

Financial Statements of

**UNIVERSITY OF WINDSOR
RETIREMENT PLAN FOR FACULTY
AND CERTAIN EMPLOYEES**

Registration Number: 0366849
Years ended June 30, 2012 and June 30, 2011



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INDEPENDENT AUDITORS' REPORT

To the Trustee of University of Windsor Retirement Plan for Faculty and Certain Employees

We have audited the accompanying financial statements of the University of Windsor Retirement Plan for Faculty and Certain Employees, which comprise the statement of net assets as at June 30, 2012 and June 30, 2011, the statement of changes in net assets available for the years then ended, and notes, comprising a summary of significant accounting policies and other explanatory information. The financial statements have been prepared by management based on the financial reporting provisions of Section 76 of the Regulations to the Pension Benefits Act (Ontario).

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the financial reporting provisions of Section 76 of the Regulations to the Pension Benefits Act (Ontario), 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 audits. We conducted our audits 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 net assets of University of Windsor Retirement Plan for Faculty and Certain Employees as at June 30, 2012 and June 30, 2011, and its changes in net assets for the years then ended in accordance with the financial reporting provisions Section 76 to the Regulations to the Pension Benefits Act (Ontario).

Basis of Accounting and Restriction on Use

Without modifying our opinion, we draw attention to Note 2 to the financial statements, which describe the basis of accounting. The financial statements are prepared to assist the University of Windsor Retirement Plan for Faculty and Certain Employees to meet the requirements of the Financial Services Commission of Ontario. As a result, the financial statements may not be suitable for another purpose. Our report is intended solely for the Trustee of the University of Windsor Retirement Plan for Faculty and Certain Employees and the Financial Services Commission of Ontario and should not be used by parties other than the University of Windsor Retirement Plan for Faculty and Certain Employees and the Financial Services Commission of Ontario.

Comparative Information

Without modifying our opinion, we draw attention to note 2 to the financial statements, which describes that the University of Windsor Retirement Plan for Faculty and Certain Employees adopted Canadian accounting standards for pension plans on July 1, 2011 with a transition date of July 1, 2010. These standards were applied retrospectively by management to the comparative information in these financial statements, including the statement of net assets as at June 30, 2011, and the statement of changes in net assets for the year ended June 30, 2011 and related disclosures.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, slightly slanted style. Below the signature is a long, horizontal, slightly curved line that underlines the text.

Chartered Accountants, Licensed Public Accountants

November 20, 2012

Windsor, Canada

UNIVERSITY OF WINDSOR RETIREMENT PLAN FOR FACULTY AND CERTAIN EMPLOYEES

(Registration Number: 0366849)
Statement of Net Assets

Years ended June 30, 2012 and 2011

	2012	2011
	\$	\$
Assets		
Accrued interest and dividends	1,058,183	731,271
Investments: (note 5)	323,138,015	328,258,973
Total assets	324,196,198	328,990,244
Liabilities		
Accrued liabilities	326,709	344,930
Net assets	323,869,489	328,645,314

See accompanying notes to fund financial statements.

On behalf of the Trustees:

_____ Administrator

_____ Administrator

UNIVERSITY OF WINDSOR RETIREMENT PLAN FOR FACULTY AND CERTAIN EMPLOYEES

(Registration Number: 0366849)
Statement of Changes in Net Assets

Years ended June 30, 2012 and 2011

	2012 \$	2011 \$
Increase in net assets:		
Investment income (note 7)	10,063,093	9,939,298
Net realized gain on sale of investments	-	8,513,067
Current period change in market values of investments	-	24,165,216
Contributions:		
Employee	5,230,095	4,504,026
Employer:		
Current service	8,057,729	8,262,321
Past service and other	2,646,756	2,646,756
	10,704,485	10,909,077
	25,997,673	58,030,684
Decrease in net assets:		
Current period change in market values of investments	6,888,302	-
Net realized loss on sale of investments	1,144,027	-
Benefit payments	16,580,133	15,769,564
Payments to individuals on cessation of employment:		
Transfers to other plans	4,495,468	423,713
Administrative expenses (note 8)	1,665,568	1,689,851
	30,773,498	17,883,128
Increase (decrease) in net assets	(4,775,825)	40,147,556
Net assets, beginning of year	328,645,314	288,497,758
Net assets, end of year	323,869,489	328,645,314

See accompanying notes to fund financial statements.

UNIVERSITY OF WINDSOR

RETIREMENT PLAN FOR FACULTY AND CERTAIN EMPLOYEES

(Registration Number: 0366849)
Notes to Fund Financial Statements

Years ended June 30, 2012 and 2011

1. DESCRIPTION OF PLAN:

The following description of the University of Windsor Retirement Plan for Faculty and Certain Employees (the "Plan") is a summary only. For more complete information, reference should be made to the Plan's text.

(a) General:

The University of Windsor sponsors two pension plans, one for faculty and certain other employees and the second for other employees. The plan for faculty and certain other employees is a money purchase plan with a defined benefit minimum guarantee. The plan for other employees is a defined benefit plan.

The Pension Fund (the "Fund") holds the assets for both of the University's Pension Plans (the Faculty and Certain Employees Plan and the Employees' Retirement Plan). Although the Plans are distinct and separate, the assets are invested jointly under a Master Trust Agreement in order to maximize investment income while minimizing administrative costs and management fees.

(b) Funding policy:

The Pension Benefits Act (Ontario) requires that the University of Windsor, the Plan's sponsor, must fund the benefits determined under the Plan. The determinations of the value of these benefits are made on the basis of a triennial actuarial valuation and any current legislative requirements.

(c) Income taxes:

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

(d) Investment policy:

The Plan invests, together with other registered participant plans, in The Master Trust Funds. The Master Trust Funds are administered by Northern Trust on behalf of the participant plans.

2. BASIS OF PREPARATION:

(a) Basis of presentation:

As permitted by the Financial Services Commission of Ontario ("FSCO"), the Plan may prepare financial statements in accordance with Canadian accounting standards for pension plans or prepare fund financial statements in accordance with Canadian accounting standards for pension plans excluding pension obligations and any resulting surplus or deficit. The Plan has prepared fund financial statements in accordance with Canadian accounting standards for pension plans excluding pension obligations and any resulting surplus or deficit.

The Plan adopted Canadian accounting standards for pension plans excluding pension obligations and any resulting surplus on July 1, 2011 with a transition date of July 1, 2010.

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Notes to Fund Financial Statements

Years ended June 30, 2012 and 2011

2. BASIS OF PREPARATION (continued):

(a) Basis of presentation (continued):

Canadian accounting standards for pension plans also require the Plan to follow general standards for financial statement presentation with respect to comparative information and retrospectively apply accounting changes. Accordingly, these standards were applied retrospectively by management to the comparative information in these fund financial statements including the statement of net assets as at June 30 2011, and the statement of changes in net assets for the year ended June 30, 2011 and related disclosures. However, no retrospective adjustments were required to be made to the comparative information presented in the statement of net assets and statement of changes in net assets.

In selecting or changing accounting policies that do not relate to its investment portfolio or pension obligations, Canadian accounting standards for pension plans require the Plan to comply (on a consistent basis) with either International Financial Reporting Standards ("IFRS") in Part I of The Canadian Institute of Chartered Accountants' ("CICA") Handbook - Accounting or Canadian accounting standards for private enterprises in Part II of the CICA Handbook - Accounting. The Plan has chosen to comply on a consistent basis with IFRS.

These fund financial statements have been prepared to assist the Trustees of the Plan to comply with the requirements of the FSCO under Section 76 of the Regulation to the Pension Benefits Act (Ontario). As a result, the fund financial statements may not be suitable for another purpose.

These fund financial statements of the Plan do not purport to show the adequacy of the Plan's assets to meet its pension obligation. Such an assessment requires additional information, such as the Plan's actuarial reports and information about the University's financial health.

These fund financial statements have been prepared in accordance with the significant accounting policies set out below.

(b) Basis of measurement:

The fund financial statements have been prepared on the historical cost basis, except for investments and derivative financial instruments which are measured at fair value through the statement of changes in net assets.

(c) Functional and presentation currency:

These fund financial statements are presented in Canadian dollars, which is the Plan's functional currency.

(d) Use of estimates and judgements:

The preparation of the fund financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities at the date of the statement of net assets and the reported amounts of changes in net assets during the year. Actual results may differ from those estimates.

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Years ended June 30, 2012 and 2011

2. BASIS OF PREPARATION (continued):

(d) Use of estimates and judgements (continued):

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimates are revised and in any future years affected.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Fair value measurement:

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

In determining fair value, the Plan has early adopted the guidance in IFRS 13, Fair Value Measurement ("IFRS 13"), in Part I of the CICA Handbook. As allowed under IFRS 13, if an asset or a liability measured at fair value has a bid and an ask price, the price within the bid-ask spread that is the most representative of fair value in the circumstances shall be used to measure fair value. The Plan uses closing market price as a practical expedient 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.

The best evidence of the fair value of a financial instrument at initial recognition is the transaction price, i.e. the fair value of the consideration given or received, unless the fair value of that instrument is evidenced by comparison with other observable current market transactions in the same instrument or based on a valuation technique whose variables include only data from observable markets. When transaction price provides the best evidence of fair value at initial recognition, the financial instrument is initially measured at the transaction price and any difference between this price and the value initially obtained from a valuation model is subsequently recognized in profit or loss on an appropriate basis over the life of the instrument but not later than when the valuation is supported wholly by observable market data or the transaction is closed out.

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

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Notes to Fund Financial Statements

Years ended June 30, 2012 and 2011

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued):

(a) Fair value measurement (continued):

Fair values of investments are determined as follows:

Bonds and equities are valued at year-end quoted market prices where available. Where quoted prices are not available, estimated fair values are calculated using comparable securities.

Short-term notes, treasury bills and term deposits maturing within a year are stated at cost, which together with accrued interest income approximates fair value given the short-term nature of these investments.

Guaranteed investment certificates, term deposits maturing after a year and mortgages are valued at the present value of estimated future cash flows discounted at interest rates in effect on the last business day of the year for investments of a similar type, quality, and maturity.

Pooled fund investments are valued at the unit values supplied by the pooled fund administrator, which represent the Plan's proportionate share of underlying net assets at fair values, determined using closing market prices.

Investment in Master Trust Funds are valued at the unit values supplied by the Fund Manager, which represents the Plan's proportionate share of underlying net assets at fair values determined using the accumulation of the fair values of the underlying investments.

(b) Financial assets and financial liabilities:

(i) Non-derivative financial assets:

Financial assets are recognized initially on the trade date, which is the date that the Plan becomes a party to the contractual provisions of the instrument. Upon initial recognition, attributable transaction costs are recognized in the statement of changes in net assets as incurred.

The Plan measures all of its investments at fair value through the statement of changes in net assets.

All other non-derivative financial assets including contributions receivable are measured at amortized cost.

The Plan derecognizes a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred or in which the Plan neither transfers nor retains substantially all the risks and rewards of ownership and does not retain control of the financial asset.

On derecognition of a financial asset, the difference between the carrying amount of the asset and consideration received is recognized in the statement of changes in net assets as a net realized gain (loss) on sale of investments.

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Years ended June 30, 2012 and 2011

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued):

(b) Financial assets and financial liabilities (continued):

(ii) Non-derivative financial liabilities:

All financial liabilities are recognized initially on the trade date at which the Plan becomes a party to the contractual provisions of the instrument.

The Plan derecognizes a financial liability when its contractual obligations are discharged, cancelled or expired.

Financial assets and liabilities are offset and the net amount presented in the statement of net assets when, and only when, the Plan has a legal right to offset the amounts and it intends either to settle on a net basis or to realize the asset and settle the liability simultaneously.

The Plan considers its accrued liabilities to be a non-derivative financial liability.

(c) Net realized gain (loss) on sale of investments:

The net realized gain (loss) on sale of investments is the difference between proceeds received and the average cost of investments sold.

(d) Income recognition:

Investment income, which is recorded on the accrual basis, includes interest and dividend income.

Brokers' commissions and other transaction costs are recognized in the statement of changes in net assets in the year incurred.

(e) Foreign currency:

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 retranslated into Canadian dollars at the exchange rate at that date.

Foreign currency differences arising on retranslation are recognized in the statement of changes in net assets as a current period change in market value of investments.

4. FUNDING POLICY:

The University is required to provide funding, based on triennial valuations and any current legislative requirements, necessary to ensure that benefits will be fully provided for at retirement. The University's funding policy is to make contributions from time to time using the level premium method as determined by the actuary.

The most recent actuarial valuation for funding purposes was prepared as at July 1, 2011 by William M. Mercer Limited. A copy of the valuation was filed with the Pension Commission as required by the Pension Benefits Act of Ontario.

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5. INVESTMENTS:

The following table summarizes investments at fair value and cost:

2012	Fair Value \$	Cost \$
Investment in Canadian Master Trust	225,251,576	218,053,436
Investment in Non-Canadian Master Trust	97,886,439	89,222,342
	323,138,015	307,275,778

2011	Fair Value \$	Cost \$
Investment in Canadian Master Trust	227,161,163	211,380,019
Investment in Non-Canadian Master Trust	101,097,810	89,121,245
	328,258,973	300,501,264

The following table summarizes the Plan's pro-rata share of the investments in the Master Trust Funds.

2012	Fair Value \$	Cost \$
Cash and short-term investments	18,386,486	18,386,486
Canadian bonds and debentures	117,838,453	107,872,213
Canadian common and preferred shares	89,026,637	91,794,737
Non-Canadian Shares	97,886,439	89,222,342
	323,138,015	307,275,778

2011	Fair Value \$	Cost \$
Cash and short-term investments	10,241,832	10,241,832
Canadian bonds and debentures	123,060,204	118,100,734
Canadian common and preferred shares	93,859,127	83,037,453
Non-Canadian Shares	101,097,810	89,121,245
	328,258,973	300,501,264

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6. STATUTORY DISCLOSURE:

The following information is provided in respect of individual investments with a cost or fair value in excess of 1% of the cost or fair value of the Plan, as required by the Regulation to the Pension Benefits Act (Ontario).

(i) Cash and short-term investments

Issuer	2012	2012	2011	2011
	Fair Value	Cost	Fair Value	Cost
	\$	\$	\$	\$
Phillips Hager North Pool	7,410,049	7,410,049	3,975,603	3,975,603

(ii) Canadian bonds and debentures:

Ontario Province Bonds	6,326,483	5,645,151	5,799,380	5,530,830
Canada Housing Trust	9,528,461	9,559,686	11,825,328	11,841,610
Government of Canada Bonds	12,550,765	11,828,813	13,364,842	12,976,329
Phillips Hager North Pool	20,081,350	19,991,033	20,364,839	20,126,289

(iii) Canadian Equity Pooled Plans:

FGP Small Cap Pool	5,050,298	4,620,737	4,273,012	3,582,948
SSGA Canadian Equity Index	39,870,848	42,332,124	-	-
McLean Budden Pool	-	-	50,755,161	46,108,752

(iv) Foreign Equity Pooled Plans:

Baillie Gifford Global Alpha	48,250,507	43,591,738	51,351,576	44,333,897
Sprucegrove Global	49,635,931	45,630,604	49,746,234	44,787,348

UNIVERSITY OF WINDSOR RETIREMENT PLAN FOR FACULTY AND CERTAIN EMPLOYEES

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Notes to Fund Financial Statements

Years ended June 30, 2012 and 2011

7. INVESTMENT INCOME:

	2012 \$	2011 \$
Investment in Canadian Master Trust	6,997,676	6,492,775
Investment in Non-Canadian Master Trust	3,065,417	3,446,523
	10,063,093	9,939,298

The following investment income represents the Plan's pro-rata share of the investment income earned by the Master Trust Funds:

	2012 \$	2011 \$
Cash and short term investments	127,594	68,281
Canadian bonds and debentures	5,150,949	5,367,525
Canadian common and preferred shares	1,719,133	1,056,969
Non-Canadian Shares	3,065,417	3,446,523
	10,063,093	9,939,298

8. ADMINISTRATIVE EXPENSES:

	2012 \$	2011 \$
Investment management fees	1,149,936	1,234,492
Actuarial and investment consulting fees	262,249	219,569
Sponsor administrative fees	93,029	74,033
Trustee fees	82,531	83,231
Audit fees	7,848	7,921
Miscellaneous	69,975	70,605
	1,665,568	1,689,851

UNIVERSITY OF WINDSOR RETIREMENT PLAN FOR FACULTY AND CERTAIN EMPLOYEES

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Notes to Fund Financial Statements

Years ended June 30, 2012 and 2011

9. FINANCIAL INSTRUMENTS:

(a) Fair values:

The fair values of investments are as described in note 3(a). The fair values of other financial assets and liabilities, being accrued interest and dividends and accrued liabilities, approximate their carrying values due to the short-term nature of these financial instruments.

Fair value measurements recognized in the statement of net assets are categorized using a fair value hierarchy that reflects the significance of inputs used in determining the fair values.

- Level 1 - unadjusted quoted prices in active markets for identical assets or liabilities;
- Level 2 - inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly; and
- Level 3 - inputs for assets and liabilities that are not based on observable market data. The Plan does not have assets classified as Level 3.

The following table illustrates the classification of the Plan's financial instruments using the fair value hierarchy as at June 30, 2012:

	Level 1 \$	Level 2 \$	2012 Total \$	2011 Total \$
Cash and short term investments	2,182,266	16,204,220	18,386,486	10,241,832
Canadian bonds and debentures	-	117,838,453	117,838,453	123,060,204
Canadian common and preferred shares	44,105,491	44,921,146	89,026,637	93,859,127
Non-Canadian shares	-	97,886,439	97,886,439	101,097,810
	46,287,757	276,850,258	323,138,015	328,258,973

(b) Associated risks:

(i) Market price risk:

Market price risk is the risk that value of an instrument will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to an individual investment, its issuer or all factors affecting all instruments traded in the market. As all of the Plan's financial instruments are carried at fair value with fair value changes recognized in the statement of changes in net assets, all changes in market conditions will directly affect result in an increase (decrease) in net assets. Market price risk is managed by the Administrator through construction of a diversified portfolio of instruments traded on various markets and across various industries. In addition, market price risk may be hedged using derivative financial instruments such as futures contracts.

The Plan's investments in equities are also sensitive to market fluctuations. An immediate hypothetical decline of 10% in equity values will impact the Plan's equity investments by an approximate loss of \$ 18,691,308 (2011 - \$19,495,694).

UNIVERSITY OF WINDSOR RETIREMENT PLAN FOR FACULTY AND CERTAIN EMPLOYEES

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Notes to Fund Financial Statements

Years ended June 30, 2012 and 2011

9. FINANCIAL INSTRUMENTS (continued):

(b) Associated risks (continued):

(ii) Liquidity risk:

Liquidity risk is the risk that the Plan will encounter difficulty in meeting obligations associated with financial liabilities. The Plan maintains an investment policy, as approved by the Administrator, which contains assets mix guidelines which help to ensure the Plan is able to liquidate investments to meet its pension benefit or other obligations.

(iii) Credit risk:

Credit risk is the risk that an issuer or counterparty will be unable or unwilling to meet a commitment that it has entered into with the Plan. The University does not expect any counterparties to fail to meet their obligations given their high credit ratings. The University has established policies and minimum credit rating requirements for such investments.

The Plan's fixed income investments are in Canadian-issued instruments and are diversified among federal, provincial, corporate and other issuers. In order to minimize the exposure of risk, a comprehensive investment policy has been developed. There were no significant concentrations of credit risk in the portfolio in either 2011 or 2012. The maximum credit risk exposure as at June 30, 2012 is \$ 117,838,453 (2011 - \$123,060,204).

The breakdown of the total Canadian bonds and debentures by credit ratings as at June 30, 2012 is:

Credit Rating	2012		2011	
	Fair Value	%	Fair Value	%
	\$		\$	
AAA	34,551,975	29	47,288,129	38
AA	48,410,094	41	47,037,547	38
A	27,595,477	24	21,494,161	18
BBB	7,280,908	6	7,240,367	6
	117,838,453	100	123,060,204	100

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Notes to Fund Financial Statements

Years ended June 30, 2012 and 2011

9. FINANCIAL INSTRUMENTS (continued):

(b) Associated risks (continued):

(iv) Interest rate risk:

The following tables summarize the fair values of investments by the earlier of contractual repricing or maturity dates, as well as average effective yields by class of investment.

Fair Value of Investments at June 30, 2012

	Within 1 Year \$	1 to 5 Years \$	5 to 10 Years \$	Over 10 Years \$	No Specific Maturity \$	Total \$	Average Effective Yield
Cash and short term investments	18,386,486	-	-	-	-	18,386,486	0.02%
Canadian bonds and debentures	681,007	15,731,197	12,769,217	68,575,683	20,081,350	117,838,454	3.00%
Canadian common & preferred shares	-	-	-	-	89,026,637	89,026,637	2.97%
Non-Canadian shares	-	-	-	-	97,886,438	97,886,438	2.74%
	19,067,493	15,731,197	12,769,217	68,575,683	206,994,425	323,138,015	

Fair Value of Investments at June 30, 2011

	Within 1 Year \$	1 to 5 Years \$	5 to 10 Years \$	Over 10 Years \$	No Specific Maturity \$	Total \$	Average Effective Yield
Cash and short term investments	10,241,832	-	-	-	-	10,241,832	0.18%
Canadian bonds and debentures	-	17,756,389	12,521,727	72,417,249	20,364,839	123,060,204	3.74%
Canadian common & preferred shares	-	-	-	-	93,859,127	93,859,127	2.05%
Non-Canadian shares	-	-	-	-	101,097,810	101,097,810	2.26%
	10,241,832	17,756,389	12,521,727	72,417,249	215,321,776	328,258,973	

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RETIREMENT PLAN FOR FACULTY AND CERTAIN EMPLOYEES

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Notes to Fund Financial Statements

Years ended June 30, 2012 and 2011

9. FINANCIAL INSTRUMENTS (continued):

(b) Associated risks (continued):

(iv) Interest rate risk (continued):

Interest rate risk is the risk that the market value of the Plan's investments will fluctuate due to the changes in the market interest rates. To properly manage the Plan's interest rate risk, appropriate guidelines on the weighting and duration for the bonds and other fixed income investments are set and monitored. The Plan's investments in fixed income are sensitive to interest rate movements. An immediate hypothetical 100 basis point or 1% increase in interest rates, with all other variables held constant, would impact Canadian bonds and debentures by an estimated loss of approximately \$ 10,135,000 (2011 - \$11,150,000).

(v) Foreign currency risk:

Foreign currency risk is the risk that fair value or future cash flows of a financial instrument will fluctuate because of the changes in foreign currency rates. The Plan invests in financial instruments and enters into foreign transactions denominated in Canadian dollars. The Plan is exposed to risks that the exchange rate of the foreign currency may change in a manner that has an adverse effect on the value of the portion of the Plan's underlying assets or liabilities invested in foreign transactions. The Plan's overall currency positions and exposures are monitored on a regular basis by the Administrator. The sensitivity to foreign currency risk is included in the market price risk analysis.

10. 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 University, which are not presented or discussed in these specified-purpose fund financial statements. The Plan fulfills 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 University. 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 University. The main use of net assets is for benefits payments to eligible Plan members. The Plan is required to file financial statements with the Financial Services Commission of Ontario.

11. RELATED PARTY TRANSACTIONS:

The Plan defines its key management personnel as the University's Board of Governors and other members of senior administration responsible for planning, controlling and directing the activities of the Plan. The Plan has not paid for services provided by key management personnel.

The University provides certain administrative services to the Plan. The cost to the Plan for these services during the year ended June 30, 2012 was \$93,029 (2011 - \$74,033), which is included in administrative expenses in Note 8 – Administrative Expenses.