

# PLAN SPONSOR PROFILE FOR AIMSE 2024

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**NAME OF PLAN:** Carleton University Retirement Plan

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## REPRESENTATIVE CONTACT INFORMATION

Andrew Urquhart, Executive Director

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## PLAN OVERVIEW

ASSET SIZE: \$1.6 billion

CONSULTANT: Mercer

BOARD MAKEUP: Representation from Employee Groups

## WHAT'S DIFFERENT ABOUT OUR PLAN

We are a Hybrid Pension Plan where Retirees get the higher of a Minimum Guarantee Plan (defined benefit) or Money Purchase Plan (defined contribution). If an employee works a full career at Carleton and the Retirement Fund has strong performance the Money Purchase Plan generally overtakes the Minimum Guarantee Plan. Our Asset Mix has less fixed income than peer pension plans to drive performance over the long-term.

## NAVIGATING INSIDE OUR PLAN – WHO IS THE BEST PERSON TO CONTACT

andrew.urquhart@carleton.ca

## WHAT'S HOT/WHAT'S NOT (Investment Strategies/IndustryTrends/Other)

We have a lay Committee so decision-making is not opportunistic in nature. As such, focus areas are driven by the asset-liability studies and where we are deploying capital. We currently have dry powder for new allocations in real estate and private equity so that is hot. We do not have an allocation to private debt even though we are well aware of its benefits. ESG is very much on the Committee's radar given we work in a university setting. The Committee looks through the asset manager to the underlying companies and even goes on Glassdoor to triangulate what they are being told by consultants and Investment Managers.