

**THE PENSION PLAN FOR NON-PROFESSIONAL STAFF
OF THE UNIVERSITY OF GUELPH**

For the Year Ended September 30, 2003

December 5, 2003

Auditors' Report

To the Governors of the University of Guelph

We have audited the statement of net assets available for benefits of the Pension Plan for Non-Professional Staff of the University of Guelph (the "Plan") as at September 30, 2003 and the statement of changes in net assets available for benefits for the year then ended. These financial statements have been prepared to comply with Section 76 of Regulation 909 to the Pension Benefits Act of the Province of Ontario. These financial statements are the responsibility of the pension plan's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the Plan's management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the net assets available for benefits as at September 30, 2003 and the changes in net assets available for benefits for the year then ended in accordance with the basis of accounting as disclosed in note 3 to the financial statements.

These financial statements, which have not been, and were not intended to be, prepared in accordance with Canadian generally accepted accounting principles, are solely for the information and use of the Governors of the University of Guelph and the Financial Services Commission of Ontario for complying with Section 76 of Regulation 909 to the Pension Benefits Act of the Province of Ontario. The financial statements are not intended to be and should not be used by anyone other than the specified users or for any other purpose.

PricewaterhouseCoopers LLP

Chartered Accountants

The Pension Plan for Non-Professional Staff of University of Guelph

Statement of Net Assets Available for Benefits

As at September 30, 2003

(in thousands of dollars)

	2003	2002
ASSETS		
Interest in Pooled Fund of		
University of Guelph Pension Plans (Note 2)	12,432	11,598
Member contributions receivable	1	-
Other receivables	1	1
	12,434	11,599
LIABILITIES		
Accounts payable (Note 4)	189	10
Accrued interplan transfers	166	-
	355	10
Net Assets Available for Benefits	12,079	11,589

The Pension Plan for Non-Professional Staff of University of Guelph

Statement of Changes in Net Assets Available for Benefits

As at September 30, 2003

(in thousands of dollars)

	2003	2002
Increase in Net Assets		
Member contributions	16	25
Net increase in unrealized gain	1,517	-
Investment income	424	355
	1,941	355
Total Increase in Net Assets	1,957	380
Decrease in Net Assets		
Net realized loss	546	406
Net decrease in unrealized gain	-	417
Pension payments	556	554
Refunds of contributions (Note 5)	179	251
Administrative expenses and professional fees (Note 6)	20	21
Interplan transfers	166	52
	1,467	1,701
Total Decrease in Net Assets	1,467	1,701
Net Increase (Decrease) for the Year	490	(1,321)
Net Assets at Beginning of Year, at Market Value	11,589	12,910
Net Assets at End of Year, at Market Value	12,079	11,589

Pension Plan for Non-Professional Staff of University of Guelph
Notes to the Financial Statements
For the Year Ended September 30, 2003

1. Description of Plan

The following description of the Pension Plan for Non-Professional Staff of the University of Guelph (the “Plan”) is a summary only. For more complete information, reference should be made to the Plan Text.

General

The Plan is a contributory defined benefit pension plan and is registered with Canada Customs and Revenue Agency and the Financial Services Commission of Ontario (registration #0324632). The Plan holds units in the Pooled Fund of the University of Guelph Pension Plans. The Plan is integrated with the Canada Pension Plan (“CPP”).

Plan Eligibility

The option of joining this plan has been discontinued.

Service Pensions

A service pension is available based on the number of years of service, to a maximum of 35 years, times the sum of 1.267% of the final average earnings up to the average CPP yearly maximum pensionable earnings and 1.667% of the difference between average CPP yearly maximum pensionable earnings and final average earnings. Final average earnings are based on the employee’s best 36 consecutive months of earnings. The normal retirement age is 65.

Survivor Pensions

A survivor pension is paid to a spouse, a dependent child, or a named dependent of a plan member if so elected by the plan member.

Refunds

A death refund is payable to the estate of a pensioner or survivor where such pensions have not been paid to the full extent of contributions plus interest. Similarly, a death refund is payable to the named beneficiary of the estate of a plan member where no survivor pension is paid.

Upon application, and subject to lock-in provisions, a withdrawal refund, with interest on the contributions, is payable when a plan member ceases to be employed by the University of Guelph.

Vesting

Pension benefits vest in the plan member immediately upon joining the Plan.

Pension Plan for Non-Professional Staff of University of Guelph
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1. Description of Plan (continued)

Income Taxes

The Plan is a registered pension trust as defined in the Income Tax Act (Canada) and, as such, is exempt from income taxes.

Funding Policy

In accordance with the Plan Text, plan members are required to contribute 3.75% of their salary up to CPP yearly maximum pensionable earnings and 5.25% of their salary above CPP yearly maximum pensionable earnings to the Plan. The University of Guelph is required to provide any additional funding, based on actuarial valuations, necessary to ensure that defined benefits will be fully provided for at retirement. The most recent actuarial valuation for funding purposes was prepared by Towers Perrin as of September 30, 2001 and a copy of this valuation was filed with the Finance Commission of Ontario. Based on the most recent actuarial valuation, no contributions were made by the employer to the defined benefit plan.

2. Interest in Pooled Fund

The assets of the Plan are administered in a Pooled Fund, which includes the assets of other University of Guelph pension plans. The Plan holds units in the Pooled Fund and these units had a market value of \$12.4 million (2002 - \$11.6 million) and a book value of \$12.6 million (2002 - \$13.3 million) at September 30, 2003.

The market value of the units in the Pooled Fund reflects the market values where available or comparable security prices as appropriate. The Pooled Fund holds investments in the following categories: cash, treasury bills, Government of Canada Bonds, bonds and debentures issued by Canadian corporations, shares and pooled funds.

3. Significant Accounting Policies

Basis of Accounting

These financial statements have been prepared in accordance with the significant accounting policies set out below to comply with the accounting requirements prescribed by the Financial Services Commission of Ontario for financial statements under section 76 of Regulation 909 of the Pension Benefits Act of the Province of Ontario. The basis of accounting used in these financial statements materially differs from Canadian generally accepted accounting principles because it excludes the actuarial liabilities of the plan. Consequently, these financial statements do not purport to show the adequacy of the plan's assets to meet its pension obligations.

Pension Plan for Non-Professional Staff of University of Guelph
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3. Significant Accounting Policies (continued)

Investment Income

Investment income consists of interest income, recognized as it accrues, plus dividend income, recognized as of the ex-dividend date, less investment counsel fees and trustee fees.

Net Realized Gain (Loss)

The net realized gain (loss) is based on the sale or transfer of underlying investments in the Pooled Fund. Gains and losses on the sale of investments in the Pooled Fund are recorded at the settlement date and are based on the average cost of the securities.

Contributions and Benefit Payments

Contributions and benefit payments are recorded on the accrual basis.

4. Accounts Payable

[in thousands of dollars]	2003	2002
Refund of contributions plus interest	183	4
Administration fees to the University of Guelph	4	4
Professional fees	1	2
Other	1	-
	189	10
	189	10

5. Refunds of Contributions

[in thousands of dollars]	2003	2002
Upon termination or withdrawal	179	251
	179	251
	179	251

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6. Administrative Expenses and Professional Fees

[in thousands of dollars]	2003	2002
Actuarial fees	11	12
General and administrative expenses	9	9
	<u>20</u>	<u>21</u>

7. Related Party Transactions [in thousands of dollars]

During the year ended September 30, 2003, the University of Guelph charged the Pooled Fund \$360 (2002 - \$345) for administrative services. Of these charges, \$8 (2002 - \$8) related to the non-professional plan.