, bonds, mortgages, equities and real estate, provide security for the benefit obligations to Plan members.

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## EMPLOYEE CONTRIBUTIONS

Employee contributions to the Plan are based on the employee's earnings as follows:

- 5.1% of earnings up to the YMPE, and
- 7.0% of earnings over the YMPE

Employee contributions totaled \$9.5 million in 2014, and since the inception of the Plan in 1997, employees have contributed \$183.9 million.

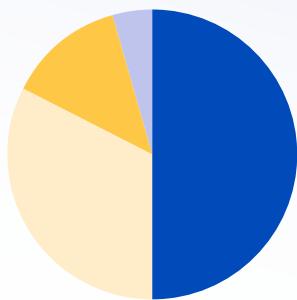
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## INVESTMENT EARNINGS

The third source of funds for the Plan is earnings on the investments held in the Plan's trust fund. Further information on the Plan's investment earnings is available beginning on page 16 of this Annual Report.

## PAYMENTS FROM THE PLAN

In 2014, payments in the amount of \$136.0 million were made from the Plan as follows:



- **Pension payments to retirees and beneficiaries** \$68.1 million
- **Distributions pursuant to Supreme Court decision** \$44.3 million
- **Termination and lump sum death benefit payments** \$17.8 million
- **Administrative and investment expenses** \$5.8 million

Pension payments to retirees increased by \$3.3 million, termination and lump-sum death benefit payments decreased by \$0.4 million, and investment and administrative expenses decreased by \$8.5 million from 2013.

## ON RETIREMENT

When employees retire or terminate their employment, they are faced with the decision of whether to keep their pension funds in the Plan or to transfer the funds to a locked-in RRSP. This is always a difficult decision to make, and one that should not be made without receiving some sound advice.

It may or may not be in your best interests to transfer your money out of the Plan once you are no longer an active employee. Everyone's situation is different. However, before making this decision, we strongly suggest that you seek professional advice, not only from your financial advisor, but from someone knowledgeable about income taxes. You also may want to speak to family and former co-workers who may have been through a similar situation.

If you decide to transfer your pension funds out of the Plan, it is important that you be absolutely sure of your decision. Once the funds have been transferred out of the Plan, the Company and the Plan no longer guarantee, or remain in any way responsible for, your pension. Any financial losses that you may incur due to your investment decisions or those of your financial advisor are entirely your responsibility.

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## PENSION COMMITTEE

The Pension Committee reports to the Audit Committee of the Board of Directors. The Pension Committee met twice in 2014. In accordance with its mandate, the Committee reviewed the results of the funding actuarial valuation and the COLA actuarial valuation, and reviewed the Plan's investment performance and other administrative aspects of the Plan.

The current members of the Pension Committee are as follows:

<b>Rod Pennycook</b> (Chair)	Retired (formerly with The Great-West Life Assurance Company)
<b>Paul Beauregard</b>	Chief Corporate and Strategy Officer & Corporate Secretary
<b>Bob Linsdell</b>	TEAM Representative
<b>Debbie Marantz</b>	Unifor Representative
<b>Brenda McInnes</b>	Vice-President & Treasurer
<b>Don Rooney</b>	Director Labour Relations
<b>Don Senkow</b>	IBEW Representative
<b>Laurie Stewart</b>	Director, Greater Winnipeg Service Delivery
<b>Larry Trach</b>	Retiree Representative

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## LEGAL PROCEEDING

An update on the lawsuit is provided in Note 12 to the Financial Statements on page 27 of this Annual Report.

## **PLAN WEB SITE**

The Plan Web site gives Plan members the opportunity to learn more about their Plan, keep up-to-date on what's new, and to even view this Annual Report. This Web site can be found at [www.mtspensionplan.ca](http://www.mtspensionplan.ca)

- Larry Trach (retiree)

# ABOUT THE INVESTMENTS

## INVESTMENT COMMITTEE

The Investment Committee oversees and directs the investment of the Plan's funds by establishing investment principles and guidelines, recommending investment managers and monitoring the performance of the Plan's investments. The Investment Committee reports on the performance of the Plan's investments to the Audit Committee of the Board of Directors each year.

The current members of the Investment Committee are as follows:

<b>Wayne Demkey</b> (Chair)	Chief Financial Officer
<b>Brenda McInnes</b>	Vice-President & Treasurer
<b>Pat Solman</b>	Vice-President, Consumer Customer Solutions
<b>John Smith</b>	Investment Advisor, John Smith Wealth and Investment Management
<b>Rod Pennycook</b>	Retired (formerly with the Great-West Life Assurance Company)

During 2014, the Investment Committee held four regular quarterly meetings to discuss the performance of the Plan's managers.

Neil Benditt has been a long-standing member of the Plan's Investment Committee. He joined the Committee in 1987 and retired at the end of 2014. We thank him for his many years of service to the Plan.

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## ASSET MIX

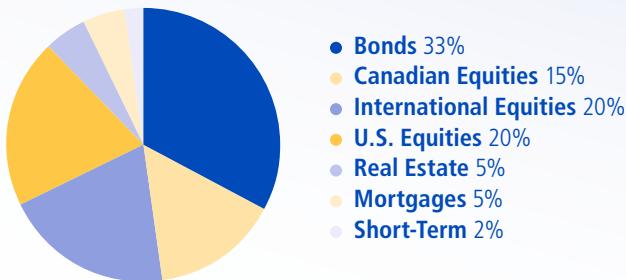
Strong investment returns are important to growing the Plan's assets. To achieve this in volatile financial markets, it also is important that the Plan has a diversified asset mix that is designed to achieve long-term growth, while preserving capital during years of negative performance in financial markets. The policies that govern the Plan are designed to ensure a disciplined and balanced approach to investing, which helps achieve both growth and capital preservation.

The Plan's asset mix is the combination of the different types of assets in which the Plan is invested, such as bonds, equities, mortgages and real estate. The Plan's funds are invested in a diversified portfolio of different types of assets because diversification – not putting all your eggs in one basket – is a fundamental principle of investing. If one type of asset results in a loss, a gain in another may offset the loss. For example, if Canadian equities perform poorly during the year, this may be offset by positive gains in bonds and real estate assets. Investing in a diversified asset mix is a strategy that minimizes risk and provides more stability in investment returns over time.

The Investment Committee is responsible for determining the asset mix guidelines for the Plan's investments. This is done in conjunction with an actuarial consultant during a process called a risk management study. The purpose of this study is to determine the most appropriate asset mix for the Plan's funds for the long-term. These studies are typically conducted every four to six years. A risk management study was completed for the Plan in 2012 which confirmed the Plan's current asset mix.

## INVESTMENTS AT DECEMBER 31, 2014

At the end of 2014, the Plan's investments (excluding cash and accrued income) totaled \$1,795.7 million. The following chart and table show how the Plan's assets were invested.



INVESTMENT	MARKET VALUE (\$ MILLIONS)	
<b>Bonds</b>	\$ 596.3	
<b>Canadian Equities</b>	\$ 263.7	
<b>International Equities</b>	\$ 363.4	
<b>U.S. Equities</b>	\$ 351.9	
<b>Real Estate</b>	\$ 90.8	
<b>Mortgages</b>	\$ 89.0	
<b>Short-term Investments</b>	\$ 40.6	
<b>Total Funds</b>	<b>\$ 1,795.7</b>	

The following table shows the ten largest investment holdings held directly by the Plan and their percentage of the total portfolio market value:

MTS PENSION PLAN TOP 10 DIRECT HOLDINGS		
<b>Canada Housing Trust<sup>1</sup></b>	\$ 178,553,790	9.9%
<b>Province of Ontario<sup>1</sup></b>	\$ 70,781,254	3.9%
<b>Government of Canada<sup>1</sup></b>	\$ 54,340,050	3.0%
<b>Royal Bank of Canada<sup>1,2</sup></b>	\$ 35,973,033	2.0%
<b>Bank of Nova Scotia<sup>1,2</sup></b>	\$ 30,283,325	1.7%
<b>CIBC<sup>1,2</sup></b>	\$ 26,790,192	1.5%
<b>Toronto Dominion Bank<sup>1,2</sup></b>	\$ 15,159,076	0.8%
<b>Visa Inc.<sup>2</sup></b>	\$ 11,570,699	0.6%
<b>Amazon.com Inc<sup>2</sup></b>	\$ 10,640,092	0.6%
<b>Priceline Group<sup>2</sup></b>	\$ 9,772,788	0.5%

<sup>1</sup> Bond investment <sup>2</sup> Equity investment

## ASSET TYPES

**Short-term Investments:** primarily cash and securities that mature within days, weeks or months (such as Government of Canada treasury bills). These investments generate income by receiving interest payments or by their purchase at a discount to mature at par. Income is based on the market's short-term interest rates.

**Bonds:** primarily investments in Canadian-issued federal, provincial and corporate bonds having semi-annual interest payments and terms to maturity over one year. Bonds generate income through interest payments and increases in value. Over the long-term, bonds historically have produced lower rates of return with more stability (smaller differences from year-to-year) relative to equities.

**Equities:** primarily investments in common shares of Canadian, U.S. and international companies. Equities generate income through dividends and increases in share value. Over the long term, equity investments historically have produced higher rates of return with more volatility (larger differences from year-to-year) relative to other asset types.

**Mortgages:** primarily investments in high quality mortgages on Canadian residential and commercial properties. Mortgage investments generate income through interest payments.

**Real Estate:** primarily investments in buildings and property. Real estate investments generate income from rental income and increases in asset value.

## **INVESTMENT MANAGERS**

The responsibility for investing the Plan's assets rests with external investment managers under the direction of the Investment Committee and the Audit Committee of the Board of Directors. The investment managers and the types of assets that they manage are as follows:

- **Beutel, Goodman & Company Ltd.** (Canadian equities and Canadian bonds)
- **BonaVista Asset Management Ltd.** (Canadian equities)
- **Fiera Capital Corporation** (small capitalization Canadian equities)
- **GLC Asset Management Group Ltd.** (real estate and mortgages)
- **Mawer Investment Management Ltd.** (international equities)
- **MFS Institutional Advisors, Inc.** (international equities)
- **Phillips, Hager & North Investment Management Ltd.** (Canadian bonds)
- **Sprucegrove Investment Management Ltd.** (U.S. and international equities)
- **T. Rowe Price Associates, Inc.** (U.S. equities)

The Plan's investment managers were chosen for the following reasons:

- the quality and experience of their investment management teams;
- their investment approach and style;
- their investment performance track record over several market cycles; and
- the level of fees that they charge.

Where more than one investment manager directs the investment of a single asset type, such as Canadian equities, the investment managers were chosen for their complementary investment styles.

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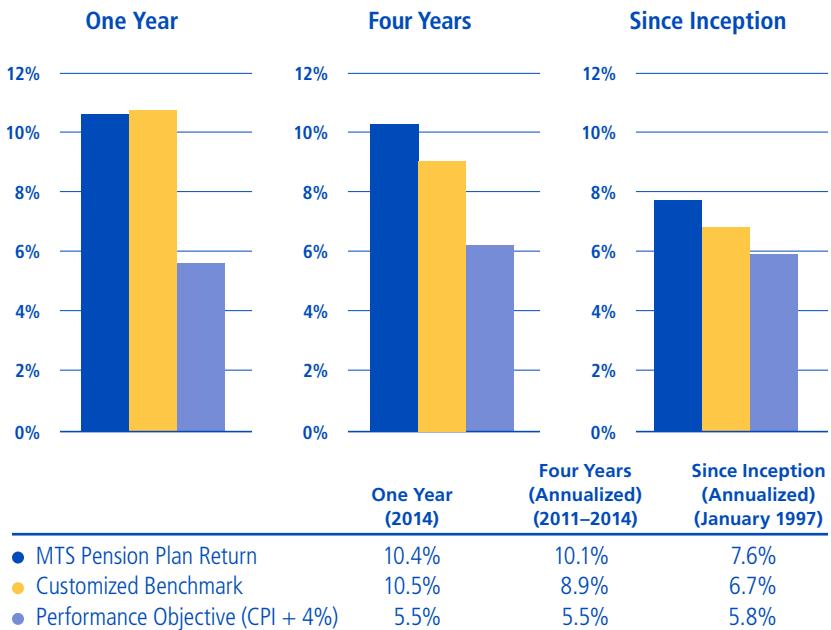
## **CUSTODIAN/TRUSTEE**

The custodian/trustee for the Plan is RBC Investor Services Trust. They are responsible for the custody of the investment assets and letters of credit held in the Plan's trust fund.

## PLAN PERFORMANCE

The Investment Committee measures the Plan's rate of return against its long-term performance objective of the annual rate of inflation (which is the annual change in the CPI for Canada) plus 4%. In order to measure the success of the Plan's active investment managers, the Investment Committee compares the Plan's rate of return against the weighted average of the markets' returns for the Plan's normal policy mix (the "benchmark").

Although annual returns are reviewed carefully, it is the Plan's performance over longer periods that best indicate how well the Plan's funds are invested.



## 10.4% INVESTMENT RETURN IN 2014

The Plan invests in a diversified portfolio of assets, including Canadian equities, U.S. equities, international equities, bonds, real estate, mortgages and short term investments.

2014 delivered another strong year for equity investors, with most markets around the globe generating positive performance. This was led by the US, which was the strongest performing developed market over the year when measured in Canadian dollars and benefitted from steady economic growth and strong corporate earnings. This positive performance was in spite of increased market volatility caused by several significant market developments, including disappointing global growth, geopolitical tensions between Russia and the Ukraine and a sharp decrease in the price of oil, which declined 50% during the second half of the year as increased

supply was met with declining demand. Despite widespread predictions of higher rates, the fixed income market actually saw yields decline due to this increased volatility as investors sought out safe haven investments such as Canadian bonds, which propelled bond prices higher.

In this environment, the Plan generated positive performance in each asset class in which it invested, with significant performance coming from its exposure to small capitalization equities, US equities and Canadian equities with returns of 20.6%, 18.5% and 11.5% respectively. The Plan's allocations to bonds and mortgages generated returns of 7.7% and 6.9% respectively, while the allocation to real estate generated a return of 7.4%, benefitting from rental income and rising property values. Although more volatile over the short-term, the investment of a portion of the Plan's investments in equity assets provides the Plan with the greatest opportunity to achieve its performance objective over the long-term, whereas the fixed income and mortgage components provide downside protection in the event of a correction. Because of its diversified nature, the Plan generated a return of 10.4% in 2014 and 10.1% over the four-year time period. As compared to its peers, the Plan's four-year performance ranked in the top quartile of pension plans in Canada, meaning it outperformed the average Canadian pension plan return and outperformed the majority of other large pension plans.

The performance of the Plan's investments is compared to a customized benchmark, which is based on the market returns of the Plan's target asset mix. This comparison measures the active management of the investments versus a passive or indexed approach. In 2014, the Plan's investments slightly underperformed the customized benchmark return by 0.1%. However, the Plan has outperformed over longer periods, with the Plan's active managers adding 1.2% in value over the four-year time period and 0.9% since inception of the Plan.

The Plan's investment return outperformed the performance objective of the annual change in the CPI plus 4% over the one-year and four-year time periods, benefitting from strong performance in each of the asset classes in which the Plan invests over the one-year time period and benefitting from strong equity and real estate returns over the four-year time period. This performance objective is not a short-term goal; instead, it is an objective meant to be achieved over the long-term. The Plan has outperformed on an annualized basis since its inception.

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## SECURING YOUR FUTURE

It is the Company's responsibility to ensure that your pension benefits are secure, and this is a responsibility that the Company takes very seriously. Manitoba Telecom Services Inc. is a profitable company with a solid capital structure and strong cash flow. It is this strength that ensures the Company's continued support for the Plan.

The Plan is well-managed with comprehensive risk management and governance policies that have guided the Plan through periods of economic difficulty and helped us to avoid speculative investment strategies.



## SUMMARY FINANCIAL STATEMENTS

The following financial information is a summarized version of the financial information included in the Plan's audited financial statements. The Plan's financial statements have been audited by Deloitte LLP.

## STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31

(in thousands)	2014	2013
<b>Assets</b>		
Cash	\$ 7,772	\$ 5,678
Investments (Note 4)	1,795,672	1,724,985
Receivables		
Investment income	4,099	3,729
Employee contributions	937	941
Employer contributions	12,527	8,474
	1,821,007	1,743,807
<b>Liabilities</b>		
Benefits payable	1,047	950
Accounts payable & accrued liabilities	1,471	8,418
Distribution payable pursuant to Supreme Court decision	1,707	-
	4,225	9,368
<b>Net Assets Available for Benefits</b>	<b>1,816,782</b>	<b>1,734,439</b>
<b>Pension Obligations</b>	<b>2,008,501</b>	<b>1,820,495</b>
<b>Deficit</b>	<b>\$ (191,719)</b>	<b>\$ (86,056)</b>

**STATEMENT OF CHANGES IN NET ASSETS  
AVAILABLE FOR BENEFITS**  
FOR THE YEAR ENDED DECEMBER 31

(in thousands)	2014	2013
<b>Increase in Net Assets</b>		
Contributions (Note 5)		
Employee	\$ 9,548	\$ 9,872
Employer	30,047	136,085
Investment income (Note 6)	50,763	39,284
Current period change in fair value of investments (Note 7)	127,976	236,609
	218,334	421,850
<b>Decrease in Net Assets</b>		
Benefit payments (Note 8)	85,867	83,007
Distribution pursuant to Supreme Court decision	44,333	-
Administrative expenses (Note 9)	5,791	14,265
	135,991	97,272
<b>Change in Net Assets</b>	<b>82,343</b>	<b>324,578</b>
<b>Net Assets Available for Benefits,</b>		
<b>Beginning of Year</b>	<b>1,734,439</b>	<b>1,409,861</b>
<b>Net Assets Available for Benefits,</b>		
<b>End of Year</b>	<b>\$ 1,816,782</b>	<b>\$ 1,734,439</b>

**STATEMENT OF CHANGES IN PENSION OBLIGATIONS**  
FOR THE YEAR ENDED DECEMBER 31

(in thousands)	2014	2013
<b>Increase (Decrease) in Pension Obligations:</b>		
Current service cost	\$ 22,773	\$ 25,073
Past service cost (Note 13)	-	135,146
Interest cost	87,321	72,360
Remeasurement (gain) loss:		
Actuarial (gain) loss due to experience adjustments	(32,350)	9,395
Actuarial loss due to changes in demographic assumptions	19,833	105,409
Actuarial (gain) loss due to changes in financial assumptions	210,461	(151,846)
Employee contributions	9,553	10,343
Benefit payments	(85,770)	(82,057)
Distribution pursuant to Supreme Court decision	(43,815)	-
<b>Change in Pension Obligations</b>	<b>188,006</b>	<b>123,823</b>
<b>Pension Obligations, Beginning of Year</b>	<b>1,820,495</b>	<b>1,696,672</b>
<b>Pension Obligations, End of Year</b>	<b>\$ 2,008,501</b>	<b>\$ 1,820,495</b>

## NOTES TO FINANCIAL STATEMENTS

### 1. DESCRIPTION OF PLAN

The following description of the Manitoba Telecom Services Inc. and Participating Subsidiaries Employee Pension Plan (the "Plan") is a summary only. For more complete information, reference should be made to the Plan document.

#### a) General

The Plan is a contributory defined benefit pension plan covering certain current and former Manitoba employees of Manitoba Telecom Services Inc. ("MTS") and its participating subsidiary (collectively the "Company"). The Plan came into effect on January 1, 1997 in accordance with *The Manitoba Telephone System Reorganization and Consequential Amendments Act*. On January 1, 1997, all employees and former employees of The Manitoba Telephone System and its subsidiaries who were members of The Civil Service Superannuation Fund became members of the Plan. Effective January 1, 2010, MTS adopted a new registered pension plan to provide retirement benefits on a defined contribution basis (the "DC Plan") for Manitoba employees hired by MTS and its participating subsidiary after December 31, 2009 and Plan members who elect to participate in the DC Plan for future service. At December 31, 2013, the only participating subsidiary was MTS Inc. The Plan is registered under the *Pension Benefits Standards Act, 1985* (Canada) ("PBSA").

#### b) Funding Policy

The Plan document sets out the arrangements for the Company to fund the benefits determined under the Plan together with the employees. The amount of funding by employees is based on a defined formula. The determination of funding by the Plan sponsors is made on the basis of an actuarial valuation performed on at least a triennial basis. As required by the PBSA, the Company is responsible for making special payments to finance any unfunded liabilities of the Plan over a period not exceeding 15 years in the case of a going concern deficiency, and if there is a solvency deficiency, by annual solvency special payments equal to the amount by which the three-year average solvency deficiency divided by five exceeds the amount of going concern special payments that are payable during the plan year.

The most recent actuarial valuation for funding purposes was prepared by Towers Watson Canada Inc. as at January 1, 2014, and a copy of this valuation will be filed with the Office of the Superintendent of Financial Institutions and the Canada Revenue Agency. This valuation disclosed an unfunded solvency liability as at January 1, 2014. In accordance with the PBSA, unless the Plan has a solvency ratio of 120% or greater, completion of an annual actuarial funding valuation is required, and as a result, the amount of the special annual payment is subject to change. The actuarial valuation used to record the Pension Obligations is as described in Note 10.

Regulations under the PBSA provide that letters of credit may be used to meet solvency special payment requirements. The total face value of the letters of credit that can be issued cannot exceed 15% of the market value of the assets as determined on the valuation date. To facilitate solvency special payments, MTS has arranged for \$252.2 million (2013 - \$207.7 million) in letters of credit to be held by RBC Investor Services Trust, the trustee for the Plan. The letters of credit are not reflected in the net assets available for benefits of the Plan.

**c) Investments**

The Plan's capital is its net assets available for benefits. The Plan's objective when managing assets is to safeguard the Plan's ability to continue to provide pension and related payments to its members. The administrator manages the net assets of the Plan in accordance with the Statement of Investment Policies and Goals which specifies allocation limits for each asset class. There has been no change to the Statement of Investment Policies and Goals during the year (2013 – No change). In addition, as a federally regulated pension plan, the investments must be in accordance with the PBSA regulations.

**d) Retirement Pensions**

A retirement pension is based on the number of years of pensionable service and the highest five-year average earnings. A retirement pension is payable to members who retire after completion of at least one year of membership in the Plan and who have attained age 65. Unreduced pensions are payable to members who have reached at least age 55 and the sum of their age plus continuous service equals 80, or have reached age 60 with 10 years of service. With certain restrictions, members can retire with reduced pension benefits as early as age 45.

**e) Disability Benefits**

Members who are on long term disability after January 1, 1997 may be credited with pensionable service while disabled without making contributions to the Plan. Members also may be able to retire immediately and receive a disability pension from the Plan.

**f) Termination Benefits**

Subject to lock-in provisions, refunds and commuted value transfers are available when an active member ceases employment.

**g) Death Benefits**

Death benefits are available upon the death of an active member or deferred member and may be available upon the death of a retired member depending on the pension option chosen. The benefit may take the form of a lump-sum payment or a survivor pension.

**h) Cost-of-Living Adjustments**

The Plan provides for a guaranteed cost of living increase each year equal to 2/3 of the increase in the Consumer Price Index ("CPI") for Canada to a maximum CPI increase of 4.0%.

**i) Income Taxes**

The Plan is a Registered Pension Plan as defined in the *Income Tax Act* (Canada). The Plan is not subject to income taxes.

## **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

These financial statements have been prepared in accordance with Canadian accounting standards for pension plans and include the following significant accounting policies:

**a) Basis of Presentation**

These financial statements are prepared on a going concern basis and present the aggregate financial position of the Plan as a separate financial reporting entity independent of the Plan sponsor and Plan members.

Accounting Standards for Private Enterprises as set out in Part II of the Chartered Professional Accountants (CPA) Handbook has been chosen for accounting policies that do not relate to the Plan's investment portfolio or pension obligations, to the extent that those standards do not conflict with the requirements of Section 4600.

**b) Investments and Investment-Related Receivables and Liabilities**

Investments and investment-related receivables and liabilities are measured at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Bonds and debentures and equities are valued at the year-end closing market price where quoted prices are readily available. Pooled fund investments are valued at the unit value supplied by the pooled fund administrator, which represents the Plan's proportionate share of underlying net assets at fair value determined using year-end closing market prices. Investment transactions are recorded as of the trade date (the date upon which the substantial risks and rewards of ownership have been transferred).

**c) Foreign Exchange**

Foreign currency transactions are translated into Canadian dollars at rates of exchange prevailing at the dates of the transactions. At year-end, the market values of investments denominated in a foreign currency are translated at the year-end exchange rate. Exchange differences are included in the determination of investment income or current period change in fair value of investments.

**d) Investment Income**

Income from investments is recorded on an accrual basis and includes interest income, dividends, securities lending revenue and other income.

**e) Investment Transaction Costs**

Investment transaction costs in the form of brokerage commissions are reflected in the statement of changes in net assets available for benefits as administrative expenses.

**f) Current Period Change in Fair Value of Investments**

The change in the difference between the fair value and cost of investments, at the beginning and end of each fiscal year, adjusted for realized gains and losses in the year, is reflected in the statement of changes in net assets available for benefits as a current period change in fair value of investments.

**g) Use of Estimates**

In preparing these financial statements, management must make certain estimates and assumptions, such as the discount rate to measure pension obligations and expected future salary increases, that affect the reported amount of pension obligations at the date of the financial statements. A change in an estimate or assumption could affect the present value of the pension obligation.

**h) Adoption of New Accounting Standards**

The Plan has adopted International Financial Reporting Standard ("IFRS") 13, Fair Value Measurement, effective January 1, 2013, for the measurement of its investment assets. IFRS 13 replaces the fair value measurement guidance currently dispersed across different IFRSs with a single definition of fair value and a comprehensive framework for measuring fair value. It also establishes disclosure requirements about fair value measurements. This new standard has not had any impact on the amounts reported for the current and prior year.

International Accounting Standard (“IAS”) 19(2011), Employee Benefits, became effective January 1, 2013. The standard has been applied retrospectively.

### 3. FINANCIAL RISKS

The Plan actively manages the risks that arise from its use of financial instruments, including liquidity, credit and market risk. The Plan adheres to an investment policy that outlines the objectives, constraints, and parameters related to its investing activities. This policy prescribes limits around the quality and concentration of investments held by the Plan. Management regularly reviews the Plan’s investments to ensure all activities adhere to the investment policy. The Plan’s exposure to and management of these risks has not changed materially since December 31, 2013.

### 4. INVESTMENTS

(in thousands)	2014	2013
Short-term investments		
Notes and securities	\$ 33,796	\$ 60,098
Cash equivalent pooled funds	8,400	13,931
Pending trades	(1,633)	(15,246)
Total short-term investments	40,563	58,783
Bonds and debentures		
Government guaranteed	357,428	300,116
Corporate	238,893	206,396
Total bonds and debentures	596,321	506,512
Mortgages		
Pooled funds	88,986	75,934
Total mortgages	88,986	75,934
Equities		
Investment corporations	80,217	77,559
Real estate corporations	7,787	7,380
Resource corporations	46,798	56,966
Other Canadian and Foreign corporations	551,524	567,312
Pooled funds	292,704	290,000
Total equities	979,030	999,217
Real Estate		
Pooled funds	90,772	84,539
Total real estate	90,772	84,539
	\$ 1,795,672	\$ 1,724,985

## 5. CONTRIBUTIONS

(in thousands)	2014	2013
<b>Employee</b>		
Current service	\$ 9,491	\$ 9,819
Past service	57	53
	\$ 9,548	\$ 9,872
<b>Employer</b>		
Current service	\$ 20,280	\$ 19,170
Special contributions	9,767	116,915
	\$ 30,047	\$ 136,085

## 6. INVESTMENT INCOME

(in thousands)	2014	2013
<b>Interest</b>		
Bonds	\$ 18,437	\$ 16,464
Mortgages	3,315	3,185
Deposits and short-term notes	526	477
<b>Dividends</b>		
Canadian equities	6,494	5,762
Foreign equities	21,828	13,278
Securities lending	163	118
	\$ 50,763	\$ 39,284

## 7. CURRENT PERIOD CHANGE IN FAIR VALUE OF INVESTMENTS

(in thousands)	2014	2013
Net realized gains on sale of investments	\$ 117,247	\$ 44,137
Net unrealized market gains	10,729	192,472
	\$ 127,976	\$ 236,609

## 8. BENEFIT PAYMENTS

(in thousands)	2014	2013
Retirement benefits	\$ 68,024	\$ 64,739
Disability benefits	79	77
Termination benefits	17,343	15,548
Death benefits	421	2,643
	\$ 85,867	\$ 83,007

## 9. ADMINISTRATIVE EXPENSES

(in thousands)	2014	2013
Administrative expenses		
Administrative expenses		
– Manitoba Telecom Services Inc.	\$ 504	\$ 493
External administration fees	419	427
Actuarial	185	173
Audit	13	18
Legal	(2,427)	7,006
Other	87	95
	(1,219)	8,212
Investment expenses		
Investment management	5,991	5,348
Custodial	462	354
Transactions costs	557	351
	7,010	6,053
	\$ 5,791	\$ 14,265

In 2013, \$7.0 million was accrued for estimated legal costs awarded to the plaintiffs in relation to the pension lawsuit. Actual costs paid to the plaintiffs were \$4.6 million resulting in a reduction in legal expenses recognized in 2014.

## 10. PENSION OBLIGATIONS

The Plan's pension obligations were determined in an actuarial valuation as at December 31, 2014 by Towers Watson Canada Inc. The next actuarial valuation is required to be completed as at December 31, 2015. The valuation of the pension obligations was determined using the projected unit credit method as prescribed by IAS 19(2011). The assumptions used in the valuation were based on the Plan Administrator's best estimate of future events with the exception of the discount rate which was determined by reference to market interest rates of high quality corporate bonds at the measurement date. Future experience will differ from those assumptions. Any differences between the actuarial assumptions and future experience will emerge as gains or losses in future valuations.

The major long-term economic assumptions used in the actuarial valuation are:

	2014	2013
Discount rate	4.10%	4.90%
Future salary increases	3.25%	3.25%
Inflation rate	2.00%	2.00%

## **11. IRREVOCABLE LETTERS OF CREDIT**

Irrevocable letters of credit in the amount of \$252.2 million (2013 - \$207.7 million) are held by the Plan's trustee, RBC Investor Services Trust, on behalf of the Plan. The letters of credit, issued by major Canadian banks, have been arranged by the Plan sponsor to satisfy solvency funding requirements under the PBSA. The trustee can make a demand for payment on the letters of credit in the event the Plan sponsor does not meet its solvency funding obligations under the PBSA or the Trust Agreement. The letters of credit are not included in the net assets available for benefits of the Plan.

## **12. PENSION LAWSUIT**

On January 30, 2014, the Supreme Court of Canada reinstated the lower court ruling regarding the administration of the Plan following the Company's 1997 privatization. As a result, the Company recognized a past service cost of \$135.1 million in 2013.

To address the court ruling, the Company reached a settlement agreement with its unions and retirees on September 24, 2014 in regards to an implementation plan for distribution of the initial pension surplus. On November 3, 2014 court approval of the settlement agreement was obtained.

The settlement agreement provides for total distribution of \$140.0 million with interest to the court approval date for a total distributable amount of \$140.9 million. \$5.4 million was set aside from this amount to pay for expected distribution and legal fees. The remaining \$135.5 million would be paid to current and former members of the Plan as outlined in the settlement agreement. \$27.4 million was required to be paid directly by the Company to MTS employees, and \$108.1 million was required to be distributed from the Plan to retirees and other persons with interests in the Plan.

The \$135.1 million settlement liability recognized in 2013 was remeasured in 2014 to reflect that a portion of the settlement would be paid directly by the Company to active MTS employees in accordance with the settlement agreement. The remeasurement gain is included in the 2014 actuarial (gain) loss due to experience adjustments in the Statement of Changes in Pension Obligations. The adjusted settlement liabilities are included in the Plan's actuarial valuation and are being funded by the Company in accordance with pension regulations.

In 2014, \$15.0 million in settlement distributions were paid directly by the Company to MTS employees. In addition, in the first quarter of 2015, a further \$12.4 million was distributed by the Company to MTS employees. The Company's distribution obligations under the settlement agreement are now complete.

In 2014, \$39.9 million was distributed from the Plan to retirees and other persons with interests in the Plan and is included in the "Distribution pursuant to Supreme Court decision" in the Statement of Changes in Net Assets Available for Benefits. In addition, \$4.4 million in legal and post judgment implementation costs have been distributed by the Plan in 2014 and are also included in the "Distribution pursuant to Supreme Court decision" in the Statement of Changes in Net Assets Available for Benefits. Further settlement payments of \$53.5 million were distributed by the Plan in the first quarter of 2015.

Enhanced pension benefits of \$3.9 million will be made in 2015 and remaining settlement payments of approximately \$10.8 million are being held in the Plan for distribution to estates and unlocated members. Further settlement implementation costs of \$1.0 million are expected to be paid from the Plan.

### **13. AUDITORS' REPORT**

The financial information presented in these statements is an excerpt of the financial information included in the Plan's audited financial statements. The Plan's audited financial statements have been audited by Deloitte LLP.





**MTS Pension Plan Benefits Administration**

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