CANADA POST POSTES CANADA

Canada Post Corporation

Registered Pension Plan

2015 Financial Statements

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Management's Responsibility for Financial Reporting

The financial statements of the Canada Post Corporation Registered Pension Plan (the Plan) have been prepared by management, which is responsible for the integrity and fairness of the data presented therein. The accounting policies followed in the preparation of these financial statements conform to Canadian Accounting Standards for Pension Plans. Where appropriate, the financial statements include amounts based on management's best estimates and judgments.

In support of its responsibilities, management maintains systems of internal control and supporting procedures to provide reasonable assurance that transactions are authorized, assets are safeguarded and proper records are maintained. These controls include quality standards in hiring and training, the establishment of an organizational structure that provides a well-defined division of responsibilities and accountability for performance, and the communication of policies and guidelines. Internal Audit plans audits and reviews of pension activities as warranted through annual risk assessments.

Ultimate responsibility for the financial statements rests with the Canada Post Corporation Board of Directors. The Board of Directors ensures that management fulfills its responsibilities for financial reporting and internal control principally through the Audit Committee and the Pension Committee. The Audit Committee oversees the internal audit activities of the Plan, reviews the annual financial statements and the external auditors' report, and recommends them to the Board of Directors for approval. The Pension Committee, which is composed of the Chairperson of the Board of Directors of Canada Post Corporation and five directors who are not employees of the Corporation, meets regularly with management to satisfy itself that the delegated responsibilities are properly discharged.

The Plan's actuary, Mercer (Canada) Limited, completed an actuarial assessment of the assets and going-concern obligations of the Plan as of December 31, 2015, for inclusion in the Plan's financial statements. The results of the actuaries' assessment are set out in the actuaries' opinion. This assessment was performed in accordance with accepted actuarial practice. The actuarial assumptions used in these financial statements reflect management's best estimate of future economic events.

The Plan's external auditors, KPMG LLP, conducted an independent examination of the financial statements in accordance with Canadian generally accepted auditing standards and performed such tests and other procedures as they considered necessary to express an opinion. The external auditors have access to the Audit and Pension Committees to discuss their audit and related findings as to the fairness of the Plan's financial reporting and any internal control recommendations observed during the audit.

Deepak Chopra
President and Chief Executive Officer
March 24, 2016

Wayne Cheeseman
Chief Financial Officer
March 24, 2016

Actuaries' Opinion

Ottawa
March 22, 2016

Mercer (Canada) Limited was retained by Canada Post Corporation to perform an actuarial assessment of the assets and going-concern obligations of the Registered Pension Plan as of December 31, 2015, for inclusion in the Plan's financial statements.

The objective of the financial statements is to fairly present the financial position of the Plan as of December 31, 2015, as a going concern. While the actuarial assumptions used to estimate obligations for the Plan's financial statements reflect management's expectations of future events, and while in our opinion these assumptions are reasonable, the Plan's future experience will inevitably differ, perhaps significantly, from the actuarial assumptions. Any differences between the actuarial assumptions and future experience will emerge as gains or losses in future valuations, and will affect the financial position of the Plan at that time, as well as the contributions required to fund it.

As part of our assessment, we examined the Plan's recent experience relative to the economic and non-economic assumptions and presented our findings to management. In addition, we provided management with statistical, survey and other information used to develop its long-term assumptions.

Our assessment of the Plan's actuarial assets and obligations was based on:

- an extrapolation to December 31, 2015, of the results of our December 31, 2014, actuarial valuation of the Plan's going-concern obligations;
- pension fund data provided by Canada Post Corporation as of December 31, 2015;
- standards prescribed by the Chartered Professional Accountants of Canada for pension plan financial statements; and
- assumptions about future events that have been developed by management and Mercer (Canada) Limited, which reflect management's expectations of these events.

We have tested the membership and pension fund data for reasonableness and consistency, and we believe it to be sufficient and reliable for the purposes of the valuation. We also believe that the assumptions and methods employed in the valuation and extrapolation are, on the whole, appropriate. Our opinions have been given and our valuation performed in accordance with accepted actuarial practice.

Cory Skinner
Fellow of the Canadian Institute of Actuaries
Fellow of the Society of Actuaries

Frédéric Gendron
Fellow of the Canadian Institute of Actuaries
Fellow of the Society of Actuaries

Mercer (Canada) Limited

Independent Auditors' Report

To the Board of Directors of Canada Post Corporation:

We have audited the accompanying financial statements of the Canada Post Corporation Registered Pension Plan, which comprise the statement of financial position as at December 31, 2015, the statements of changes in net assets available for benefits, changes in pension obligations and changes in surplus 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 an 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 the Canada Post Corporation Registered Pension Plan as at December 31, 2015, and the 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, Licensed Public Accountants
March 24, 2016
Ottawa, Canada

Financial Statements

Statement of Financial Position

As at December 31 *(in millions of dollars)*	**2015**	2014
Net assets available for benefits		
Assets		
Investments (note 5)	**$ 21,884**	$ 20,824
Investment related receivables (note 5)	**196**	212
Contributions and other receivables (note 7)	**110**	112
	22,190	21,148
Liabilities		
Investment related liabilities (note 5)	**143**	155
Accounts payable and accrued liabilities (notes 8 and 17)	**42**	48
	185	203
Net assets available for benefits	**$ 22,005**	$ 20,945
Pension obligations and surplus		
Pension obligations (note 13)	**$ 19,234**	$ 18,632
Surplus	**2,771**	2,313
Pension obligations and surplus	**$ 22,005**	$ 20,945

See accompanying notes to the financial statements.

Approved on behalf of the Board

Siân M. Matthews
Chairperson of the Board of Directors

Thomas Cryer
Chairperson of the Audit Committee

Statement of Changes in Net Assets Available for Benefits

For the year ended December 31 *(in millions of dollars)*	**2015**	2014
Net assets available for benefits, beginning of year	**$ 20,945**	$ 19,270
Increase in assets		
Net investment income (note 10)		
Investment income	**649**	612
Changes in fair values of investment assets and liabilities	**873**	1,471
	1,522	2,083
Sponsor contributions (note 11)	**280**	295
Members contributions (note 11)	**239**	245
	2,041	2,623
Decrease in assets		
Retirement and survivor pension benefits	**800**	747
Commuted value transfers, lump sum death benefits and refunds	**82**	105
Administration expenses (notes 12 and 17)	**99**	96
	981	948
Increase in net assets available for benefits	**1,060**	1,675
Net assets available for benefits, end of year	**$ 22,005**	$ 20,945

See accompanying notes to the financial statements.

Statement of Changes in Pension Obligations

For the year ended December 31 *(in millions of dollars)*	**2015**	2014
Pension obligations, beginning of year	**$ 18,632**	$ 18,039
Increase in pension obligations		
Interest on pension obligations	**1,067**	1,035
Benefits accrued	**466**	494
Changes in actuarial assumptions (note 13.b)	**49**	–
	1,582	1,529
Decrease in pension obligations		
Retirement and survivor pension benefits	**800**	747
Commuted value transfers, lump sum death benefits and refunds	**82**	105
Changes in actuarial assumptions (note 13.b)	–	70
Experience gains (note 13.c)	**98**	14
	980	936
Net increase in pension obligations	**602**	593
Pension obligations, end of year	**$ 19,234**	$ 18,632

Statement of Changes in Surplus

For the year ended December 31 *(in millions of dollars)*	**2015**	2014
Surplus, beginning of year	**$ 2,313**	$ 1,231
Increase in net assets available for benefits	**1,060**	1,675
Net increase in pension obligations	**(602)**	(593)
Surplus, end of year	**$ 2,771**	$ 2,313

See accompanying notes to the financial statements.

Notes to the Financial Statements

1. Plan description

The following description of the Canada Post Corporation Registered Pension Plan (the Plan) is a summary only. An exact and complete description of the Plan provisions can be found in the official Plan document. If there is any conflict between this summary and the official Plan document, the official Plan document will govern.

a) General

The Plan is registered with the Canada Revenue Agency (CRA) under registration number 1063874. The Plan is a registered pension plan as defined in the *Income Tax Act* (ITA) and as such is not subject to income taxes on contributions or investment income received. The Plan is also registered with the Office of the Superintendent of Financial Institutions Canada (OSFI) under registration number 57136, and is subject to the *Pension Benefits Standards Act*, *1985* (PBSA), and the regulations thereunder. Canada Post Corporation (the Corporation) sponsors and administers the Plan.

The Plan is comprised of both a defined benefit (DB) component and a defined contribution (DC) component. The DB component was established by the Corporation effective October 1, 2000, and covered all eligible employees. Effective January 1, 2010, the Corporation established the DC component for all newly hired Management and Exempt employees, along with those newly hired unionized employees who later transfer to a Management and Exempt position. As of June 1, 2014, all newly hired Union of Postal Communication Employees (UPCE) along with those newly hired unionized employees who later transfer to a UPCE position joined the DC component. As of March 1, 2015, all newly hired Association of Postal Officials of Canada (APOC) employees along with those newly hired unionized employees who later transfer to an APOC position joined the DC component.

The Plan is domiciled in Canada. The address of the Plan's registered office is 2701 Riverside Drive, Ottawa, Ontario.

A separate Supplementary Retirement Arrangement (SRA) has been established by the Corporation to provide for benefits that exceed the maximum amount allowable under the ITA for registered pension plans.

b) Benefits

i. *Defined Benefit component*

Retirement pensions

A member is eligible for pension benefits immediately upon joining the Plan. A retirement pension is available based on pensionable service, the highest average pensionable earnings for five consecutive years of employment, and the age of the member at retirement. Members are eligible for an early retirement pension within 10 years of pensionable age. An unreduced retirement pension is available at pensionable age.

For members represented by the Canadian Union of Postal Workers (CUPW), Urban Postal Operations (UPO) or Rural and Suburban Mail Carriers (RSMC), who become eligible to join the Plan on or after December 21, 2012, pensionable age is defined as (a) the later of age 65 or the age at which a member has completed two years of eligibility service or the age at which a member would have completed two years of Plan membership assuming that a member's Plan membership continues, or (b) age 60 if a member has at least 30 years of eligibility service.

For all other members, pensionable age is defined as (a) the later of age 60 or the age at which a member has completed two years of eligibility service or the age at which a member would have completed two years of Plan membership assuming that a member's Plan membership continues, or (b) age 55 if a member has at least 30 years of eligibility service.

Benefits payable on termination of employment

Benefits payable on termination of employment depend on a member's years of pensionable service and age and may include a lump sum amount equivalent to the commuted value of the pension or a deferred pension.

Bridge benefits

A bridge benefit is a temporary benefit in addition to a retirement pension. It is payable from retirement until the member reaches age 65, unless death or payment of Canada Pension Plan or Quebec Pension Plan disability benefits occurs first.

Disability pensions

A disability pension is an immediate pension payable on an unreduced basis. It is available to qualified members prior to pensionable age.

Death benefits

Death benefits may include on-going financial support to survivors and dependent children, lump sum payments equal to the commuted value of the pension benefit, and a minimum payment guarantee on the death of the member.

Indexing of benefits

Pension and survivor benefits are automatically indexed for inflation in January by a percentage that reflects the average increase in the consumer price index.

ii. *Defined contribution component*

Retirement benefits

Retirement benefits are based on the accumulation of contributions and investment income allocated to the member's account. For DC members who commenced employment before January 1, 2013, the Corporation contributes 4% of the member's pensionable earnings. For DC members who commenced employment on or after January 1, 2013, the Corporation contributes 2% of the member's eligible earnings. Member contributions are optional up to a maximum of 4%. Additional matching contributions of up to 5% can be made by the Corporation based upon each member's age, years of eligible service and member's contributions. These contributions are invested as directed by each member from a selection of investment options authorized by the Plan's Pension Committee.

Benefits payable on termination of employment and death

Benefits payable on termination of employment and death would result in a return of the accumulation of contributions and investment income allocated to the member's account.

c) Funding

i. *Defined benefit component*

Plan benefits are funded by contributions and investment earnings. Contributions are required from both the Corporation and the employee. These contributions, along with investment earnings, are designed to ensure the financial security of member benefits. The Plan's funding policy is reviewed annually and continually aims to achieve long-term stability in contribution rates for both the Corporation and Plan members. Contribution rates are established through actuarial funding valuations that are conducted annually to determine the funded position of the Plan. Employees, who are members of the Plan, are required to contribute a percentage of their pensionable earnings to the Plan at rates set by the Board of Directors. For 2015, employee contributions were 8.5% (8.1% as of January 1, 2014 and 8.5% as of July 1, 2014) of earnings up to the year's maximum pensionable earnings (defined by the Canada Pension Plan and Quebec Pension Plan as $53,600 in 2015) and 12.0% (11.6% as of January 1, 2014 and 12.0% as of July 1, 2014) of earnings in excess of this maximum.

Employee contributions rate changes, if any, will be determined based on the 2015 funding valuation and if any will be effective July 1, 2016.

ii. *Defined contribution component*

Plan benefits are funded by contributions and investment earnings. Contributions include minimum automatic contributions by the Corporation and optional employee contributions matched by additional employer contributions. Employees make their own investment choices from a menu of funds. The Corporation periodically reviews the performance of the funds and proposes changes, if required.

2. Summary of significant accounting policies

a) Presentation

These financial statements are prepared in Canadian dollars, the Plan's functional currency, in accordance with the accounting standards for pension plans in Part IV of the Chartered Professional Accountants Canada Handbook (CPA Canada Handbook).

The Plan has elected to comply on a consistent basis with International Financial Reporting Standards (IFRS) for its accounting policies that do not relate to its investment portfolio or its pension obligations. To the extent that the IFRS in Part I of the CPA Canada Handbook is inconsistent with CPA Canada Handbook Part IV Section 4600, then CPA Canada Handbook Section 4600 takes precedence.

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

In accordance with CPA Canada Handbook Part IV Section 4600, investments assets, including those over which the Plan has control or significant influence, are measured at fair value and presented on a non-consolidated basis.

b) Investments

Valuation of investments

Investments are stated at fair value. Fair value is an estimate of the amount of consideration that would be agreed upon in an arm's length transaction between knowledgeable, willing parties who are under no compulsion to act. In an active market, fair value is best evidenced by an independent quoted market price. In the absence of an active market, fair value is determined by valuation techniques that make maximum use of inputs observed from markets. The calculations of fair value are based on market conditions at a specific point in time and may not be reflective of future fair value.

Fair values of investments are determined as follows:

1. Short-term securities, which include short-term government securities and bank notes, are valued at cost or amortized cost that, together with accrued interest or discounts earned, approximate fair value.
2. Fixed income securities quoted in an active market are valued at quoted closing market prices. Where a quoted year-end price in an active market is not available, an estimated value is calculated using discounted cash flows based on current market yields, comparable securities, and financial analysis, as appropriate.
3. Equities quoted in an active market are valued at quoted closing market prices. Where a quoted price in an active market is not available for an equity, a suitable method of valuation is used by management to determine fair value using appropriate valuation techniques. In making such valuations, consideration is given to the use of bid and ask prices, previous transaction prices, discounted cash flows, earnings multiples, prevailing market rates for instruments with similar characteristics and other valuation techniques that are judged relevant to the specific situation.
4. Pooled funds are valued at year-end net asset values, as provided by the pooled fund manager, using the closing market prices of underlying securities held in the pooled fund.
5. Derivative financial instruments, including foreign exchange forward contracts are valued at year-end quoted market prices, where available. Where quoted market prices are not readily available, appropriate alternative valuation techniques are used to determine fair value, such as discounted cash flows using current market yields or rates.
6. Real estate investments are valued annually by professionally qualified independent appraisers, certified by the Appraisal Institute of Canada. The appraisals are in accordance with generally accepted appraisal practices and procedures, based mainly on the discounted cash flows or income approach. Direct and pooled fund investments are typically measured at cost in the year of acquisition, as an approximation of fair value, unless specific and conclusive reasons exist to change the value. Mortgages held in entities in which the Plan has invested are netted as part of investment assets, even when the investment is an entity over which the Plan has effective control or can exercise significant influence. The fair value of the mortgage is estimated using discounted cash flows based on current market yields.
7. Investments in private equity and infrastructure include investments held directly and through ownership in limited partnership funds. These investments are valued using market quotes, values provided by the funds' general partners under limited partnership agreements or through the use of appropriate valuation techniques. In determining such valuations, consideration is given to previous transaction prices, discounted cash flows, earnings multiples, prevailing market rates for instruments with similar characteristics and other valuation techniques that are judged relevant to the specific situation.

Investment transactions and income

All investment transactions are recorded when the risks and rewards of ownership are transferred. Purchases and sales of publicly traded investments are recognized on a trade-date basis. Real estate investment transactions are recognized on the date of closing for direct investments. Real estate and private equity pooled fund investment transactions are recognized on the cash call date. Investment income, including interest income, is recorded on an accrual basis. Dividend income is recognized on the ex-dividend date. Real estate, private equity and infrastructure income is recognized when dividends or distributions are declared. Realized gains and losses on the sale of investments and the close of derivative contracts are recognized as gains and losses on disposition.

Unrealized gains and losses on investments represent the change in the difference between the cost and fair value of investments at the beginning compared to the end of each year. Unrealized gains and losses on derivative contracts represent the changes in fair values of the contracts from previously reported amounts or since the inception of the contracts if they were entered into during the year.

Investment transaction costs

Transaction costs are incremental costs incurred in the purchase and sale of investments. Transaction costs are expensed and included in administration expenses in the statement of changes in net assets available for benefits.

Management fees

Management fees for private equity funds, real estate and external portfolio management are expensed and included in administration expenses in the statement of changes in net assets available for benefits. Management fees for pooled funds where the Plan's investment return from the fund is net of fees are expensed in investment income as incurred in the statement of changes in net assets available for benefits.

c) Pension obligations

Pension obligations for the DB component are determined based on actuarial valuations prepared by an independent firm of actuaries using the projected accrued benefit actuarial cost method and management's estimate of future events. The year-end value of pension obligations is based on the most recent going-concern actuarial valuation prepared for funding purposes extrapolated to the year-end reporting date using management's best estimate assumptions.

Pension obligations for the DC component are the sum of the accumulated value of contributions and investment income allocated to members' accounts.

d) Contributions

Contributions for current service are recorded in the year in which the related payroll costs are incurred. Elective service contributions are recorded in the year in which the member commits to purchase elective service. Contributions for approved leaves of absence without pay are recorded in the year in which the leave without pay occurred. Special payments and transfer deficiency payments are recorded in the year to which they relate.

e) Foreign currency translation

Assets and liabilities denominated in foreign currencies are translated into Canadian dollars at exchange rates in effect at year's end. Income and expenses are translated at the rate of exchange prevailing at the time of the transaction. The realized and unrealized gains and losses arising from these translations are included in the change in fair values of investment assets and liabilities.

f) Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amount of assets, liabilities and pension obligations as at the date of the financial statements and the reported amounts of income and expenses during the reporting period. Significant estimates are used primarily in the determination of the pension obligations and the valuation of real estate, private equity and infrastructure investments. Actual results may differ from these estimates and the differences could be material.

g) Benefits

Benefits include payments to retired members made during the year and accruals for due but unpaid benefits at December 31. Commuted value payments and transfers to other pension plans are recorded in the period in which the Plan is notified and any remaining unpaid amounts are included in accounts payable and accrued liabilities. Accrued benefits for members of the Plan are recognized as part of the pension obligations.

h) Approval of the financial statements

These financial statements were approved by the Board of Directors of the Corporation on March 24, 2016.

3. New standards, amendments and interpretations adopted January 1, 2015

Certain pronouncements were issued by the International Accounting Standards Board (IASB) or the IFRS Interpretations Committee that were mandatory for annual accounting periods beginning on or after July 1, 2014, and could have had a potential impact on the Plan. The Plan has adopted the following amendments effective January 1, 2015.

IFRS 13 "Fair Value Measurement" (IFRS 13)

The IASB issued amendments to IFRS 13 in its "Annual Improvements to IFRS" 2010-2012 cycle and 2011-2013 cycle. These amendments provide additional guidance on the measurement of short-term receivables and payables, and on the scope of the portfolio exception, respectively. The adoption of these amendments did not have an impact on the Plan's financial statements.

IAS 24 "Related Party Disclosures" (IAS 24)

The IASB issued amendments to IAS 24 in its "Annual Improvements to IFRS" 2010-2012 cycle, extending the definition of a related party to include a management entity that provides key management personnel services. The adoption of these amendments did not have an impact on the Plan's financial statements.

4. Future changes in accounting standards

The following standards and amendments issued by the IASB have been assessed as having a possible effect on the Plan in the future. Management is currently determining the impact of this standard on its financial statements.

IFRS 9 "Financial Instruments" (IFRS 9)

In July 2014, the IASB issued the final version of IFRS 9, which includes guidance on recognition and derecognition of financial assets and financial liabilities applicable to pension plan financial statements. IFRS 9 is to be applied retrospectively for annual periods beginning on or after January 1, 2018; however, early adoption is permitted. The extent of the impact on the Plan of adopting IFRS 9 has not yet been determined.

Disclosure Initiative – Amendments to IAS 1 "Presentation of Financial Statements" (IAS 1)

The IASB issued amendments to IAS 1 to provide additional guidance to assist entities to apply judgment when meeting the presentation and disclosure requirements in IFRS. The amendments clarify that materiality applies to the whole financial statements and that the inclusion of immaterial information can inhibit the usefulness of financial disclosures. The amendments clarify that entities should use professional judgment in determining where and in what order information is presented in the financial statements. The amendments are to be applied for annual periods beginning on or after January 1, 2016. Earlier application is permitted. The extent of the impact on the Plan of adopting amendments to IAS 1 has not yet been determined.

IFRS 16 "Leases" (IFRS 16)

In January 2016, the IASB issued IFRS 16, completing its project to improve the financial reporting of leases. The new standard will replace IAS 17 "Leases" (IAS 17), and it sets out the principles for the recognition, measurement, presentation and disclosure of leases for both parties to a contract. For lessees, IFRS 16 eliminates the classification of leases as either operating or finance leases that exist under IAS 17, and requires recognition of assets and liabilities for all leases with a term of more than 12 months, unless the underlying asset is of low value. IFRS 16 substantially carries forward the lessor accounting requirements under IAS 17, maintaining the classification of leases as operating or finance leases, and accounting for the lease according to its classification. IFRS 16 is to be applied retrospectively, using either a full retrospective approach or a modified retrospective approach, for annual periods beginning on or after January 1, 2019. Early application is permitted, but only if IFRS 15 has also been adopted. The extent of the impact on the Plan of adopting IFRS 16 has not yet been determined.

5. Investments

Summary of investments

As at December 31 *(in millions of dollars)*	**2015** Fair value	**2015** Cost	2014 Fair value	2014 Cost
Cash and short-term securities	$ 335	$ 333	$ 453	$ 453
Fixed income				
Canadian	5,367	5,315	4,472	4,335
United States	415	368	407	377
International	231	219	139	135
Real return bonds	1,996	1,832	1,184	921
	8,009	7,734	6,202	5,768
Public equities				
Canadian	3,254	2,616	4,277	3,155
United States	4,121	2,739	4,578	3,218
International	3,448	2,947	3,181	2,813
	10,823	8,302	12,036	9,186
Real estate (note 9.a) [1]				
Canadian	1,519	1,267	1,396	1,165
United States	184	165	–	–
	1,703	1,432	1,396	1,165
Private equity (note 9.c)				
Canadian	91	74	55	45
United States	448	293	306	217
International	89	49	57	45
	628	416	418	307
Infrastructure (note 9.e)				
Canadian	108	91	99	88
United States	11	11	1	1
International	249	171	206	161
	368	273	306	250
Defined contribution plan assets	18	19	13	13
Investments	**21,884**	**18,509**	20,824	17,142
Accrued investment income	57	57	53	53
Investment trades to settle	134	134	133	133
Derivatives	5	–	26	–
Investment related receivables	**196**	**191**	212	186
Investment trades to settle	(118)	(118)	(142)	(142)
Derivatives	(25)	–	(13)	–
Investment related liabilities	**(143)**	(118)	(155)	(142)
Net investment assets	**$ 21,937**	**$ 18,582**	$ 20,881	$ 17,186

1. Real estate assets are net of mortgage liabilities incurred in entities where the Plan has effective control or significant influence with a fair value of $426 million (2014 – $420 million).

a) Fair value measurements

i. *Fair value hierarchy*

Investment assets and investment related liabilities, recognized at fair value in the statement of financial position, must be classified in three fair value hierarchy levels, based on the transparency of the inputs used to measure the fair value as follows:

Level 1: Fair value is based on unadjusted quoted market prices in active markets for identical assets or liabilities.

Level 2: Fair value is based on observable inputs other than level 1 prices, such as quoted market prices for similar assets or liabilities in active markets, quoted market prices for identical assets or liabilities in markets that are not active and other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3: Fair value is based on valuation methods where inputs that are based on non-observable market data have a significant impact on valuation. Non-observable inputs are supported by little or no market activity.

The classification of net investment assets by fair value hierarchy, as at December 31, 2015, was as follows:

(in millions of dollars)	Level 1	Level 2	Level 3	**Total**
Cash and short-term securities	$ 221	$ 132	$ –	$ 353
Fixed income	49	8,015	–	8,064
Public equities	10,827	14	–	10,841
Real estate	–	–	1,703	1,703
Private equity	–	–	628	628
Infrastructure	–	–	368	368
Derivatives	–	(20)	–	(20)
	$ 11,097	$ 8,141	$ 2,699	**$ 21,937**

The classification of net investment assets by fair value hierarchy, as at December 31, 2014, was as follows:

(in millions of dollars)	Level 1	Level 2	Level 3	Total
Cash and short-term securities	$ 213	$ 253	$ –	$ 466
Fixed income	24	6,211	–	6,235
Public equities	11,944	103	–	12,047
Real estate	–	–	1,396	1,396
Private equity	–	–	418	418
Infrastructure	–	–	306	306
Derivatives	–	13	–	13
	$ 12,181	$ 6,580	$ 2,120	$ 20,881

ii. *Significant transfers between level 1 and level 2*

Changing market conditions during the year may result in transfers between the various fair value hierarchy levels particularly if there is a change in the availability of quoted market prices or observable market inputs. In 2015, fixed income with a fair value of $4 million transferred from level 1 to level 2 (2014 – public equities $2 million). In 2015, public equities with a fair value of $3 million were transferred from level 2 to level 1 (2014 – public equities $11 million). Transfers between levels of the fair value hierarchy, for the purpose of preparing the above table, are deemed to have occurred at the beginning of the period.

iii. *Changes in level 3 fair value measurements*

Level 3 investments include real estate, infrastructure, private equity and some derivative contracts. For these investments, trading activity is infrequent and fair values are derived using valuation techniques. The significant inputs used in the pricing models, such as occupancy rates, capitalization rates and discount rates are either non-observable or based on significant assumptions.

Changes in the fair value of level 3 investments during 2015 are as follows:

				Gains		
(in millions of dollars)	Balance December 31, 2014	Contributed capital	Capital returned	Realized	Unrealized	**Balance December 31, 2015**
Real estate	$ 1,396	$ 332	$ (82)	$ 24	$ 33	**$ 1,703**
Private equity	418	169	(112)	51	102	**628**
Infrastructure	306	27	(9)	6	38	**368**
	$ 2,120	$ 528	$ (203)	$ 81	$ 173	**$ 2,699**

Changes in the fair value of level 3 investments during 2014 are as follows:

				Gains (losses)		
(in millions of dollars)	Balance December 31, 2013	Contributed capital	Capital returned	Realized	Unrealized	Balance December 31, 2014
Real estate	$ 1,374	$ 200	$ (206)	$ 44	$ (16)	$ 1,396
Private equity	248	150	(59)	20	59	418
Infrastructure	275	11	(9)	5	24	306
Derivatives	2	–	(2)	–	–	–
	$ 1,899	$ 361	$ (276)	$ 69	$ 67	$ 2,120

Level 3 investments are based on valuation models that use non-observable inputs such as capitalization rates. The following analysis illustrates the sensitivity of real estate investments valuations to reasonably possible alternative capitalization rate assumptions. Direct real estate investments used capitalization rates that vary from 4.0% (multi-residential) to 7.3% (office) (2014 – 4.3% to 7.4%). An increase of 25 basis points in the capitalization rate would decrease the total value of the real estate investment by $90 million (2014 – $89 million) and a decrease of 25 basis points in the capitalization rate would increase the total value of the real estate investment by $99 million (2014 – $98 million). The impact on the valuation from changes to the capitalization rate has been calculated independently of the impact of changes in other key variables. In actual experience, the factors that would cause a change in the capitalization rate would also cause changes in other valuation assumptions, which could amplify or reduce the impact on the valuation.

b) Derivative financial instruments

Derivative financial instruments are financial contracts, the value of which is derived from the value of the underlying assets, indices, interest rates or currency rates. The Plan uses derivatives to manage financial risk and to enhance returns. Derivative contracts are transacted either in the over-the-counter (OTC) market or on regulated exchanges. Derivative financial instruments held by the Plan consist of foreign exchange forward contracts.

Foreign exchange forward contracts are negotiated agreements that are transacted between counterparties in the OTC market. Foreign exchange forward contracts are contractual obligations to exchange one currency for another currency at a specified price at a predetermined future date based on the notional amount specified in the contract.

Notional amounts of derivative contracts represent the contracted amount to which a rate or price is applied for computing the cash flows to be exchanged. Notional amounts are the basis upon which the returns from, and the fair value of, the contract is determined. They are not recorded as assets or liabilities in these financial statements and they do not necessarily indicate the amount of future cash flow or the current fair value of the derivative contracts. Accordingly, notional amounts do not indicate the Plan's exposure to credit or market risks.

Derivative contracts are recorded in the statement of financial position at fair value. Derivative contracts become favourable (assets) or unfavourable (liabilities) as a result of fluctuations in market rates or prices relative to their terms. Fair values of derivative contracts can fluctuate significantly.

The aggregate notional amount and fair value of derivative contracts, as at December 31, 2015, were as follows:

	Notional amount		Fair value	
(in millions of Canadian dollars)	Long	Short	Assets	Liabilities
Foreign exchange forward contracts	$ 87	$ (2,267)	$ 5	$ (25)

The aggregate notional amount and fair value of derivative contracts, as at December 31, 2014, were as follows:

	Notional amount		Fair value	
(in millions of Canadian dollars)	Long	Short	Assets	Liabilities
Foreign exchange forward contracts	$ 93	$ (2,329)	$ 26	$ (13)

The net fair value of derivative contracts as at December 31, 2015, was a $20 million liability position (2014 – $13 million asset position).

As at December 31, 2015, the foreign exchange forward contracts' terms to maturity was within one year.

6. Risk management

Funding risk

One of the main risks that the Plan faces is funding risk, the risk that the Plan's investment asset growth and contribution rates will not be sufficient to cover the Plan's pension obligations, resulting in an unfunded liability.

The Plan's net funded position can change relatively quickly if there are changes in the value of the Plan's investment assets or pension obligations. Either can result in a mismatch between the Plan's assets and its liabilities. The most significant contributors to funding risk are the declines in discount rates and investments failing to achieve expected returns. In addition, the Plan's pension obligations are affected by non-economic factors like changes in member demographics.

The Board manages funding risk by monitoring and reviewing the funded ratio on an ongoing basis and ensuring that investment decisions are made in accordance with the Statement of Investment Policies and Procedures (SIPP). The SIPP is designed to provide the Plan with a long-term rate of return, net of expenses, of 4.5% above inflation. Achieving the 4.5% target will assist the Plan in meeting its funding objectives and the ongoing growth of its pension obligations. Asset-liability studies are conducted periodically to ensure that the Plan's investment strategy remains appropriate in challenging economic environments.

In 2015, an asset liability study was concluded with a primary focus of minimizing the volatility between net investment assets and pension obligations. Liability-driven investing (LDI) was introduced, which is an investment strategy that manages the Plan's assets relative to its liabilities and is considered a form of de-risking. The intent is to minimize funding volatility, which is done primarily by attempting to better match the Plan's assets with the liabilities. As a first step, the fixed income target allocation would be increased. Secondly, long duration bonds (i.e. bonds with a duration of 14-15 years) would also be increased – better matching the Plan's liabilities. Thirdly, the target allocation to alternative assets (real estate, private equity and infrastructure) would be increased gradually to potentially enhance long-term returns while diversifying risk. The timing for full implementation is not optimal in that interest rates are at historical lows. If de-risking occurs too quickly it will not allow the Plan's funded position to improve as interest rates normalize. Therefore, a 10 step dynamic investment de-risking glidepath was established. The approved approach makes automatic shifts in asset allocations as the specified solvency ratio increases. This will ensure a gradual movement toward the ultimate target asset mix which will enable the funded position to improve with rising interest rates. The Plan will perform an asset mix study every three years (or when step 6 – funding ratio trigger of 90.5% is reached, if sooner) in order to access and possibility adjust the investment strategy.

Financial risk management

The Plan is subject to a variety of financial risks as a result of its investment activities that could adversely affect its cash flows, financial position and investment income. The objective of investment risk management is to minimize the potential adverse effect of these risks and to optimize the gains over the entire portfolio.

The Board, with the assistance of the Pension Committee, staff, agents and advisors, is responsible for prudently managing, investing and administering the Plan in order to secure the pension benefit for Plan members. This requires the Board's oversight of the assets and liabilities to help ensure they are being managed in the best interest of the members. The Board has established an investment risk management framework, which outlines the Board's tolerance for risk and guides the development of investment strategies to meet the Plan's overall objectives.

Risk management for the Plan is performed by the Investment Management team through compliance with various processes and policies. Some of the policies in place include the SIPP and each of the fund manager mandates. The SIPP, approved by both the Pension Committee and the Board, prescribes a long-term debt-equity asset mix policy, requires portfolio investment diversification, sets guidelines on investment categories, and limits exposure to individual investments and major asset classes.

Risk assessment analysis for each risk category is performed and monitored regularly against the strategy and actions taken, when appropriate, according to the Plan's approved policies. In addition, as required, these risks are reviewed by the Investment Advisory Committee, the Pension Committee and the Board.

a) Credit risk

Credit risk is the risk of loss should the counterparty to a transaction default or otherwise fail to perform under the terms of the contract. The Plan is exposed to direct credit risk through its short-term securities, fixed income securities, derivative contracts and real estate rental income. Credit risk on short-term securities is mitigated by only transacting with highly rated counterparties and establishing limits on the amount and term of short-term investments.

Credit risk on fixed income securities is mitigated by establishing limits on exposure to individual counterparties, monitoring credit ratings, and adhering to the investment criteria as set out in the Plan's SIPP.

The Plan's fixed income investment credit risk exposure as at December 31 was as follows:

(in millions of dollars)	**2015**		2014	
Credit rating				
AAA /AA	$ 3,574	45%	$ 3,169	51%
A	2,874	36%	1,722	28%
BBB	1,121	14%	850	14%
<BBB	440	5%	461	7%
	$ 8,009	**100%**	$ 6,202	100%

Credit risk on OTC derivative foreign exchange forward contracts is mitigated through the use of master netting agreements with counterparties.

Credit risk on the Plan's real estate investments arises from the possibility that tenants may be unable to fulfill their lease commitments. The Plan mitigates this risk by diversifying investments by property type and geographic location and ensuring investments are managed by professional property managers.

b) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices, whether these changes are caused by factors specific to an individual investment or factors affecting all securities traded in the market. Market risk comprises interest rate risk, currency risk and other price risk.

i. *Interest rate risk*

Interest rate risk is the risk that the fair value or future cash flow of the Plan's investments will fluctuate due to changes in market interest rates. It arises primarily on interest-bearing financial instruments held in the Plan's short-term securities and fixed income portfolio. Interest rate risk indirectly affects equities as earnings multiples change with changes in interest rates and the relative attractiveness of equities also changes with changes in interest rates. Excess cash is invested in short-term securities.

To properly manage the Plan's interest rate risk, guidelines on the weighting, term to maturity and duration for the short-term securities and fixed income securities are set and monitored. In addition, to further mitigate interest rate risk the Plan may enter into interest rate futures and interest rate swap contracts.

The terms to contractual maturity of the Plan's fixed income securities as of December 31, are as follows:

(in millions of dollars)	**2015**						2014	
	Terms to maturity							
Interest-bearing financial instruments	Within 1 year	1 to 5 years	> 5 to 10 years	Over 10 years	**Total**	**Yield to maturity**	Total	Yield to maturity
Fixed income – Bonds								
Government of Canada	$ –	$ 491	$ 173	$ 357	$ 1,021	1.4%	$ 890	1.5%
Canadian corporate	32	1,046	663	843	2,584	2.7%	2,462	2.7%
Government of United States	–	–	–	–	–	– %	22	1.6%
United States corporate	–	99	304	12	415	6.6%	385	5.4%
International corporate	–	105	125	1	231	5.5%	139	5.4%
Provincial and municipal	4	97	551	1,110	1,762	2.7%	1,120	2.6%
Real return – Canada	–	–	140	1,332	1,472	0.4%	901	0.4%
Real return – Provincial	–	30	165	275	470	1.0%	256	1.4%
Real return – Corporate	–	–	–	54	54	1.8%	27	2.4%
	$ 36	$ 1,868	$ 2,121	$ 3,984	**$ 8,009**	**2.4%**	$ 6,202	2.4%

As at December 31, 2015, an increase or decrease of 1% in the prevailing interest rates, assuming a parallel shift in the yield curve, with all other variables remaining constant, would decrease or increase the value of net assets available for benefits by approximately $741 million (2014 – $454 million). The Plan's interest rate sensitivity was determined based on the weighted duration of the Plan's fixed income securities. In practice, actual results may differ from this sensitivity analysis and the difference could be material.

ii. *Currency risk*

Currency risk is the risk that the value of the Plan's investments will fluctuate due to changes in foreign exchange rates. It arises from Plan investments that are denominated in a currency other than the Canadian dollar, which is the Plan's reporting currency. The Plan is exposed to the risk that the value of securities denominated in other currencies will fluctuate due to changes in foreign currency exchange rates.

The Plan does not speculate in currencies or hold net short positions. To mitigate its overall currency exposure, the Plan enters into derivative contracts for the purchase or sale of foreign currency, to adjust the exposure to a particular currency. To mitigate counterparty risk, all transactions settle on a net basis. The Plan hedges between

15% and 45% of its total foreign currency exposure. No single foreign currency exposure can exceed 25% of Plan assets. All current contracts expire within one month. The Plan only deals with highly-rated counterparties, typically major financial institutions, with a minimum credit rating of A as reported by a recognized credit rating agency.

The Plan's net investment asset exposure, net of foreign exchange forward contracts, by geographical location of the issuer and by currency, as at December 31 was as follows:

(in millions of dollars)	**Geographical location**		**Currency**	
Currency – Canadian $ equivalent, net of foreign exchange forward contracts	**2015**	2014	**2015**	2014
Net investment assets				
Canadian dollar	$ 12,639	$ 11,908	$ 14,994	$ 14,194
United States dollar	5,254	5,364	4,404	4,272
Euro	985	843	580	495
Other European	1,137	938	755	683
Japanese yen	393	418	261	269
Other Pacific	396	373	431	451
Emerging markets	1,133	1,037	512	517
	$ 21,937	$ 20,881	**$ 21,937**	$ 20,881

Based on the Plan's net exposure as at December 31, 2015, if the Canadian dollar strengthened or weakened by 10% in relation to all foreign currencies, with all other factors remaining constant, net assets available for benefits would have decreased or increased by approximately $694 million (2014-$669 million). In practice, actual results may differ from this sensitivity analysis and the difference could be material.

The Plan's foreign currency forward contracts by currency as of December 31 were as follows:

(in millions of Canadian dollars)	**2015**				2014			
	Notional amount		**Fair**	**Average**	Notional amount		Fair	Average
Currency	**Long**	**Short**	**value**	**rate**	Long	Short	value	rate
United States	$ 66	$ (1,704)	$ (20)	$ 1.37	$ 71	$ (1,761)	$ (3)	$ 1.16
Euro	€ 12	(254)	–	1.51	16	(259)	9	1.45
Japanese yen	¥ –	(131)	(3)	0.01	–	(151)	5	0.01
British pound	£ 9	(178)	3	2.08	6	(158)	2	1.83
	$ 87	$ (2,267)	**$ (20)**		$ 93	$ (2,329)	$ 13	

iii. *Other price risk*

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices other than those arising from interest rate risk or currency risk. Changes in market prices may be caused by factors specific to an individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Plan is subject to other price risk primarily through its public equity investment as well as its private equity investments as they are impacted by many market variables.

The Plan moderates other price risk through its policy of diversifying its investments across asset classes and geographical locations based on criteria established in the SIPP. Fund managers and investment staff regularly monitor the portfolio by sector, country, market capitalization and trading liquidity.

The Plan's exposure to other price risk as at December 31 was as follows:

	2015		2014	
(in millions of dollars)	**Effective other price risk exposure**	**% of total other price risk exposure**	Effective other price risk exposure	% of total other price risk exposure
Public equities and private equity investments				
Canadian	$ 3,345	29%	$ 4,332	35%
United States	4,569	40%	4,884	39%
International	3,537	31%	3,238	26%
	$ 11,451	**100%**	$ 12,454	100%

As at December 31, 2015, 52% (2014 – 60%) of the Plan's investments were in equities. If equity prices increased or decreased by 10% as at year-end, with all other factors remaining constant, net assets available for benefits would have increased or decreased by approximately $1,081 million (2014 – $1,178 million). In practice, actual results may differ from this sensitivity analysis and the difference could be material.

c) Liquidity risk

Liquidity risk is the risk that the Plan will not be able to meet its financial obligations as they fall due. Liquidity risk also includes the risk of not being able to liquidate assets in a timely manner at a reasonable price. The financial liabilities of the Plan include investment related liabilities, all of which will become due within the next year. The Plan is also exposed to the settlement of derivatives and pension related payments. Note 5.b provides the terms to contractual maturity of the Plan's derivative contracts.

The Plan forecasts its cash requirement over the short and long-term to determine whether sufficient funds will be available. The Plan's primary sources of liquidity are funds generated from investments and employer and employee contributions. The Plan primarily invests in securities that are traded in active markets and can be readily sold. Real estate, private equity and infrastructure investments are also subject to liquidity risk, which is mitigated by managing the overall amount invested in those asset classes and by limiting the amount invested in any one real estate property or pooled fund. The Plan retains sufficient cash and short-term security positions to maintain a reasonable level of liquidity.

The Plan's primary future liabilities include the pension obligations (note 13). In the normal course of operations, the Plan enters into mortgages and contracts that give rise to commitments (note 18) which may also impact liquidity.

7. Contributions and other receivables

(in millions of dollars)		**2015**	2014
Current service contributions	– Sponsor	$ 33	$ 30
	– Members	9	9
Other contributions [1]	– Leave of absence	34	37
	– Elective service	26	23
Other		8	13
		$ 110	$ 112

1. Leave of absence contribution receivables for approved leave of absence without pay are generally payable over a period equal to twice the period of leave of absence. Elective service contribution receivables for eligible service are payable over a maximum payment period of 20 years for members 45 years or older at the date of election, or to age 65 for members less than age 45 at the date of election.

8. Accounts payable and accrued liabilities

(in millions of dollars)	**2015**	2014
Accounts payable and accrued liabilities	$ 28	$ 27
Accrued benefits payable	14	21
	$ 42	$ 48

9. Investment in real estate, private equity and infrastructure

a) Investment in real estate

The investment in real estate as at December 31 was as follows:

	2015		2014	
(in millions of dollars)	**Fair value**	**Cost**	Fair value	Cost
Direct investments	$ 1,047	$ 897	$ 928	$ 801
Pooled funds	656	535	468	364
	$ 1,703	**$ 1,432**	$1,396	$ 1,165

b) Real estate net investment income

Real estate net investment income for the year ended December 31 was as follows:

(in millions of dollars)	**2015**	2014
Investment income	$ 70	$ 64
Net realized gains	24	44
Changes in net unrealized gains	33	(16)
	$ 127	$ 92

c) Investment in private equity

The investment in private equity as at December 31 was as follows:

	2015		2014	
(in millions of dollars)	**Fair value**	**Cost**	Fair value	Cost
Direct investments	$ 65	$ 47	$ 25	$ 24
Pooled funds	563	369	393	283
	$ 628	**$ 416**	$ 418	$ 307

d) Private equity net investment income

Private equity net investment income for the year ended December 31 was as follows:

(in millions of dollars)	**2015**	2014
Investment income	$ 9	$ 4
Net realized gains	51	20
Changes in net unrealized gains	102	59
	$ 162	$ 83

e) Investment in infrastructure

The investment in infrastructure as at December 31 was as follows:

	2015		2014	
(in millions of dollars)	**Fair value**	**Cost**	Fair value	Cost
Direct investments	$ 181	$ 138	$ 163	$ 139
Pooled funds	187	135	143	111
	$ 368	**$ 273**	$ 306	$ 250

f) Infrastructure net investment income

Infrastructure net investment income for the year ended December 31 was as follows:

(in millions of dollars)	**2015**	2014
Investment income	$ 17	$ 18
Net realized gains	6	5
Changes in net unrealized gains	38	24
	$ 61	$ 47

10. Net investment income

Net investment income by primary financial instrument type for the year ended December 31 was as follows:

(in millions of dollars)	**2015**	2014
Interest income		
Cash and short-term securities	$ 4	$ 6
Canadian fixed income	201	175
United States fixed income	28	29
International fixed income	3	4
Derivatives	–	(2)
	236	212
Dividend income		
Canadian equities	127	132
United States equities	105	110
International equities	85	72
	317	314
Real estate (note 9.b)	70	64
Private equity (note 9.d)	9	4
Infrastructure (note 9.f)	17	18
Investment Income	**649**	612
Net realized gains (losses) on investment assets and liabilities		
Short-term securities	3	1
Canadian fixed income	181	99
United States fixed income	(26)	10
International fixed income	(55)	(4)
Canadian equities	131	275
United States equities	642	390
International equities	256	175
Derivatives	–	1
Real estate (note 9.b)	24	44
Private equity (note 9.d)	51	20
Infrastructure (note 9.f)	6	5
	1,213	1,016
Changes in net unrealized gains	(340)	455
Changes in fair values of investment assets and liabilities	**873**	1,471
	$ 1,522	$ 2,083

11. Contributions

(in millions of dollars)		**2015**	2014
Sponsor	– Current service	$ 246	$ 254
	– Special payments	34	41
		$ 280	$ 295
Members	– Current service	$ 229	$ 240
	– Past service	10	5
		$ 239	$ 245

Contributions consist of both DB and DC components.

12. Administration expenses

(in millions of dollars)	**2015**	2014
Plan administration	$ 15	$ 16
Investment management fees	62	60
Transaction costs	13	17
Professional fees	3	2
Custodial fees	2	2
Other	4	(1)
	$ 99	$ 96

13. Pension obligations

(in millions of dollars)	**2015**	2014
DB obligations	$ 19,216	$ 18,619
DC obligations	18	13
	$ 19,234	$ 18,632

a) Actuarial methodology

The actuarial present value of the pension obligations is an estimate of the value of pension obligations of the Plan in respect of benefits accrued to date for all active and inactive members. The obligation is measured using the same actuarial assumptions and methods used for the Plan's going-concern funding valuation as required by OSFI and the PBSA, and reflect management's best estimate. The most recent actuarial valuation for funding purposes, prepared by Mercer (Canada) Limited as at December 31, 2014, was extrapolated to determine the pension obligations as at December 31, 2015. The valuation used the projected accrued benefit actuarial cost method with respect to benefits, and assumes that the Plan will continue on a going-concern basis. The next valuation for funding purposes will be prepared as of December 31, 2015.

b) Actuarial assumptions

The actuarial assumptions used in determining the pension obligations reflect management's best estimate of future economic events and involve both economic and demographic assumptions. The demographic assumptions include considerations such as mortality, withdrawals and retirement rates. The primary economic assumptions include the discount rate, salary escalation rate and the inflation rate. The discount rate is based on the long-term expected fund return, less a margin for adverse deviations. The inflation rate is based on the consumer price index and the salary escalation rate incorporates the most recent collective agreements, the inflation rate assumption and the long-term expectation of growth in wages. Each of the assumptions is updated periodically based on a detailed review of the Plan's actual results and expectations for future trends.

A summary of the primary economic assumptions as at December 31 was as follows:

	2015	2014
Discount rate	**5.8%**	5.8%
Salary escalation rate		
– Union groups	Per the most recent collective agreement	
– Following expiry of collective agreements and non-unionized groups – average of	2.0% per year through 2019 and grading to 2.75% by 2022	
Consumer price index	**2.25%**	2.25%

Changes in other long-term economic assumptions resulted in a net increase in the pension obligation of $52 million (2014 – net decrease of $15 million). Changes to demographic assumptions resulted in a net decrease in the pension obligation of $3 million (2014 – net decrease of $55 million).

The life expectancy used in determining the mortality rates as at December 31 was as follows:

	2015	2014
Life expectancy at age 60 at December 31, 2015, and 2014 (in years)		
Males	27	27
Females	29	29
Life expectancy at age 60 at December 31, 2035, and 2034 (in years)		
Males	28	28
Females	30	30

c) Experience gains and losses

Experience gains and losses represent the change in the pension obligation due to the difference between the expected experience and the actual results. During 2015, the experience gains were $98 million (2014 – gains of $14 million).

d) Sensitivity analysis

The discount rate used to estimate the present value of the pension obligations has a significant effect on the pension obligations at the end of the year. A decrease of 50 basis points in the discount rate would have increased the pension obligations by $1,397 million and an increase of 50 basis points in the discount rate would have decreased the pension obligation by $1,300 million.

14. Supplementary Retirement Arrangement (SRA)

The SRA provides Plan members and their survivors with benefits that, because of limitations imposed by the ITA, cannot be provided under a registered pension plan. The SRA, together with the Plan, provides overall pension benefits to eligible members.

The SRA is registered with the CRA as a Retirement Compensation Arrangement under registration number RC4102229 and is administered in accordance with the applicable requirements of the ITA. Because the assets of the SRA are held in a separate fund, the net assets available for benefits and the pension obligations of the SRA are not included in these financial statements.

15. Funding valuation

In accordance with the PBSA and the ITA, an actuarial valuation is required to be filed every year, unless the funded status is greater than 120%, to estimate the Plan's surplus or deficit on a going-concern and solvency basis, and to determine the Plan's minimum funding requirements. The last actuarial valuation filed with OSFI and the CRA, as at December 31, 2014, disclosed a going-concern surplus of $500 million and a solvency deficit to be funded of $6.8 billion.

The current extrapolated estimate of the financial position of the Plan as at December 31, 2015, based on existing rules and regulations, is a going-concern surplus of approximately $1,230 million and a solvency deficit to be funded of approximately $6,199 million. Actual results may differ significantly from these estimates as actuarial assumptions are being finalized.

Over the past few years, low solvency discount rates increased the pension plans' solvency obligations and deficits significantly. Changes to pension legislation were implemented by the Government of Canada providing Crown corporations with funding relief on special solvency contributions if certain conditions are met. Under these regulations, the aggregate amount of the relief used by the Corporation is limited to 15% of the fair value of plan assets. As at December 2015, the aggregate amount of the funding relief used by the Corporation was $2,390 million.

In February 2014, the Government of Canada introduced the Canada Post Corporation Pension Plan Funding Regulations. Under these regulations, the Corporation is exempt from making special contributions into its Registered Pension Plan from 2014 to 2017. This temporary measure recognized the operational challenges encountered by the Corporation and provides immediate relief on its liquidities. During the relief period, the Corporation will continue to restructure its operations and will start addressing the Pension Plan in order to ensure its sustainability. The Corporation expects to resume special payments in 2018 at the end of the temporary relief period.

Without these sources of pension relief, the Corporation would have to make special payments of an estimated $1.3 billion in 2016 (including special payments of $33 million that are required to be made in order to cover transfer deficiencies).

Under CPA Canada Section 4600, the actuarial asset value adjustment is not included in the valuation methodology for accounting purposes. Therefore, the Plan surplus in these financial statements is different from the surplus (deficit) determined by the funding valuation. The following table provides a reconciliation between the surplus recorded in the valuation for funding purposes to the amount recorded in these financial statements.

	Extrapolation	Filed valuation
(in millions of dollars)	**2015**	2014
Surplus per valuation for funding purposes	$ 1,230	$ 500
Actuarial asset value adjustment	1,541	1,833
Other	–	(20)
Surplus per financial statement	**$ 2,771**	$ 2,313

16. Capital

Management of the Plan defines its capital as the funded status [surplus/(deficit)] as determined annually based on the fair value of the investment assets less the pension obligations as determined by an actuarial valuation prepared by an independent actuary. The funding surplus or deficit is used to measure the long-term health of the Plan to meet its obligations to its members and their survivors.

Management's objective, when managing the Plan's capital, is to ensure the Plan is fully funded to meet its benefit obligations over the long term through the management of investments, contribution rates and benefits.

Management has adopted a SIPP for the Plan, which sets investment objectives, guidelines and benchmarks used in investing the Plan's assets, permitted categories of investments, asset mix diversification and rate of return expectations. The Plan's SIPP was last amended on November 18, 2015. The Pension Committee is responsible for ensuring that the Plan assets are managed in accordance with the SIPP and the objectives and goals outlined therein.

17. Related party transactions

The Plan had the following transactions with related parties:

a) Transactions with the Corporation

Transactions with the Corporation were conducted in the normal course of activities and measured at the exchange amount. Included in administration expenses is $11 million (2014 – $11 million) for administration services provided by the Corporation to the Plan. Included in accounts payable and accrued liabilities is $10 million (2014 – $12 million) due to the Corporation for administration services provided to the Plan which are unsecured and will be settled in cash.

b) Key management personnel compensation

The Plan defines its key management personnel (KMP) as Canada Post Corporation's Board of Directors and senior executives responsible for planning, controlling and directing the activities of the Plan. As the Plan's KMP are employees of Canada Post Corporation, the remuneration, which includes short-term and post-employment benefits, is paid by the Corporation and the Plan reimburses the Corporation for a portion of these expenses.

The reimbursement for 2015 and 2014 for certain senior executives was $1,007 thousand and $823 thousand respectively and is included in the amount disclosed in note 17a. No remuneration is charged from the Corporation to the Pension Plan for the services provided by the Board of Directors of Canada Post Corporation and certain senior executives. Full disclosure of the Board of Directors' remuneration can be found in the Canada Post Corporation consolidated financial statements.

18. Commitments and guarantees

In addition to derivative contracts (note 5b), the Plan enters into commitments and guarantees related to the funding of investments. Future commitments to fund investments include investments in infrastructure, real estate and private equity limited partnership agreements. The future commitments are generally payable on demand based on the capital needs of the investment. As at December 31, 2015, these future commitments amounted to $1,447 million (2014 -$870 million). The maximum amount payable under guarantees provided as part of investment transactions was $76 million as at December 31, 2015 (2014 - $76 million). Guarantees and commitments are often provided as part of developing or holding an investment and as such often have no fixed expiration date.