

Financial Statements of

**HEALTHCARE EMPLOYEES'
PENSION PLAN - MANITOBA**

Year ended December 31, 2015



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INDEPENDENT AUDITORS' REPORT

To the Board of Trustees of the Healthcare Employees' Pension Plan - Manitoba

We have audited the accompanying financial statements of Healthcare Employees' Pension Plan - Manitoba, which comprise the statement of financial position as at December 31, 2015, the statements of changes in net assets available for benefits and changes in pension obligations for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

Management's Responsibility 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Healthcare Employees' Pension Plan - Manitoba as at December 31, 2015, and changes in its net assets available for benefits and the changes in its pension obligations for the year then ended in accordance with Canadian accounting standards for pension plans.

KPMG LLP

Chartered Professional Accountants

June 15, 2016

Winnipeg, Canada

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

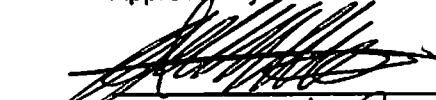
Statement of Financial Position

December 31, 2015, with comparative information for 2014

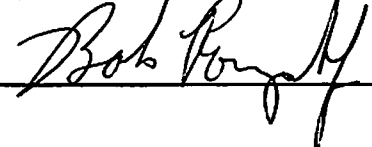
	2015	2014
Assets		
Cash	\$ 101,948,093	\$ 99,770,807
Contributions receivable:		
Employer	11,709,868	11,832,909
Employee	13,040,294	13,143,393
Other receivables (note 13)	1,476,572	1,512,270
Investment income receivable	18,620,286	16,286,797
Investments (note 4)	6,319,157,902	5,944,779,941
Capital assets (note 5)	2,699,814	2,244,645
Total assets	\$ 6,468,652,829	\$ 6,089,570,762
Liabilities		
Accounts payable and accrued liabilities (note 13)	\$ 8,193,008	\$ 7,759,438
Government remittances payable	69,803	14,782
Due to brokers	2,299,939	826,767
Total liabilities	10,562,750	8,600,987
Net assets available for benefits	6,458,090,079	6,080,969,775
Actuarial value of pension obligations (note 14)	6,246,002,000	5,802,455,000
Commitments (note 15)		
Excess of net assets available for benefits over pension obligations	\$ 212,088,079	\$ 278,514,775

See accompanying notes to financial statements.

Approved by the Trustees:



Chair



Vice-Chair

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2015, with comparative information for 2014

	2015	2014
Increase in net assets:		
Pension fund contributions:		
Employer:		
Current year required	\$ 163,583,231	\$ 157,742,181
Past years' required	493,535	275,550
Buybacks	7,515	22,562
Employee:		
Current year required	163,424,226	157,536,477
Past years' required	231,135	335,777
Buybacks	740,455	1,155,843
Reciprocal transfers	3,720,361	2,542,127
Investment income (note 6)	170,761,834	160,315,521
Current period change in fair value of investments	168,851,799	375,644,152
Total increase in net assets	671,814,091	855,570,190
Decrease in net assets:		
Pension payments (note 7)	262,520,777	235,937,868
Investment management fees	22,318,671	19,963,605
Administrative expenses (note 8)	9,854,339	9,632,780
Total decrease in net assets	294,693,787	265,534,253
Increase in net assets available for benefits	377,120,304	590,035,937
Net assets available for benefits, beginning of year	6,080,969,775	5,490,933,838
Net assets available for benefits, end of year	\$ 6,458,090,079	\$ 6,080,969,775

See accompanying notes to financial statements.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Statement of Changes in Pension Obligations

Year ended December 31, 2015, with comparative information for 2014

	2015	2014
Actuarial value of pension obligations, beginning of year	\$ 5,802,455,000	\$ 5,231,833,000
Benefits accrued	289,932,000	268,788,000
Benefits paid	(262,521,000)	(235,938,000)
Interest accrued on benefits	363,597,000	341,352,000
Increase in benefits accrued due to data corrections	—	24,066,000
Effect of actuarial changes	30,217,000	183,980,000
Effect of experience gains and losses	22,322,000	(11,626,000)
Actuarial value of pension obligations, end of year	\$ 6,246,002,000	\$ 5,802,455,000

See accompanying notes to financial statements.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements

Year ended December 31, 2015

1. General:

Healthcare Employees' Pension Plan - Manitoba (the Plan) is governed by a Board of Trustees appointed by signatory employers and unions. The Plan has received approval from Canada Revenue Agency (CRA) for registration as a Specified Multi-Employer Plan and the Manitoba Pension Commission has registered the Plan as a Multi-unit Pension Plan.

2. Description of the plan:

The following description of the Plan is a summary only. For more complete information reference should be made to the Plan Text.

(a) General:

The Plan is a multi-employer defined benefit pension plan for all employees of participating healthcare facilities in the Province of Manitoba.

(b) Funding policy:

Employers and employees are required to contribute to the Plan a certain percentage of the members' earnings up to the legislated Year's Maximum Pensionable Earnings (YMPE) plus a certain percentage of the members' earnings in excess of the YMPE, as established by the settlors of the Plan.

The following contribution rate percentages have been approved for 2014 and 2015:

	Employer	Employee
Below YMPE	7.9%	7.9%
Above YMPE	9.5%	9.5%

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

2. Description of the plan (continued):

(c) Normal retirement pension benefits:

Normal retirement pension benefits commence the first month coincident with or immediately following the attainment of age 65. The annual earned pension payable to a member on normal or postponed retirement is based on years of service and contributory earnings.

(d) Early retirement pension benefits:

A member may elect to retire early provided that:

- the member has completed at least two years of service and attained age 55; or
- the total of the member's age plus years of service total at least 80.

If at the member's early retirement date:

- the member has attained age 60 and two years of service; or
- the member's age plus years of service total at least 80,

then the member shall receive normal pension benefits.

If at the member's early retirement date the member's age is between 55 and 60 and the member has not achieved the total of 80 based on age and years of service, pension benefits will be reduced in accordance with the Plan Text.

(e) Postponed retirement benefits:

Retirement benefits cannot be postponed beyond the end of the year in which a member turns 71 years of age.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

2. Description of the plan (continued):

(f) Death benefits:

All members are eligible for death benefits. Before retirement or disability payment commencement, members are eligible to receive the commuted value of their vested accrued pension for service prior to January 1, 1985 and service after December 31, 1984. After retirement or disability payable commencement, the benefit is based on the payment form elected by the member.

(g) Benefits on termination:

In the event of termination, the terminating member will receive either (i) a monthly pension benefit deferred to retirement; or (ii) the commuted value of their monthly pension benefit.

(h) Income taxes:

The Plan is a Pension Trust as defined in the *Income Tax Act* and is not subject to income taxes.

3. Significant accounting policies:

(a) Basis of presentation:

The Plan follows Canadian accounting standards for pension plans for accounting policies related to its investment portfolio and pension obligations. In selecting or changing accounting policies that do not relate to its investment portfolio or pension obligations, the Plan complies on a consistent basis with Canadian accounting standards for private enterprises (ASPE).

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 participating employers and members. Only the net assets of the Plan and obligations to the members eligible to participate in the Plan have been included in these financial statements. These financial statements do not portray the funding requirements of the Plan or the benefit security of the individual plan members.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

3. Significant accounting policies (continued):

(b) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Freestanding derivative instruments that are not in a qualifying hedging relationship and investments are subsequently measured at fair value. All other financial instruments are subsequently measured at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Plan has elected not to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs. These costs are amortized using the straight-line method.

(c) Fair value measurement:

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction on the measurement date.

The Plan uses closing market price for fair value measurement. When available, the Plan measures the fair value of an instrument using quoted prices in an active market for that instrument. A market is regarded as active if quoted prices are readily and regularly available and represent actual and regularly occurring market transactions on an arm's length basis.

If a market for a financial instrument is not active, then the Plan establishes fair value using a valuation technique. Valuation techniques include using recent arm's length transactions between knowledgeable, willing parties (if available), reference to the current fair value of other instruments that are substantially the same, discounted cash flow analyses and option pricing models.

All changes in fair value, other than interest and dividend income, are recognized in the statement of changes in net assets available for benefits as part of the current period change in fair value of investments.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

3. Significant accounting policies (continued):

Fair values of investments are determined as follows:

(i) Short-term investments:

Short-term investments are valued at cost plus accrued interest, which approximates fair value, with maturities up to one year.

(ii) Bonds:

Bonds are valued using published market quotations or by a yield-to-maturity calculation where published rates are not available.

Bond pooled fund units are recorded at fair values established by the respective fund trustee.

(iii) Mortgages:

Mortgage investments held in mortgage pooled funds are recorded at fair values established by the respective fund trustee.

(iv) Equities:

All listed equities are traded on major stock exchanges and are valued based on the quoted market price as at year end. If a closing trade price is unavailable, a latest bid price is reflected. If no bid price is available, the most recent trade price is used.

All private equities are valued by the general partner, who in its determination of fair value considers any legal sale or other liquidity restrictions on the investment.

(v) Real estate:

Real estate investments held in pooled funds are recorded at fair values established by the respective fund asset manager. Real estate properties are recorded at fair value as established by an annual appraisal conducted by qualified external real estate appraisers and, if applicable, are reduced by any assessed impairment between the appraisal and year-end dates.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

3. Significant accounting policies (continued):

(vi) Infrastructure:

Infrastructure investments are recorded at fair value as determined by the Fund Manager. A number of valuation methodologies are considered in arriving at the fair value of unquoted investments, including internal or external valuation models, which may include discounted cash flow analyses. The most appropriate methodology to determine fair value is chosen on an investment by investment basis. Any control, size, liquidity or other discounts or premiums on the investment are considered by the Fund Manager in their determination of fair value.

(d) Capital assets:

Capital assets are recorded at cost less accumulated amortization. Repairs and maintenance costs are charged to expense. Betterments which extend the estimated useful life of an asset are capitalized. When a capital asset no longer contributes to the Plan's ability to provide services, its carrying amount is written-down to its residual value. Capital assets, which include computer software, computer hardware, and office equipment, are amortized on a straight-line basis over three years.

Computer projects are amortized on a straight-line basis over three years as the projects are completed.

(e) Foreign currency transactions and balances:

Transactions in foreign currencies are translated into Canadian dollars at the exchange rate at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated into Canadian dollars at the exchange rate at that date.

Foreign currency differences arising on translation are recognized in the statement of changes in net assets available for benefits within current period change in fair value of investments.

(f) Investment transactions and income recognition:

(i) Investment transactions:

Investment transactions are accounted for on a trade date basis.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

3. Significant accounting policies (continued):

(ii) Income recognition:

Investment income has been accrued as reported by the issuer of the pooled funds and bonds. Dividend income from publicly traded securities is recorded as of the ex-dividend date. Interest income has been accrued as earned.

(g) Contributions:

Contributions from the members are recorded on an accrual basis. Cash received from members for credited service and cash transfers from other pension plans are recorded when received.

(h) Benefits:

Benefit payments to members, termination refunds to former members, and transfer payments to other plans are recorded in the period in which they are paid or payable. Any benefit payment accruals not paid are reflected in accounts payable and accrued liabilities.

(i) Use of estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of increases and decreases in net assets during the year. Significant items subject to such estimates and assumptions include the determination of the actuarial value of pension obligations. Actual results could differ from those estimates.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

4. Investments:

	2015	2014
Bonds	\$ 1,911,720,664	\$ 1,847,300,742
Canadian equities	1,195,470,565	1,341,426,656
International equities	1,180,452,572	998,104,651
U.S. equities	1,164,268,408	991,744,858
Real estate	646,045,732	615,025,767
Short-term investments	151,685,663	112,100,316
Infrastructure	46,114,345	16,523,129
Mortgages	23,399,953	22,553,822
	\$ 6,319,157,902	\$ 5,944,779,941

5. Capital assets:

	2015		2014	
	Cost	Accumulated amortization	Net book value	Net book value
Computer software	\$ 2,860,160	\$ 2,509,672	\$ 350,488	\$ 420,209
Computer hardware and office equipment	8,272,123	8,032,678	239,445	606,411
Computer projects	6,590,242	4,480,361	2,109,881	1,218,025
	\$ 17,722,525	\$ 15,022,711	\$ 2,699,814	\$ 2,244,645

6. Investment income:

	2015	2014
Bonds	\$ 64,071,095	\$ 60,523,414
Canadian equities	33,143,528	33,129,713
International equities	26,802,862	28,910,188
Real estate	24,801,860	21,319,854
U.S. equities	19,928,826	14,154,253
Mortgages	832,049	878,425
Security lending income	793,949	770,492
Short-term investments	387,665	629,182
	\$ 170,761,834	\$ 160,315,521

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

7. Pension payments:

	2015	2014
Retirement benefit payments	\$ 216,228,455	\$ 196,759,633
Termination benefit payments	46,292,322	39,178,235
	<u>\$ 262,520,777</u>	<u>\$ 235,937,868</u>

8. Administrative expenses:

	2015	2014
Salaries and benefits	\$ 5,768,432	\$ 5,661,870
Amortization of capital assets	1,000,712	1,318,803
Other administrative expenses	1,338,158	1,164,781
Custodial fees	716,213	697,034
Actuarial fees	521,460	412,319
Legal fees	270,959	218,841
Investment related expenses	174,074	104,110
Audit fees	64,331	55,022
	<u>\$ 9,854,339</u>	<u>\$ 9,632,780</u>

9. Capital risk management:

The main objective of the Plan is to sustain a certain level of net assets in order to meet the pension obligations of the Plan. The Plan fulfils its primary objective by adhering to specific investment policies outlined in its Statement of Investment Policies and Procedures (the SIPP), which is reviewed annually by the Plan. The Plan manages net assets by engaging knowledgeable investment managers who are charged with the responsibility of investing existing funds and new funds (current year's employee and employer contributions) in accordance with the approved SIPP. Increases in net assets are a direct result of investment income generated by investments held by the Plan and contributions into the Plan by eligible employees and by the employers. The main use of net assets is for benefit payments to eligible Plan members.

The primary risk the Plan faces is that the Plan's asset growth and contribution rates will be insufficient to cover the Plan's liabilities (funding risk) resulting in an unfunded liability (funding deficiency). If a funding deficiency reaches a certain level, or persists, it may need to be eliminated through contribution rate increases, pension benefit reductions or a combination of the two.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

9. Capital risk management (continued):

The Plan's net funded position can change relatively quickly if there are changes in the value of the investments or liabilities. Either can result in a mismatch between the Plan's assets and its liabilities. The most significant contributors to funding risk are:

- declining interest rates
- declining long-term investment rates of return
- unexpected increases in inflation and salary escalation

The Plan's liabilities are affected by non-economic factors like changes in member demographics. The Plan's assets are subject to financial instrument risks which are explained in more detail in note 10 to these financial statements.

10. Risk management:

(a) Market risk:

(i) Interest rate risk:

Interest rate risk refers to the adverse consequences of interest rate changes on the Plan's cash flows, financial position and income. The Plan's fixed income investments are exposed to the risk that the value of interest-bearing investments will fluctuate due to changes in the level of market interest rates. The Plan has invested approximately 33 percent (2014 - 33 percent) of its investments in fixed income securities as at December 31, 2015. To properly manage the Plan's interest rate risk, appropriate guidelines on the weighting and duration for bonds and other fixed income investments are set and monitored.

The remaining terms to contractual maturity of the Plan's bond portfolio at December 31 are as follows:

	2015	2014
Less than one year	\$ 39,825,285	\$ 6,182,588
One to five years	757,946,748	704,301,265
After five years	1,113,948,631	1,136,816,889
Total carrying value	\$ 1,911,720,664	\$ 1,847,300,742

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

10. Risk management (continued):

The Plan holds the above fixed income securities directly and indirectly through pooled funds. An increase of 100 basis points in interest rates, with all other variables held constant, will impact fixed income investments by an estimated loss of \$130.3 million (2014 - \$126.3 million). The Plan's interest rate sensitivity was determined based on portfolio weighted duration.

(ii) Foreign currency risk:

Foreign currency risk is the risk that the value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Plan primarily invests in financial instruments and enters into transactions denominated in various foreign currencies, other than its measurement currency. Fluctuations in the relative value of the Canadian dollar against these foreign currencies can result in a positive or a negative effect on the fair value of investments. The Plan and its investment managers have the ability to utilize derivative instruments to mitigate foreign currency risk, subject to the approval of the Plan's Investment Committee. The Plan is exposed to fluctuations in the U.S. dollar, Japanese yen, Hong Kong dollar and European currencies, notably the Euro, British pound sterling and Swiss franc.

The Plan's exposure in cash and investments to foreign currencies to Canadian dollars is shown below:

As at December 31, 2015	Actual currency exposure	%
Canadian	\$ 3,978,787,004	62.0
US dollar	1,703,706,980	26.5
Euro	280,788,540	4.4
British pound sterling	191,673,287	3.0
Japanese yen	102,166,227	1.6
Swiss franc	90,377,975	1.4
Hong Kong dollar	34,386,276	0.5
Other currencies	39,219,706	0.6
	<u>\$ 6,421,105,995</u>	<u>100.0</u>

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

10. Risk management (continued):

As at December 31, 2014	Actual currency exposure	%
Canadian	\$ 3,989,062,249	66.0
US dollar	1,365,634,612	22.6
Euro	255,857,630	4.2
British pound sterling	194,192,583	3.2
Swiss franc	84,689,635	1.4
Japanese yen	69,435,834	1.2
Hong Kong dollar	22,553,777	0.4
Other currencies	63,124,428	1.0
	<u>\$ 6,044,550,748</u>	<u>100.0</u>

A 10 percent increase or decrease in exchange rates, with all other variables held constant, would result in a change in unrealized gains (losses) of \$244.2 million (2014 - \$205.5 million).

(iii) Market price risk:

The Plan's investments in equities are sensitive to market fluctuations. To properly manage the Plan's other price risk, appropriate guidelines on asset diversification to address specific security, geographic, sector and investment manager risks are set and monitored. A decline of 10 percent in equity values, with all other variables held constant, will impact the Plan's equity investments by an approximate loss of \$354.0 million (2014 - \$333.1 million).

(b) Credit risk:

The Plan is exposed to credit risk, which is the risk that a counterparty will be unable to pay amounts in full when due or requested. The Plan's greatest concentration of credit risk is in its fixed income securities. The fair value of the fixed income securities includes consideration of the creditworthiness of the debt issuer. All transactions in listed securities are settled or paid for upon delivery using approved brokers. The risk of default is considered minimal, as payment is made on a purchase once the securities have been received from the broker. For sales transactions, the securities are released once the broker has made payment.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

10. Risk management (continued):

The breakdown of the Plan's bond portfolio by credit rating from various rating agencies is presented below:

Credit rating	2015		2014	
	Fair value	%	Fair value	%
AAA	\$ 667,485,111	34.9	\$ 615,589,765	33.3
AA	403,081,149	21.1	371,654,187	20.1
A	421,973,881	22.1	502,198,054	27.2
BBB	399,500,353	20.9	332,537,231	18.0
Not rated	19,680,170	1.0	25,321,505	1.4
	<u>\$ 1,911,720,664</u>	<u>100.0</u>	<u>\$ 1,847,300,742</u>	<u>100.0</u>

Credit risk associated with contributions and other receivables is minimized due to their nature. The majority of the receivable balances are due from member facilities and are collected from participating members through the payroll process. No provision for doubtful contributions and other receivables has been recorded in either 2015 or 2014. The carrying amounts of fixed income investments and contributions and other receivables represent the maximum credit exposure to the Plan.

(c) Liquidity risk:

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities.

Of the Plan's investments, approximately 89 percent (2014 - 89 percent) are in liquid securities traded in public markets. These include all U.S. and international equities and the majority of Canadian equities, which are approximately 56 percent (2014 - 56 percent) of the Plan's assets and are all exchange traded, and bonds. Although market events could lead to some investments becoming illiquid, management believes the diversity of the Plan's portfolio and current contribution levels will ensure that liquidity is available for benefit payments. The Plan's financial statement liabilities have contracted maturities of less than one year. The Plan also maintains cash on hand for liquidity purposes and to pay accounts payable and accrued liabilities. At December 31, 2015, the Plan had cash in the amount of \$101.9 million (2014 - \$99.8 million).

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

10. Risk management (continued):

The Plan's fixed income securities are diversified at December 31 as follows:

	2015		2014	
	Fair value	Average coupon rate	Fair value	Average coupon rate
Corporate	\$ 871,850,310	4.36%	\$ 794,886,213	4.64%
Federal	530,484,622	2.90%	588,782,259	3.10%
Provincial/ municipal	509,385,732	4.25%	463,632,270	4.40%
Mortgages	23,399,953		22,553,822	
	\$ 1,935,120,617		\$ 1,869,854,564	

11. Fair value of financial instruments:

The determination of the fair value of investments is as described in note 3(c) with fair values of investments disclosed in note 4. The fair values of other financial assets and liabilities, being cash, investment income receivable, contributions receivable, other receivables, accounts payable and accrued liabilities, government remittances payable and due to brokers, approximate their carrying values due to the short-term nature of these financial instruments.

The Plan's assets which are recorded at fair value are required to be classified into one of three levels, depending on the inputs used for valuation. The hierarchy of inputs is summarized below:

- quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1);
- inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices) (Level 2); and
- inputs for the asset or liability that are not based on observable market data (unobservable inputs) (Level 3).

Changes in valuation methods may result in transfers into or out of an investment's assigned level.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

11. Fair value of financial instruments (continued):

The following is a summary of the inputs used as of December 31, 2015 and 2014 in valuing the Plan's investments:

2015	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)	Total
Cash	\$ 101,948,093	\$ –	\$ –	\$ 101,948,093
Short-term investments	–	151,685,663	–	151,685,663
Bonds	–	1,911,720,664	–	1,911,720,664
Mortgages	–	23,399,953	–	23,399,953
Canadian equities	1,101,878,490	87,034,607	6,557,468	1,195,470,565
U.S. equities	1,050,386,014	113,882,394	–	1,164,268,408
International equities	1,180,452,572	–	–	1,180,452,572
Real estate	–	–	646,045,732	646,045,732
Infrastructure	–	–	46,114,345	46,114,345
	\$ 3,434,665,169	\$ 2,287,723,281	\$ 698,717,545	\$ 6,421,105,995

2014	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)	Total
Cash	\$ 99,770,807	\$ –	\$ –	\$ 99,770,807
Short-term investments	–	112,100,316	–	112,100,316
Bonds	–	1,847,300,742	–	1,847,300,742
Mortgages	–	22,553,822	–	22,553,822
Canadian equities	1,243,500,230	91,226,674	6,699,752	1,341,426,656
U.S. equities	991,744,858	–	–	991,744,858
International equities	898,040,667	100,063,984	–	998,104,651
Real estate	–	–	615,025,767	615,025,767
Infrastructure	–	–	16,523,129	16,523,129
	\$ 3,233,056,562	\$ 2,173,245,538	\$ 638,248,648	\$ 6,044,550,748

For the years ended December 31, 2015 and 2014, there were no transfers between Level 1 and Level 2.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2014

11. Fair value of financial instruments (continued):

The reconciliation of investments measured at fair value using unobservable inputs (Level 3) is presented as follows:

	Canadian equities	Real estate	Infrastructure	Total
Balance, December 31, 2013	\$ 7,040,814	\$ 524,352,501	\$ 5,124,748	\$ 536,518,063
Purchases	44,974	132,450,357	13,175,293	145,670,624
Sales	(461,590)	(53,359,441)	(3,302,864)	(57,123,895)
Realized gains (losses)	(25,720)	15,564,816	(475,161)	15,063,935
Current period change in fair value of investments	101,274	(3,982,466)	2,001,113	(1,880,079)
Balance, December 31, 2014	6,699,752	615,025,767	16,523,129	638,248,648
Purchases	2,941	65,559,905	23,614,985	89,177,831
Sales	(89,316)	(40,788,445)	(2,424,109)	(43,301,870)
Realized gains (losses)	(6,647)	3,514,845	(1,279,544)	2,228,654
Current period change in fair value of investments	(49,262)	2,733,660	9,679,884	12,364,282
Balance, December 31, 2015	\$ 6,557,468	\$ 646,045,732	\$46,114,345	\$ 698,717,545

The Plan did not use or consider alternative assumptions for valuation of Level 3 investments as those are valued independently by investment managers or third party providers.

Section 3.29 of the Manitoba Pension Benefits Act Regulation requires disclosure of each investment asset that has a fair value greater than one percent of the fair value of the investment assets of the Plan. As of December 31, 2015, the Plan held the following investments that met this criteria:

Cash and cash equivalents:

Canadian Cash Sweep Rate on-1%/Yr @ CIBC Mellon Tr. Co. \$ 104,896,007

Equities:

Causeway Emerging Markets Fund 113,882,394
 Toronto Dominion Bank 92,376,144
 Leith Wheeler Special Canadian Equity Fund 87,034,607

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

12. Role of the actuary and auditor:

The actuary has been appointed pursuant to the Plan Text and the Trust Agreement. With respect to the preparation of financial statements, the actuary has been engaged to carry out a valuation of the Plan's assets and liabilities, which consists of a provision for future obligations of the Plan to the members. The valuation is made in accordance with accepted actuarial practice, applicable legislation and any direction received from regulatory authorities, and reported thereon to the Board of Trustees. In performing the valuation of the liabilities, which are by their nature inherently variable, assumptions are made as to the investment rate of return, inflation rates and salary escalation in the future, taking into consideration the circumstances of the healthcare employees and the nature of the liabilities. The actuary, in their review of the management information provided by the Plan used in the valuation, also makes use of the work of the external auditors. The Actuary's Report outlines the scope of their work and opinion.

The external auditors have been appointed by the Board of Trustees to conduct an independent and objective audit of the financial statements of the Plan in accordance with generally accepted auditing standards and report thereon to the Board of Trustees. In carrying out their audit, the auditors also make use of the work of the actuary and their report on the Plan's liabilities. The Auditors' Report outlines the scope of their audit and their opinion.

13. Related parties:

The Plan and the Healthcare Employees' Benefits Plan - Manitoba (HEBP) have a certain number of common trustees and a cost sharing agreement to allocate certain costs based on factors such as square footage, number of employees and time usage. Other receivables include an amount of \$717,118 (2014 - \$931,322) due from HEBP. The balance due from HEBP is non-interest bearing, and has no fixed terms of repayment.

The Plan and the Healthcare Employees' Pension Plan - Manitoba, Cost of Living Adjustment Plan (COLA) have a certain number of common trustees and a cost sharing agreement to allocate certain costs based on factors such as square footage, number of employees and time usage. In addition, certain costs with respect to the establishment of COLA were incurred by the Plan which are to be reimbursed by COLA. During the year, the Plan also collected contributions from active and past retiree plan members and employers on behalf of COLA. Accounts payable and accrued liabilities include a net amount of \$1,540,150 due to COLA at December 31, 2015 (2014 - \$623,626). This includes a balance of \$1,786,036 (2014 - \$1,281,777) payable related to contributions collected, net of a balance of \$245,886 (2014 - \$658,151) receivable related to costs incurred. The balance due to COLA is non-interest bearing and has no fixed terms of repayment.

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

14. Pension obligations:

As at December 31, 2015, the date of the most recent actuarial valuation, the actuarial value of pension obligations was \$6,246,002,000 (2014 - \$5,802,455,000). Since there is no intention of extinguishing the pension obligations in the near term, the obligations are calculated by using the going concern actuarial basis. The projected unit credit actuarial cost method was used by AON Hewitt, the actuary, to determine the actuarial value of pension obligations and the required current service contributions.

Four significant long-term actuarial assumptions used in the valuation were:

- (a) the liability discount rate was assumed to be 6.25 percent (2014 - 6.25 percent);
- (b) the asset rate of return was assumed to be 6.25 percent (2014 - 6.25 percent);
- (c) inflation rate was assumed to be 2.25 percent (2014 - 2.25 percent); and
- (d) the salary escalation rate was assumed to be 3.50 percent (2014 - 3.50 percent) plus merit and promotion.

The assumptions used in determining the actuarial value of pension obligations are going concern assumptions adopted by the Trustees and were developed by reference to expected long-term market conditions. As underlying conditions change over time, going concern assumptions adopted by the Trustees may also change, which could cause a material change in the actuarial value of pension obligations.

The actuarial valuation is prepared for financial statement purposes in accordance with the recommendations of Canadian accounting standards for pension plans and ASPE using a discount rate equivalent to the current yield on high-quality long term corporate bond and other assumptions that represent management's best estimate of future events.

The actuarial valuation as at December 31, 2015 indicates a deficiency of actuarial value of net assets over actuarial value of pension obligations of \$91,185,000 (2014 - \$194,548,000). The going concern deficiency is calculated utilizing the actuarial value of assets which resulted in a reduction of \$303,273,000 (2014 - \$453,649,000) from the net assets available for benefits as disclosed in the statement of financial position. The actuarial valuation at December 31, 2015 also indicated that there was a solvency deficiency of \$2,320,015,000 (2014 - \$1,955,292,000). In November of 2010 the Plan received confirmation of solvency exemption from the Manitoba Pension Commission. Based on this exemption, the Plan is not required to fund on a solvency basis, but must still undertake a solvency valuation and disclose the current deficit, if any. The Plan is still required to apply the going concern test and fund on a going concern basis.

HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA

Notes to Financial Statements (continued)

Year ended December 31, 2015

14. Pension obligations (continued):

The actuarial valuation is filed with the Office of the Superintendent of Pensions for assessment as to whether the Plan is appropriately funded over time. An actuarial valuation must be performed at least once every three years in accordance with the requirements of The Pension Benefits Act. The next actuarial valuation of the Plan will be completed as at December 31, 2016.

15. Commitments:

(a) As part of the Plan's investment in infrastructure and real estate investment vehicles, the Plan has committed to invest an additional \$174,080,000 (2014 - \$73,739,000) in infrastructure investments over the remaining terms of their investment agreements.

(b) The Plan leases office space under various operating leases with varying expiry dates up to December 31, 2020. The Plan's allocation of annual lease payments to expiry is as follows:

2016	\$ 410,000
2017	410,000
2018	412,000
2019	400,000
2020	400,000
	<hr/>
	\$ 2,032,000
