

**Announcement**  
**Ownership Changes to Robertson, Eadie & Associates Ltd.**

**May 20, 2020**

With the impending launch of the Ideal Canadian Pension Plan (“ICPP”), a new collective defined contribution pension plan designed to provide better retirement outcomes to Canadian private sector workers, we are pleased to announce some ownership changes at Robertson, Eadie & Associates Ltd. (“RE&A”).

Effective July 1, 2020, Steve Eadie and Jim Houston will divest their shares in RE&A.

Over the past year, Steve and Jim have been transitioning their responsibilities on the day to day management of RE&A to the other partners of RE&A, John Deinum, Andrew Gillies, and Drew Luchies. This transition has been completed, both timely and efficiently, and John, Andrew and Drew, are currently responsible for the operation and management of RE&A. This includes providing the highest quality service to RE&A clients while continuing to promote the ICPP as the best pension plan for many of Canada’s private sector employees.

Steve and Jim will continue in their current management roles with ICPP Funds Ltd., a subsidiary company of RE&A. There is no plan to change the management or business of ICPP Funds Ltd. at this time. Steve continues in his role as Chair of the Investment Management Oversight Committee for ICPP Funds Ltd. Jim continues in his role as Portfolio Manager for all of the ICPP Funds Ltd. investment funds.

The ICPP will be sponsored by an independent expert pension committee. Going forward, with the help of RE&A, Steve will take primary responsibility and focus on the launch of the ICPP. Steve intends to put his name forward as the initial Chair of the ICPP’s expert pension committee when the committee is formed in the coming months.

We at RE&A firmly believe that these changes will allow us to effectively manage RE&A and ICPP Funds Ltd. going forward, while supporting the introduction and delivery of the ICPP.

Should you have any questions regarding the above, please contact Andrew Gillies.

Yours very truly,



Andrew E. Gillies

Partner, Robertson, Eadie & Associates, Ltd.