

Open Pension Meeting

December 4, 2009

thinking forward

Agenda

- Discussion of Key Events during 2008/09
- Discussion of Capital Markets
- Overview of Pension Fund as of June 30, 2009 & September 30, 2009
 - ✓ Asset allocation by Manager and Asset Mix
 - ✓ Fund performance
- Manager Presentations
 - ✓ Background on firm
 - ✓ Performance as of June 30, 2009
 - ✓ Investment Outlook
- Questions

Key events during the year

thinking forward

Key events during the year

- June 2008 – Asset mix change following asset-liability review
 - Reduction of cash allocation from 5% to 2.5%; decrease of Universe Bond Mandate from 35% to 22.5%; introduction of Long Bond Mandate of 15% (implemented over 3 periods ending March 2009)
- August 2008 – Introduction of long bonds into portfolio commences
 - Allocation to Foyston, Gordon & Payne and Phillips, Hager & North
- April 2009 - New Star Investment Company terminated (EAFE specialty manager)
 - Funds transferred to SSGA to invest in EAFE Index fund pending review of global mandate
- November/December 2009 – Consolidation of Cdn equity managers
- Governance process under review

Next steps

- January/ February 2010 – Review of Non-North American (NNA) portfolio
 - Committee will be reviewing the investment structure of the NNA portfolio
 - Consideration for global equity mandate
- Approval of Pension Governance Manual

Capital Markets

thinking forward

Capital Market Performance: YTD

	Q3 2009	Q4 2009*	Year-to-Date*
DEX 91-Day T-Bill Index	0.1%	0.0%	0.6%
DEX Universe Bond Index	2.7%	1.3%	6.9%
DEX Long Bond Index	4.3%	0.9%	7.9%
DEX Real Return Bond Index	3.3%	3.1%	13.0%
S&P/TSX Composite Index	10.6%	0.9%	31.2%
S&P 500 Index (\$Cdn)	6.8%	2.2%	6.0%
MSCI EAFE Index (\$Cdn)	10.5%	-1.0%	11.5%
MSCI Emerging Markets Index (\$Cdn)	11.9%	2.6%	47.1%

* For periods ending November 30, 2009

Currency Impact on Returns

- For the unhedged Canadian investor, foreign equity returns were dampened by the strong appreciation of the Canadian dollar relative to major currencies over 2009

	Q3 2009	Q4 2009*	Year-to-Date*
CAD vs. USD	8.2%	1.8%	17.1%
CAD vs. Euro	3.8%	-0.9%	8.4%
CAD vs. GBP	11.4%	-0.8%	2.6%

** For periods ending November 30, 2009*

Capital Market Performance: June 30

Year Ending June 30, 2009

DEX 91-Day T-Bill Index	2.0%
DEX Universe Bond Index	7.0%
DEX Long Bond Index	4.6%
DEX Real Return Bond Index	-3.8%
S&P/TSX Composite Index	-25.7%
S&P 500 Index (\$Cdn)	-15.5%
MSCI EAFE Index (\$Cdn)	-21.0%
MSCI Emerging Markets Index (\$Cdn)	-17.4%

What Plan Sponsors are Doing?

- ✓ Generally, clients are not making substantial changes and are staying with their long term policies
- ✓ Assessment of pension risk management in context of investment, funding and benefit policy
- ✓ Addressing future inflation outlook, including implications of high inflation in addition to potential investment opportunities that may be undertaken in the near-term

What Plan Sponsors are Doing? (cont'd)

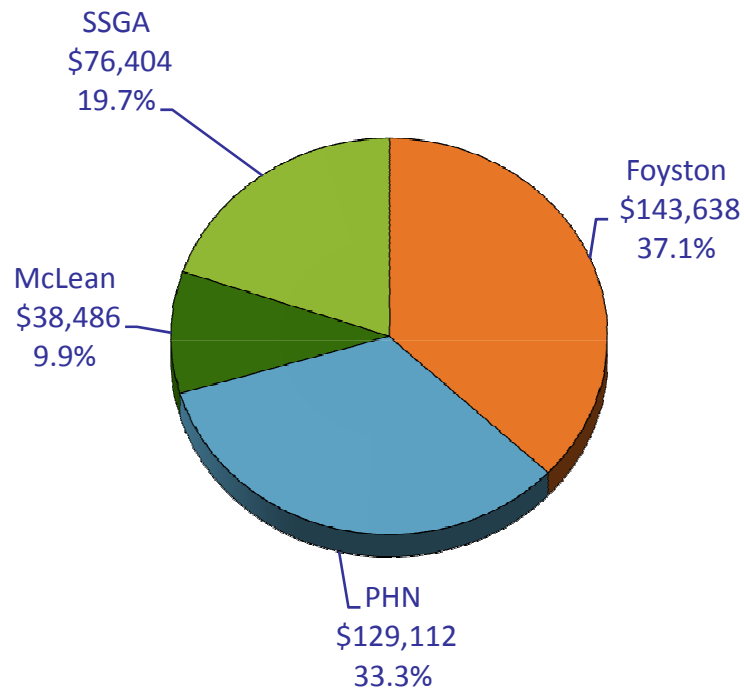
- ✓ Tactical investment issues – currency and credit exposure
- ✓ Consider alternate sources of excess return such as emerging markets and alternative investments
- ✓ Outsourcing a portion of pension investment management responsibilities through an “implemented consulting” approach is gaining some interest

Performance Results

thinking forward

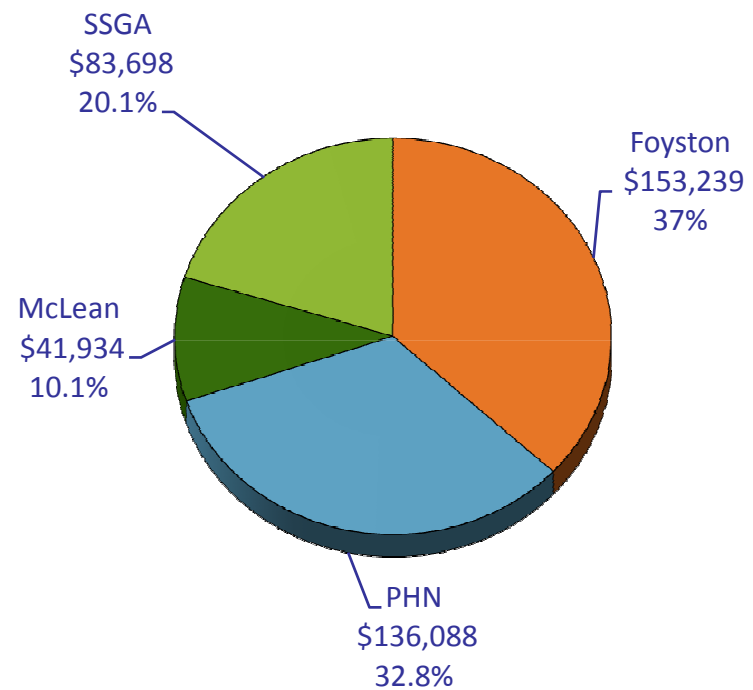
Asset Allocation by Manager (\$000)

June 30, 2009



*Total Market value of the Plan -
\$389,027,000*

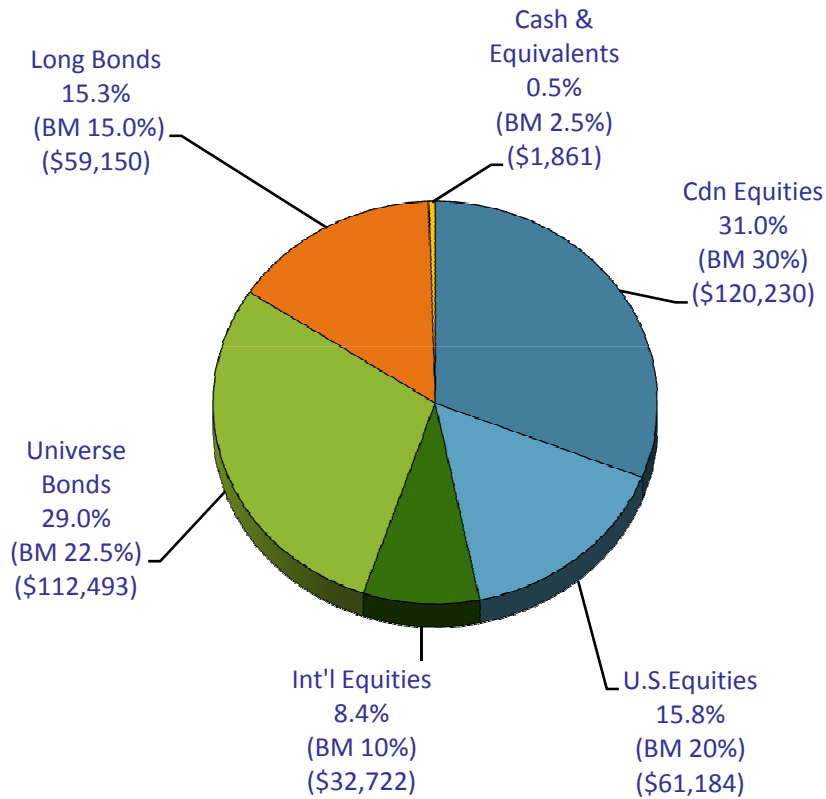
September 30, 2009



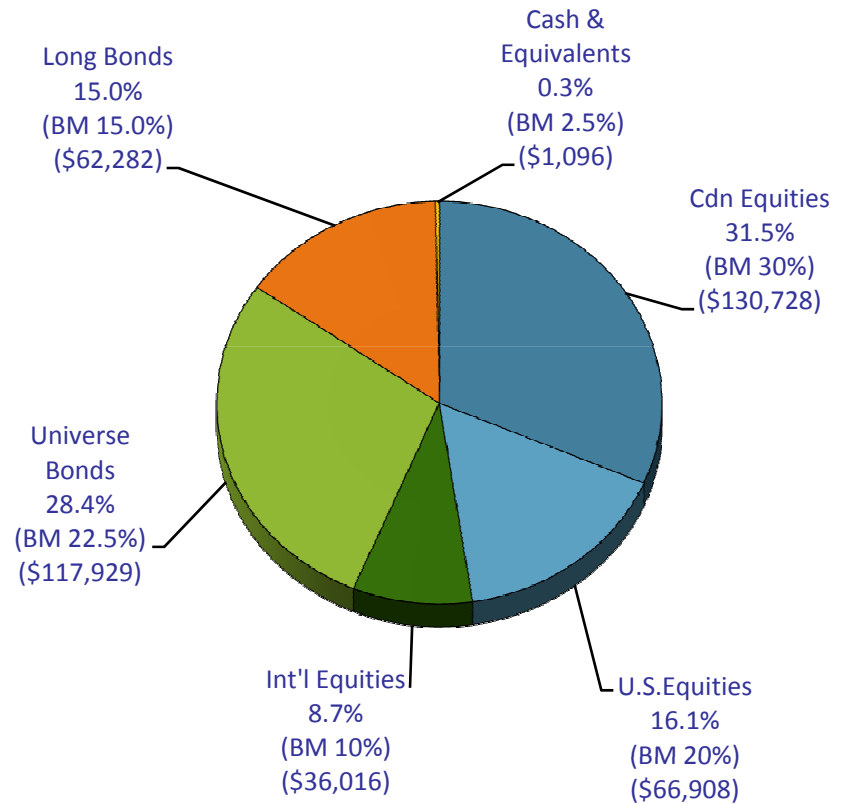
*Total Market value of the Plan
\$ 416,878,000*

Asset Mix (\$000)

June 30, 2009



September 30, 2009



Annualized Rates of Return as of June 30, 2009

	Mkt value at June 30/09 (000's)	One Year To June 30/09	Annualized to June 30, 2009		
			2 Years	3 Years	4 Years
Total Fund	\$ 389,027	-8.21%	-5.31%	1.19%	2.19%
U of Windsor Benchmark		-10.58%	-5.66%	0.44%	2.02%
Value added target BM+55 bp		-10.03%	-5.11%	0.99%	2.57%
Additional value added (shortfall)		1.82%	-0.20%	0.20%	-0.38%
Faculty Plan portion	\$ 270,104	69.4%			
Non-Faculty Plan portion	\$ 118,923	30.6%			

Annual Rates of Return as of June 30, 2009

	At June 30/09 Mkt Value (000's)	% MV	Annual to June 30/09	Annual to June 30/08	Annual to June 30/07	Annual to June 30/06	Annual to June 30/05
Total Fund	\$389,027		-8.2%	-2.3%	15.6%	5.3%	10.0%
U of Windsor Benchmark			-10.6%	-0.5%	13.8%	6.9%	6.9%
<u>Allocation by Manager:</u>							
Foyston, Gordon & Payne	\$126,136	32.4%	-3.0%	1.0%	14.0%	6.7%	11.9%
Phillips, Hager & North	129,112	33.2%	-3.0%	3.2%	13.9%	5.4%	11.0%
McLean Budden	38,486	9.9%	-25.5%	6.1%	16.6%	7.0%	10.8%
State Sreet Global Advisors - US Index	61,184	15.7%	-15.0%	-17.0%	15.3%	-1.3%	n/a
New Star	0	0.0%	n/a	-13.3%	21.4%	9.2%	n/a
State Sreet Global Advisors - EAFE Index	15,220	3.9%	n/a	n/a	n/a	n/a	n/a
Foyston, Gordon & Payne International	17,502	4.5%	-13.9%	-15.9%	25.7%	10.0%	4.4%
Cash	1,387	0.4%					
	\$389,027	100%					

Impact of Investment Performance for Faculty Plan

Gross fund return -8.56% for the year ended June 30, 2009

Net return of -8.95%

- Money Purchase balances decreased by -8.95% for active members
- Money Purchase pensions for all retirees decreased by:
 - 15.82% for those who retired before July 1, 2004
 - 14.98% for those who retired on and after July 1, 2004
(Actual increase is 50% of excess average return over 6% and mortality adjustment)
- Minimum Guaranteed pensions for all retirees increased by 1.65%

Impact of Investment Performance for Employees' Plan

Gross fund return -8.55% for the year ended June 30, 2009

Net return of -9.05%

- Rate of credited interest on employee contributions for the year ending June 30, 2009 is 2.31%
- Average Fund Return for pension increases 1.93%
 - 4 year average of fund return
- Pensions remain unchanged
 - Actual increase is 50% of excess average return over 6%, limited to 50% of the CPI increase (1.65% at June 30, 2009)

Annualized Rates of Return as of September 30, 2009

	Mkt value		Annualized to September 30, 2009		
	At Sep 30/09 (000's)	One Year To Sep 30/09	2 Years	3 Years	4 Years
Total Fund	\$ 416,878	6.51%	-1.74%	1.82%	3.09%
U of Windsor Benchmark		4.29%	-2.52%	1.28%	2.76%
Value added target BM+55 bp		4.84%	-1.97%	1.83%	3.31%
Additional value added (shortfall)		1.67%	0.23%	-0.01%	-0.22%
Faculty Plan portion	\$ 289,943	69.6%			
Non-Faculty Plan portion	\$ 126,935	30.4%			

Investment Manager Presentations

1. Phillips, Hager & North

- Michel Rheaume

2. McLean Budden

- Hans VansMonsjou, Scott Campbell

3. Foyston, Gordon & Payne – Domestic & International

- Steve Copeland, Jim Houston

4. State Street Global Advisors – US & EAFE Index

- Elham AyoubZadeh



PHILLIPS, HAGER & NORTH
Investment Management Ltd.

Investment Management Presentation to



**Open Committee
Meeting**

December 4, 2009

Presented by: Michel Rhéaume, Vice President



Est.1964



University of Windsor

Returns to June 30, 2009

	Qtr (%)	YTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
University of Windsor	9.4	9.5	-3.1	4.4	6.0
Benchmark*	7.2	7.2	-6.0	4.0	6.1
Canadian Equities	23.5	20.7	-22.9	-1.1	5.4
S&P/TSX Composite Index	20.0	17.6	-25.7	-0.9	6.6
Universe Bonds	4.2	5.6	7.7	6.2	6.1
DEX Universe Bond Index	1.3	2.8	7.0	6.2	5.9
Long Bonds	2.9	3.5	n.a.	n.a.	n.a.
DEX Long Bond Index	2.3	2.6	n.a.	n.a.	n.a.

* Benchmark: 32% S&P/TSX Capped Index, 38% DEX Universe Bond Index, 26% DEX Long Bond Index, 4% DEX 30 days T-Bills



University of Windsor

Returns to October 31, 2009

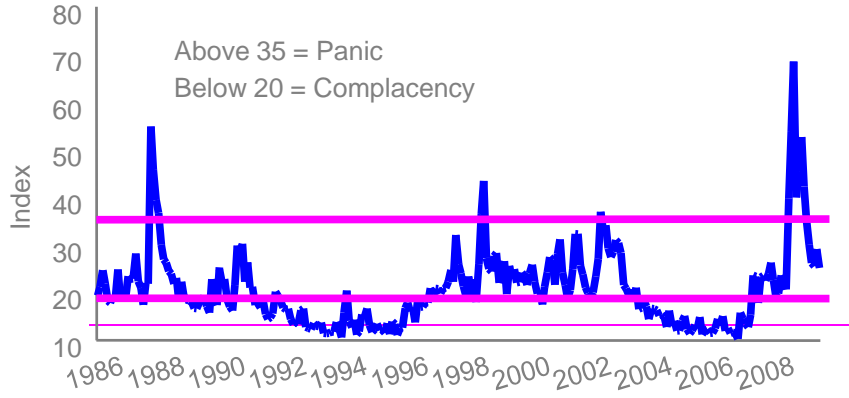
	4 Mths (%)	YTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)
University of Windsor	4.2	14.1	14.9	3.5	6.8
Benchmark*	3.9	11.4	13.7	3.3	6.8
Canadian Equities	3.8	25.3	12.7	-2.8	5.2
S&P/TSX Composite Index	6.1	24.8	15.7	-1.2	6.9
Universe Bonds	4.4	10.3	15.5	6.0	6.2
DEX Universe Bond Index	2.6	5.5	11.2	5.3	5.6
Long Bonds	4.2	7.9	n.a.	n.a.	n.a.
DEX Long Bond Index	3.7	6.3	n.a.	n.a.	n.a.

* Benchmark: 32% S&P/TSX Capped Index, 38% DEX Universe Bond Index, 26% DEX Long Bond Index, 4% DEX 30 days T-Bills



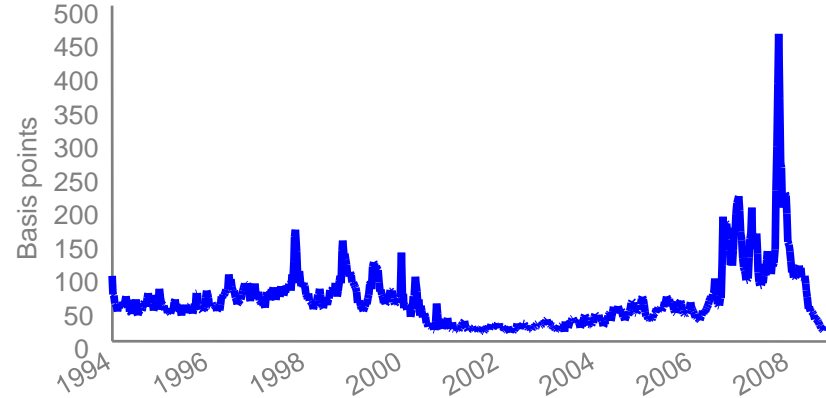
Credit Crisis has Ended for Most Market Participants

CBOE Volatility Index (VIX)



Source: Chicago Board Options Exchange

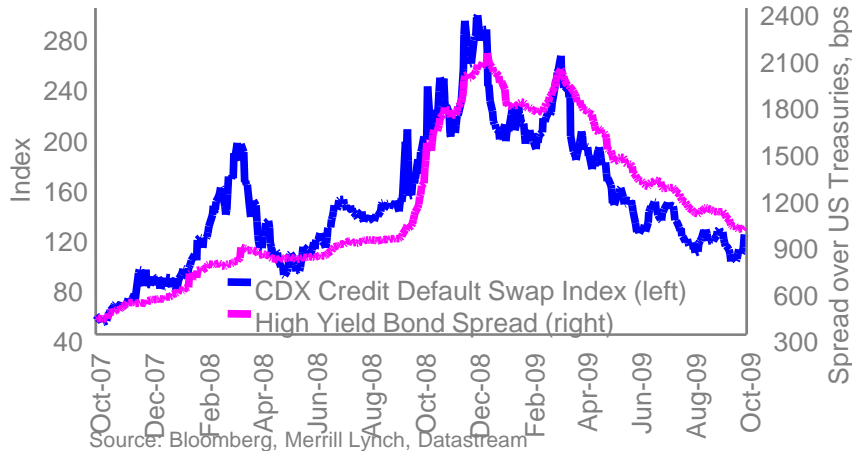
3-Month T-Bill Eurodollar Spread (TED Spread)



Source: Datastream

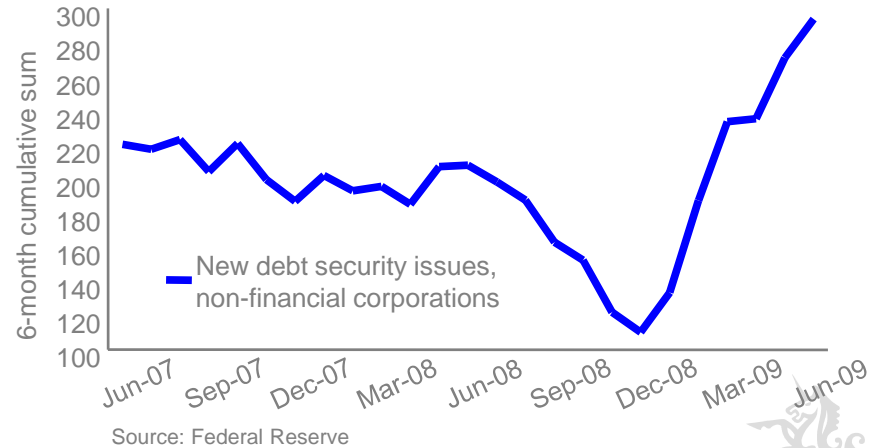
Note: The eurodollar rate reflects the cost of U.S. dollar funds for large non-U.S. financial institutions.

Credit Default Swaps & High Yield Credit Spreads



Source: Bloomberg, Merrill Lynch, Datastream

Corporate Debt Issuance



Source: Federal Reserve

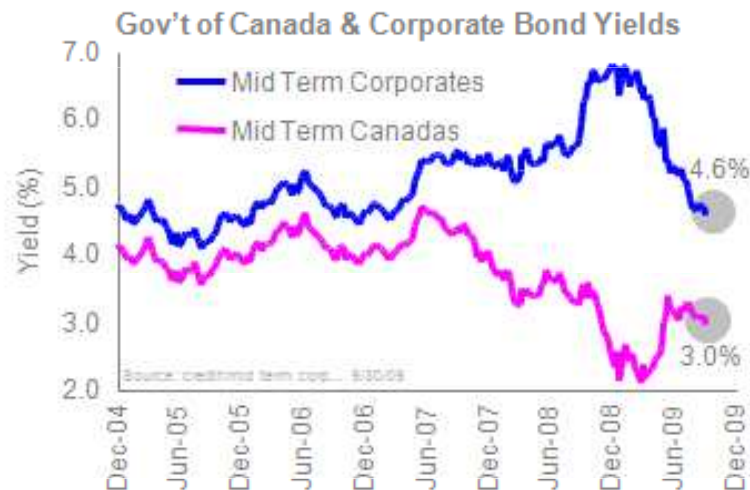


A Lasting Recovery is Underway

- Recession is over; likelihood of double-dip is fading fast, but pace of recovery to moderate in early 2010
 - widening gulf between current conditions and recession
 - pullback to stoke fears of “W” as comps become more challenging
- Ingredients of sustained recovery falling into place
 - aggressive stimulus to remain in place into 2010
 - confidence is recovering (spending to follow), early stages of inventory cycle at hand, and drags on economy from housing and investment are falling away
- Organic growth still lacking
 - self-sustaining recovery still several quarters away
 - financial system still not back to normal
- Inflation fears remain elevated (and overblown)
- Risks manifesting themselves in USD, putting CAD on track to parity



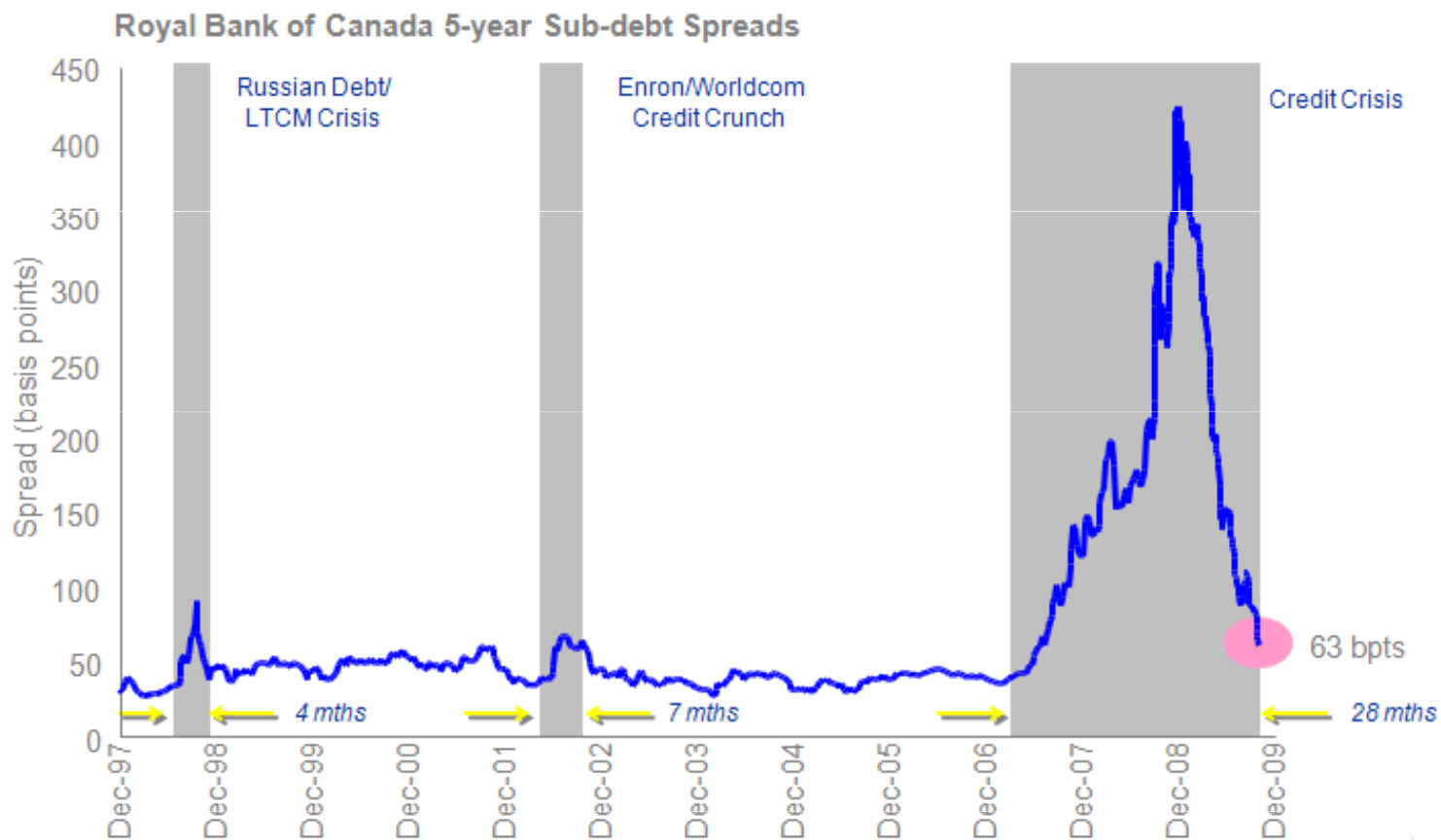
Market Review



	3 Mths %	1 Yr %	4 Yrs %	Oct/09 %
September 30, 2009				
DEX Universe Bond Index	2.7	10.3	5.1	-0.1
DEX Short Term Bond Index	1.7	8.6	5.1	0.2
DEX Long Term Bond Index	4.3	12.5	4.9	-0.6
DEX RRB Index	3.3	9.2	3.0	2.4
Sector (Mid-term)				
Canada	1.4	8.5	5.7	-0.5
Provincial	3.3	12.1	5.8	-0.6
Corporate	5.8	18.5	5.8	0.8
Sector (Long-term)				
Canada	1.6	9.4	5.3	-0.7
Provincial	4.9	12.2	5.0	-1.0
Corporate	6.8	18.8	4.3	0.5



Current Credit Crisis Longer and More Pronounced Than Past Episodes for Canadian Financials



Opportunities - Provincial Credit Spreads

Provincial Spreads Near Widest Levels in Decades



Canadian Equities

Performance Attribution for Year ended June 30, 2009

Canadian Equities	-22.9%
S&P/TSX Composite Index	<u>-25.7%</u>
Difference	+2.8%

What Hurt?

- Underweight Material sector - little gold exposure and Agrium down

What Worked?

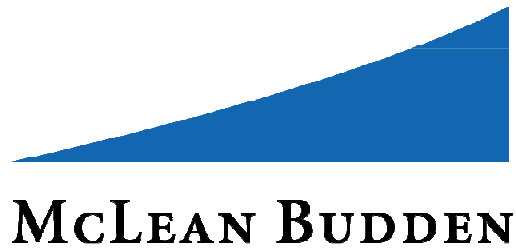
- Overweight Defensive sectors such as Financials and Consumer Staples
- Avoiding some technology securities that performed poorly
- Overweight rail stocks and avoiding airlines



Economic Outlook

1. Economic recovery is underway but longer-term structural challenges persist
2. Central banks have signaled short-term interest rates to stay low for a prolonged period of time – markets ahead of themselves in pricing in rate hikes
3. Bond market still caught in cross currents of disappointing growth and rising fears of inflation. Better opportunities in corporate and provincial bonds
4. Equity market may now consolidate recent outsized gains but environment still supports risk assets





Investment Management Presentation



Pension Open House

December 4, 2009

Scott Campbell, *Vice President*
Hans van Monsjou, *Vice President*

- Founded 1947
- Jointly owned by employees and Sun Life Financial
- Offices in Toronto, Montréal, Vancouver, and Chicago
- \$35 billion under management

Specialty Mandate Effective August 2008:

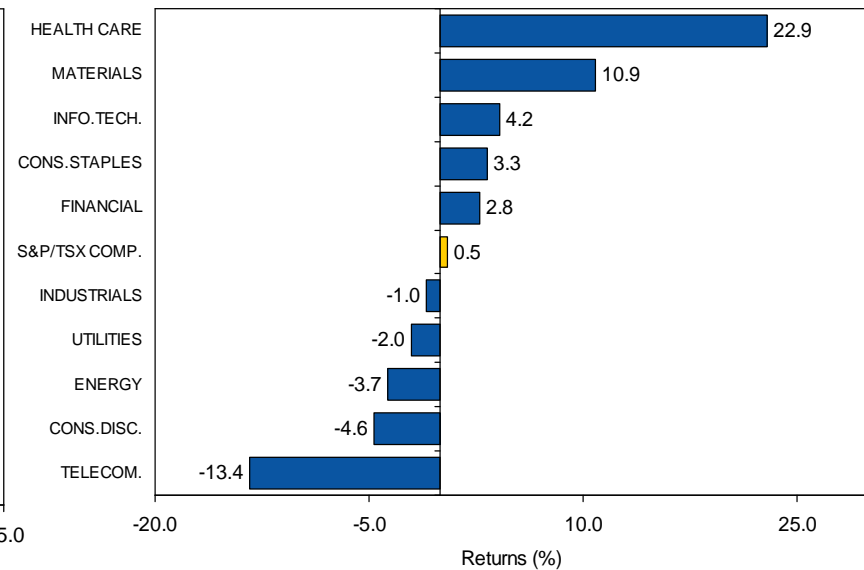
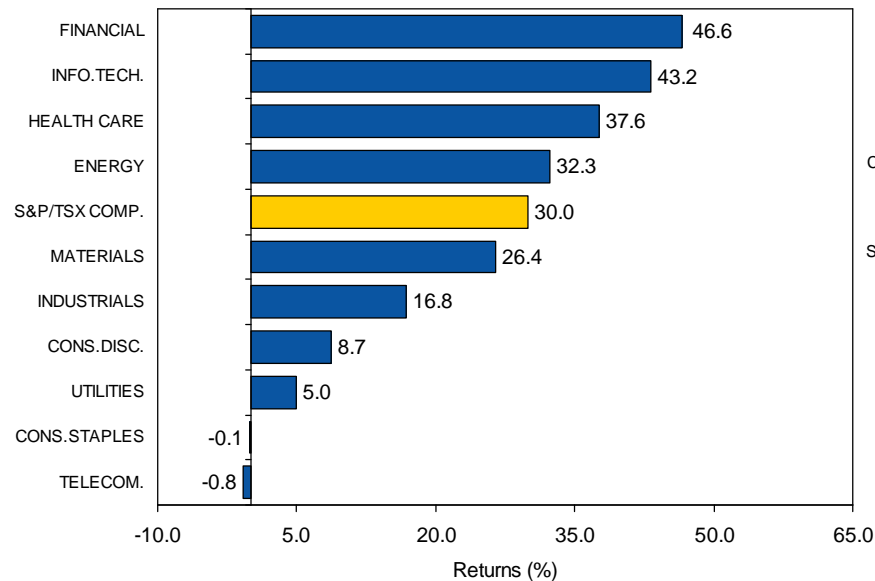
Canadian Equities (Growth):

- Emphasis on companies with large capitalization
- Earnings growth focus
- 30 to 40 holdings
- Formal weekly meeting

S&P/TSX Sector Returns (%)

(9 mos. ending September 30, 2009)

(Year ended September 30, 2009)



Performance for Periods Ending September 30, 2009:

	1 Year	2 Years	3 Years	4 Years	Inception*	10 Years
MB Canadian Equity Growth	3.7	-8.7	3.0	5.2	8.2	10.0
<i>BMO/TSX Comp CAP 10%</i>	<i>0.5</i>	<i>-7.2</i>	<i>1.9</i>	<i>3.7</i>	<i>7.6</i>	<i>8.7</i>

* McLean Budden has managed Canadian Equity Growth for the Plan since January, 2002

Portfolio Attribution – One Year ended September 30, 2009

Key contributors

- Energy +4.3% Favourable stock selection
- Consumer Discretionary +2.1% Favourable stock selection

Key detractor

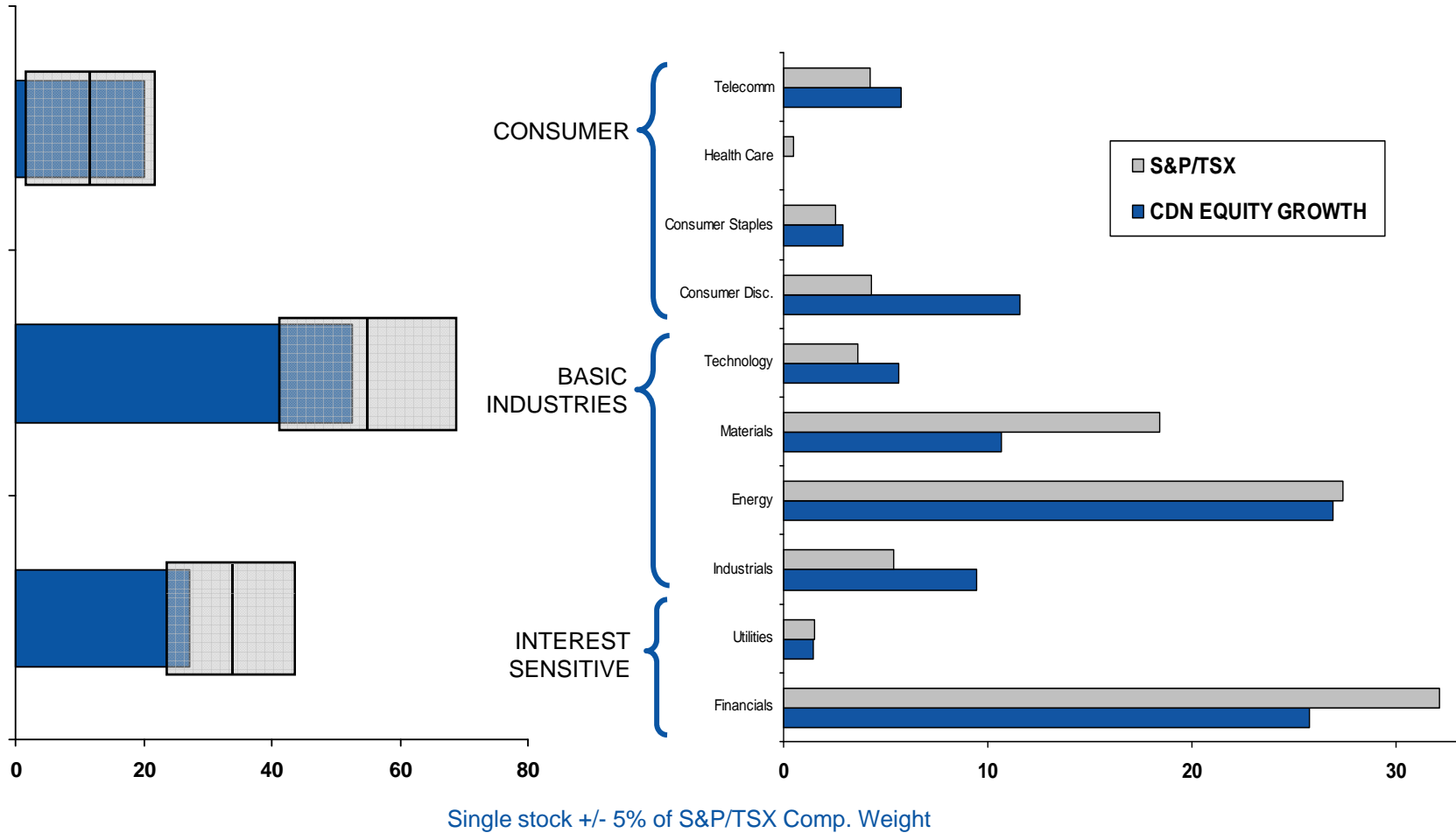
- Financials -1.3% Stock selection detracted

Value added vs. Index: 3.2% all from stock selection

RISK CONTROLS: CANADIAN GROWTH

September 2009
Economic Sectors
 75%-125% S&P/TSX Comp. Weight or +/-10%

September 2009
Industry Sectors
 50%-150% S&P/TSX Comp. Weight or +/-10%



- Global**
 - Stimulus pulls global economy from recession
 - Deflation remains near term risk
- Canada**
 - Canadian economy weathers storm
 - Canadian dollar overvalued
- Bonds**
 - Government bonds fairly valued
 - Corporate bonds remain relatively attractive
- Stocks**
 - Profits supported by cost cutting
 - Liquidity rally nearing end



McLEAN BUDDEN

SUPPLEMENTARY INFORMATION

Portfolio Attribution – One Year ended June 30, 2009

Key contributors

- Materials +1.2% Underweighted in this weak sector
- Energy +1.0% Favourable stock selection
- Consumer Discretionary +1.0% Favourable stock selection

Key detractors

- Financials -1.2% Stock selection detracted
- Information Technology -1.1% Stock selection detracted
- Materials -1.0% Stock selection detracted

Performance was virtually in line with the Index for the year.

INVESTMENT PRESENTATION

University of Windsor Pension Plan Open Pension Committee Meeting

Steve Copeland, CFA

December 4, 2009



Macroeconomic factors can overwhelm Global Capital Markets

- Changes can be rapid and extreme
- Banking system is critical to capital markets
- The largest global companies FAILED
- Confidence, both consumer and investor, turns to fear

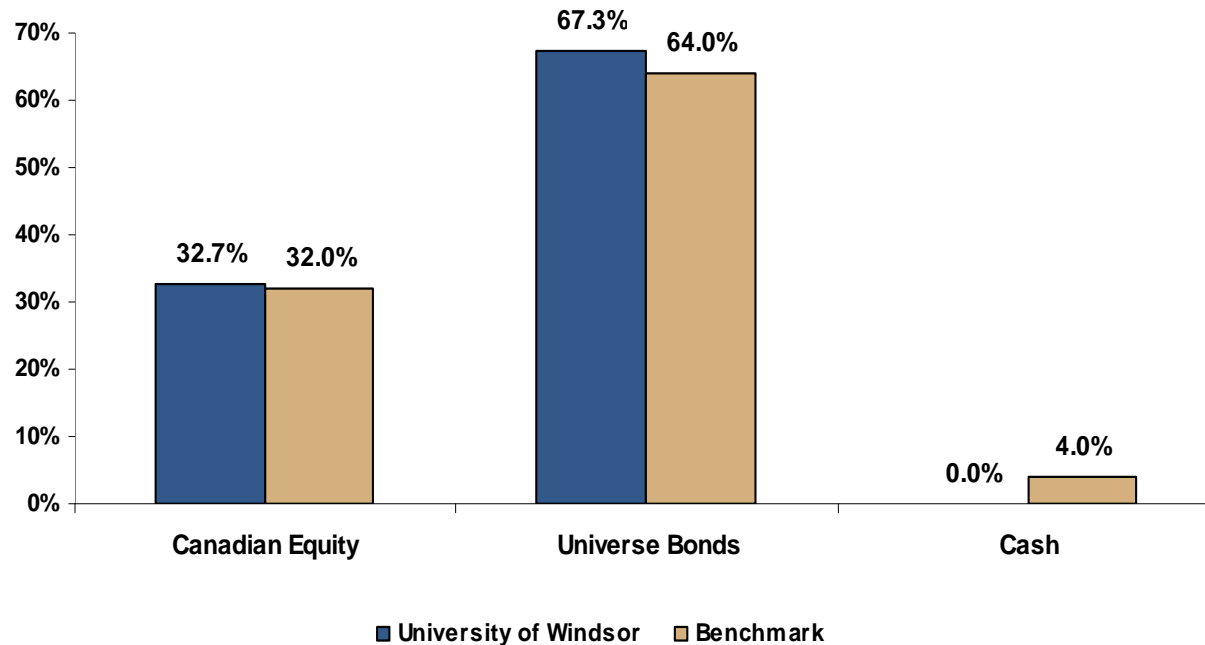
Short-term priced distortions can be extreme

- Pricing reverts to long-term fundamentals
- FGP long-term value investors - not market timers

Adhere to the FGP philosophy and process

- Independent analysis and research
- Independent investment thinking, not corporate management
- Investment grade ratings challenged and reaffirmed

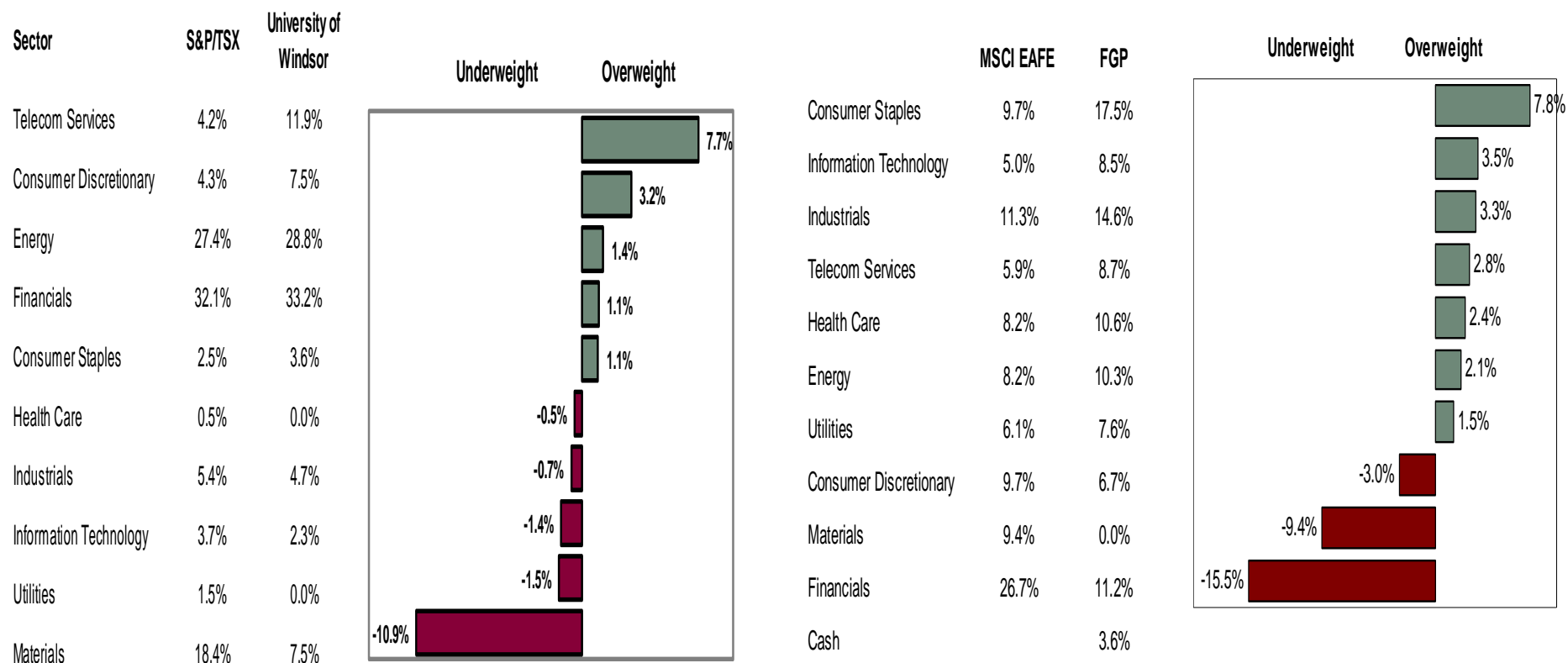
University of Windsor Pension Plan – Asset Mix



September 30, 2009

Investment returns are presented in Canadian dollars except where noted otherwise, are gross of investment management fees, net of fund expenses, and include reinvestment of dividends and income. Returns are time weighted and annualized for periods greater than one year. Values change frequently and past investment performance may not be repeated. FGP claims compliance with the Global Investment Performance Standards (GIPS), with verification conducted by Deloitte & Touche for the period January 2000 to December 2008. A copy of the FGP Performance Summary is available upon request.

FGP Canadian & International Equities Sector Allocation

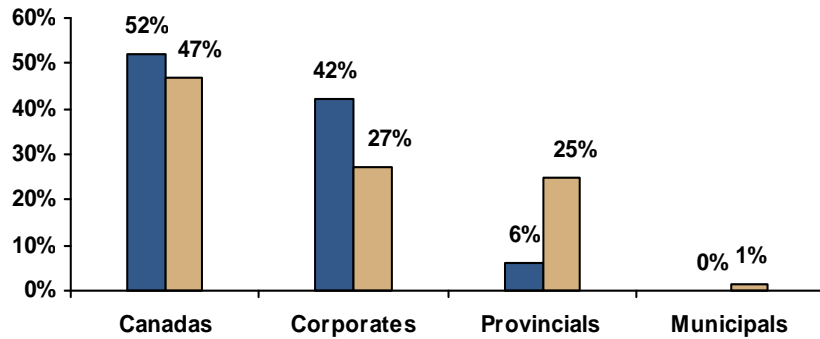


- Underweight Materials
- Underweight International Financials
- Positioned defensively: Quality and Yield

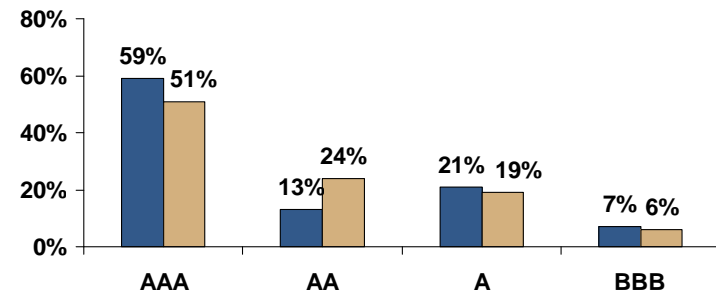
September 30, 2009

Portfolio Overview - Fixed Income

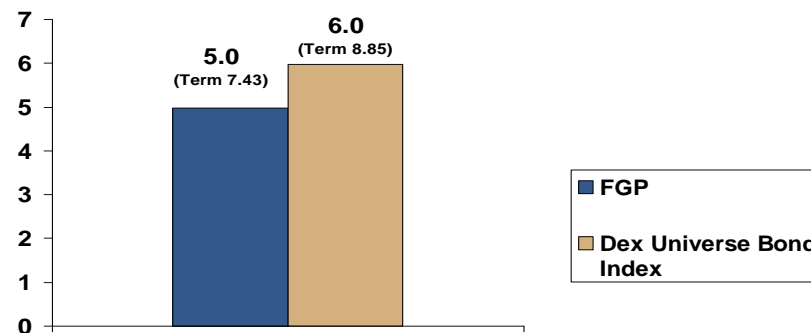
Sector Weightings



Credit Quality



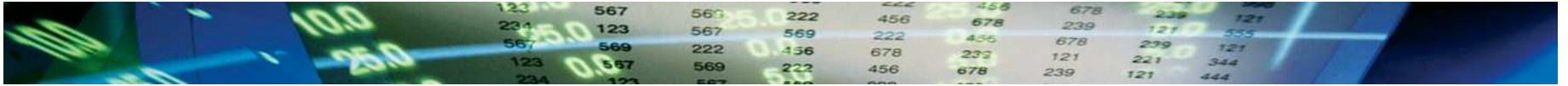
Modified Duration/Term in Years



- High quality
- Conservative duration
- Modest return expectation

Source: PC Bond Analytics – September 30, 2009

A presentation to:



Presented on
December 4th, 2009

Elham AyoubZadeh

State Street Corporation: Leading Provider of Financial Services to Institutional Investors



- **Fiduciary heritage since 1792**
- **Core business managing and servicing financial assets**



- **One of the leading providers of investment manager operations outsourcing**

- **Investment choices across the risk/return spectrum**

SSgA: Global Scale, Local Presence



Common Global Technology Platform Global Compliance and Risk Management

- 1,960+ employees, more than 445 investment professionals*
- 26 offices, 10 investment centers
- Six Global Alliance companies in 11 locations
- 24 hour trading capability, with trading desks in Boston, London, Hong Kong

As of September 30, 2009

* Includes Global Alliance companies



Agenda

- 1 Portfolio Review for the SSgA S&P 500® Index Strategy**
- 2 Portfolio Review for the SSgA MSCI EAFE® Index Strategy**

Appendix A: SSgA Overview

Appendix B: Disclosures

The views expressed in this material are the views of State Street Global Advisors through the period ended October 31, 2009 and are subject to change based on market and other conditions. All information has been obtained from sources believed to be reliable. There is no representation or warranty as to the current accuracy, reliability or completeness of, nor liability for, decisions based on such information. This document contains certain statements that may be deemed forward-looking statements. These statements are based on certain assumptions and analyses made by the Canadian GSPG team in light of its experience and perception of historical trends, current conditions, expected future developments and other factors it believes appropriate in the circumstances. **Past performance is not a guarantee of future results. Standard & Poor's S&P 500® Index is a registered trademark of Standard & Poor's, a division of The McGraw-Hill Companies, Inc. The MSCI EAFE® Index is a trademark of MSCI Inc. Full MSCI EAFE® Index trademark attribution can be found in Appendix B: Disclosures.**



S&P 500® Index Strategy Overview

Objective: Seeks to match the returns and characteristics of the S&P 500® Index as closely as possible

- **S&P 500® Index: Exposure to 500 leading companies in leading industries**

- Large-cap equity covering about 80% of US market

- Float-adjusted market capitalization

- Continuous reconstitution

- 5 year average historical turnover: 4%

- **S&P 500® Index Strategy**

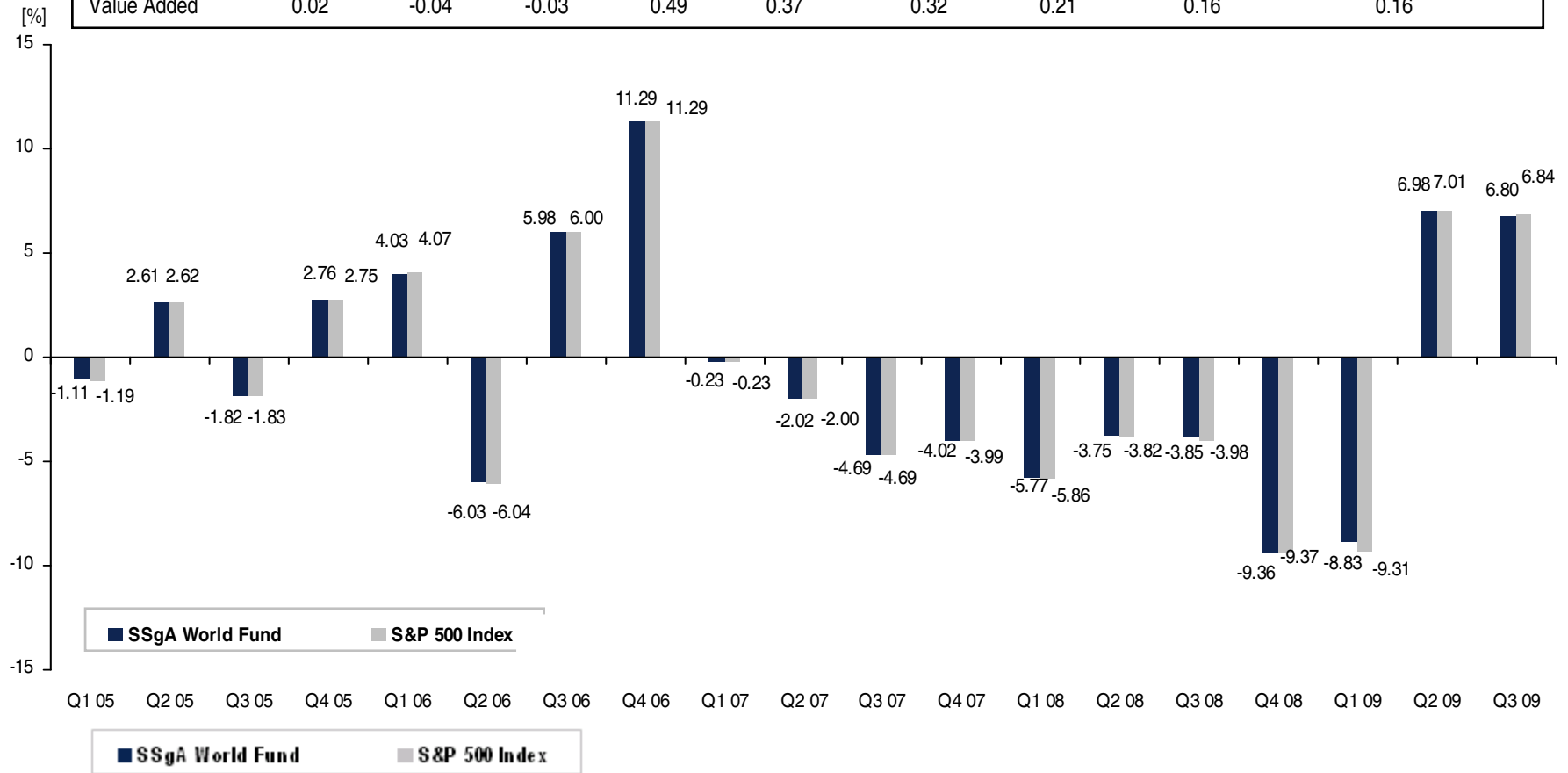
- Daily openings

Although some investments may exhibit certain characteristics of leverage transactions, SSgA will not borrow money or use derivatives for the S&P 500 Index Strategy in a manner that SSgA considers to have the purpose of creating investment leverage. Investments made by SSgA to hedge or reduce risk will not be considered to have been made for the purpose of creating investment leverage; SSgA generally will determine whether an investment has the effect of creating investment leverage by evaluating the effect of the investment on the exposure and risk profile of the Strategy's portfolio as a whole. Standard & Poor's 500® Index is a registered trademark of Standard & Poor's, a division of The McGraw-Hill Companies, Inc.

University of Windsor Performance: S&P 500 Index Strategy

Gross annualized returns for period ending October 31, 2009, in Canadian dollars*

	Oct 09	Q3 09	Q2 09	YTD	1 Year	2 Years	3 Years	4 Years	Since Inception*
SSgA World Fund	-1.49%	6.80%	6.98%	2.62%	-2.34%	-10.47%	-8.02%	3.71%	-3.16%
S&P 500 Index™	-1.50	6.84	7.01	2.13	-2.72	-10.79	-8.23	-3.87	-3.31
Value Added	0.02	-0.04	-0.03	0.49	0.37	0.32	0.21	0.16	0.16



*Inception date: December 2004

Source: SSgA. *Preliminary performance numbers

Past performance does not guarantee future results

MSCI EAFE® Strategy Overview

Objective: Seeks to match the returns and characteristics of the MSCI EAFE® Index as closely as possible

■ **MSCI EAFE Benchmark: Broad-based international index**

Consists of approximately 950 stocks in 21 countries outside North and South America

Seeks to capture 85% of each sector in each market

Quarterly reconstitution

Five year average historical turnover: 3%

■ **MSCI EAFE Index Strategy**

Daily openings

MSCI EAFE Markets

Australia
Austria
Belgium
Denmark
Finland
France
Germany
Greece
Hong Kong
Ireland
Italy
Japan
Netherlands
New Zealand
Norway
Portugal
Singapore
Spain
Sweden
Switzerland
United Kingdom

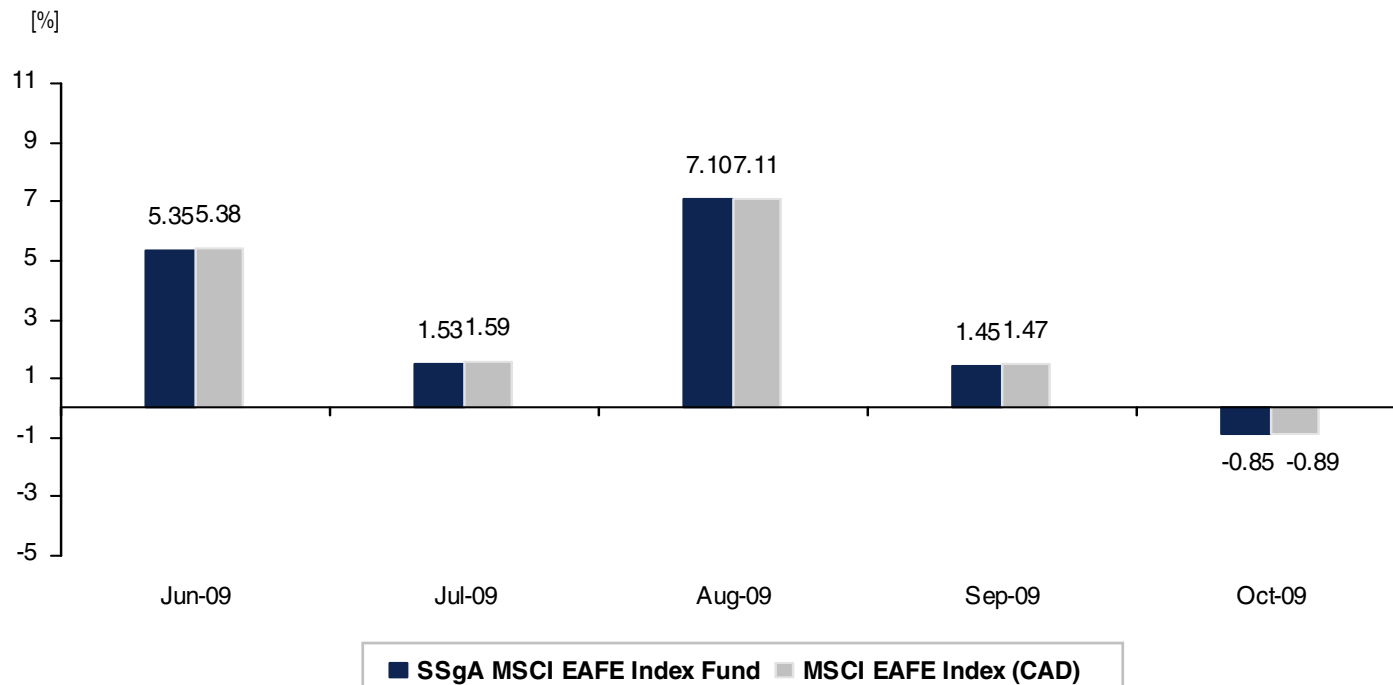
As of September 30, 2009

Although some investments may exhibit certain characteristics of leverage transactions, SSgA will not borrow money or use derivatives for the MSCI EAFE Strategy in a manner that SSgA considers to have the purpose of creating investment leverage. Investments made by SSgA to hedge or reduce risk will not be considered to have been made for the purpose of creating investment leverage; SSgA generally will determine whether an investment has the effect of creating investment leverage by evaluating the effect of the investment on the exposure and risk profile of the Strategy's portfolio as a whole.

University of Windsor Performance: MSCI EAFE Index Strategy

Gross annualized returns for period ending October 31, 2009, in Canadian dollars

	Oct 09	Q3 09	June 09	Since Inception
SSgA MSCI EAFE Index Fund	-0.85%	10.31%	5.35%	15.23%
MSCI EAFE Index (CAD)	-0.89	10.41	5.38	15.31
Value Added	0.04	-0.10	-0.03	-0.08



*Inception date: May 2009

Source: SSgA

Past performance does not guarantee future results

Question Period

thinking forward