

Retirement Solutions for my Generation



**Retirement
innovation is a
global issue**



The Tortoise & the Hare

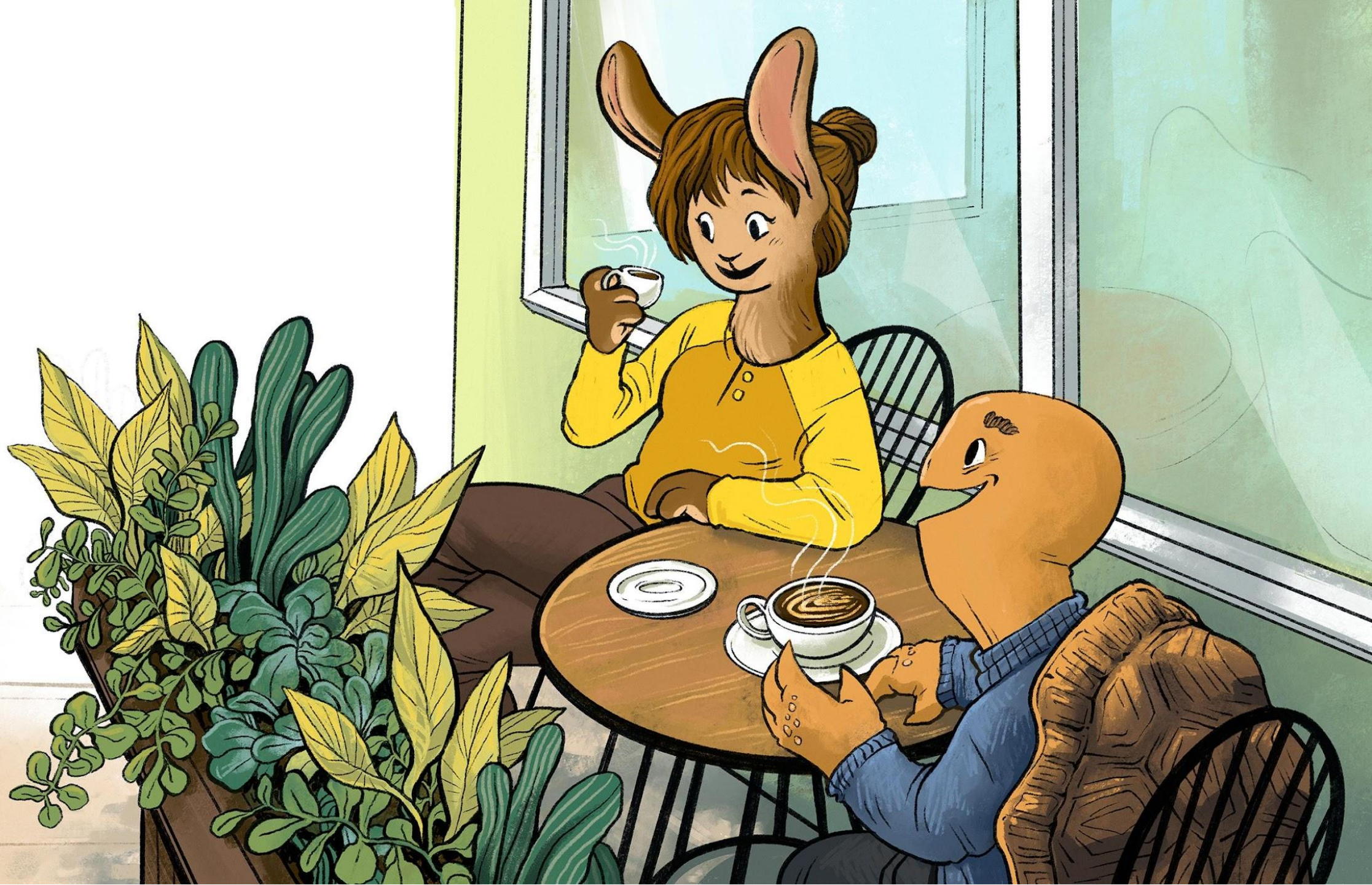












PENSION CRISIS FOR MILLIONS

Older Canadians planning to push back retirement due to inflation: survey

82%

of employers are concerned about greater competition for hiring.

 moneywise

More Americans are now working past 75

Survey finds 44% of Canadian pre-retirees have less than \$5,000 in savings

Americans' outlook on retirement darkens to an 11-year low

Gen X is 'generation anxious' about retirement—they think they need at least \$1.5 million to make a go of it

Will they ever retire?





**Defined
Benefit**

**Defined
Contribution**



**Defined
Benefit**

**Defined
Contribution**



**Defined
Benefit**



**Defined
Contribution**

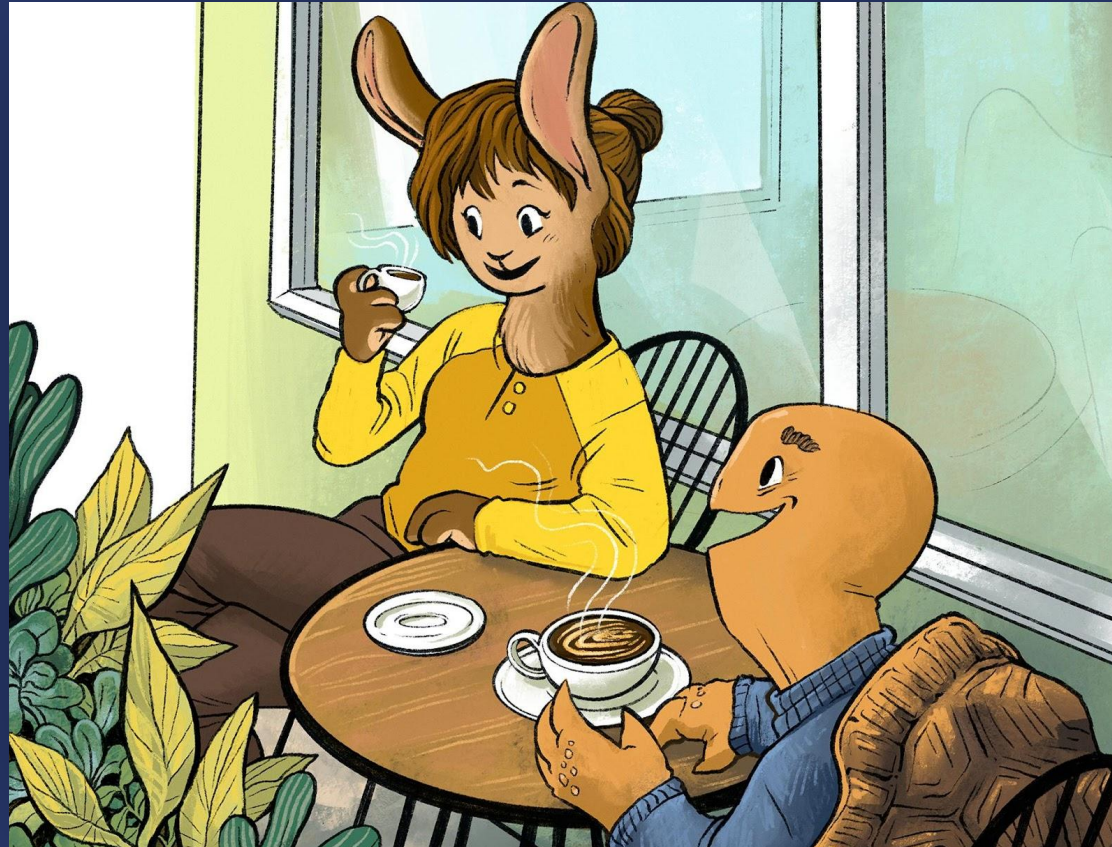


**Defined
Benefit**



**Defined
Contribution**

The needs of the next generation are different





**Defined
Benefit**

**Defined
Contribution**

Characteristics for a next-generation pension

01

Easy for **EMPLOYEES** to
understand and appreciate

02

Predictable costs & limited
EMPLOYER financial risk

03

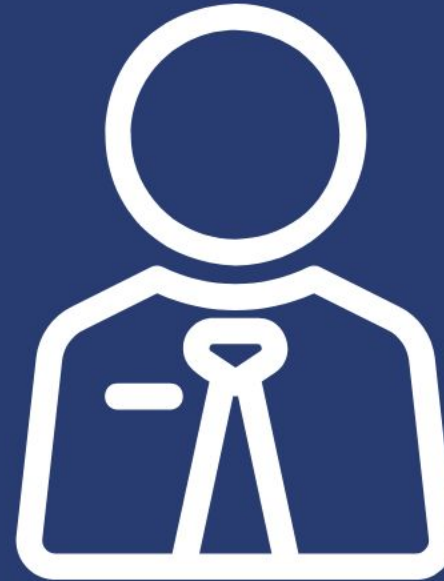
BALANCE of guaranteed
lifetime income and flexibility

Easy to understand and appreciate



01

Managing employer cost and risk



Balance of security and flexibility



Characteristics for a next-generation pension

01

Easy for **EMPLOYEES** to
understand and appreciate

02

Predictable costs & limited
EMPLOYER financial risk

03

BALANCE of guaranteed
lifetime income and flexibility

Looking forward to the next generation

