



Highlights of the December 15, 2023, Trustees' Meeting

1. EXPERIENCE ADJUSTMENT SYSTEM – FIRST READING

- The ASEBP Trustees gave **initial approval** (first reading) to changes affecting the Experience Adjustment System (EAS) that will take effect September 1, 2024, to align with premium rate renewal.
- Changes address having alignment with the approach to premium rate setting, reducing volatility due to the application of surcharges and discounts, and having continued benefits for the entire pool:
 - Extend the Life Insurance/Extended Disability Benefits (Life/EDB) experience period from five years to six years.
 - Expand the EAS to include smaller employers with a range of adjustments spanning from a 15% discount to a 15% surcharge. The range for larger employers will remain from a 25% discount to a 25% surcharge.
 - Limit movements between EAS positions to 5% per year from the current 10%.
 - Reduce outlier experience for Life/EDB by limiting the minimum loss ratio to 0% and the maximum loss ratio to 200%.
- Please **note** that final approval (second reading) is required, and changes may occur between readings.

2. FISCAL YEAR END

- ASEBP's fiscal year end is changing from August 31 to December 31, primarily for auditing and financial reporting purposes.
- As the investment portfolio now represents 90% of ASEBP's total assets, and all investments share a year-end date of December 31, aligning ASEBP's fiscal year end will allow for a more seamless and timely audit process.
- This change will impact ASEBP's Annual Report during the transition. A progress report to August 31, 2023, will be shared early in the new year without the usual financials. Once the external audit is complete, a financial report that covers the fiscal year ending December 31, 2023, will be shared.
- The new January 1 to December 31 fiscal year will **not** affect premium rate setting and the plan design process, which are set to the school year to best serve covered member and employer needs.

3. FAREWELL

- This meeting marked Cindi Vaselenak's last one as ASEBP Trustee as her term draws to a close on December 31, 2023. The ASEBP Trustees wish Cindi all the best, acknowledging her contributions as a Trustee.

ASEBP TRUSTEES

Daryl Scott, Chair
James Gerun, Vice-Chair
Meagan Kuik
Judy Muir
Brett Nixon
Kim Pasula
Natashya Shewchuk
Morey Terry
Brad Toone
Cindi Vaselenak

CHIEF EXECUTIVE OFFICER

Kelli Littlechilds



ASEBP Trustees' Report

4. HAPPY HOLIDAYS

- This meeting marked the last one for 2023. ASEBP wishes you and your loved ones a holiday season filled with love, joy, and happy memories. Wishing you and yours a very Happy New Year, too.

The ASEBP Trustees' Report provides an overview of topics discussed at all ASEBP Trustees' Meetings. These meetings provide the opportunity for ASEBP Trustees to come together to discuss matters of importance at ASEBP—from the financial health of the benefit plan to the introduction of new benefits and programs. While all information in each report is an accurate account of decisions made at the meetings, there can be changes that occur between first and second readings of certain topics, which may result in differences between their reporting. To learn more about the ASEBP Trustees, please visit the Governance page, found in the About section of our website, asebp.ca.

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