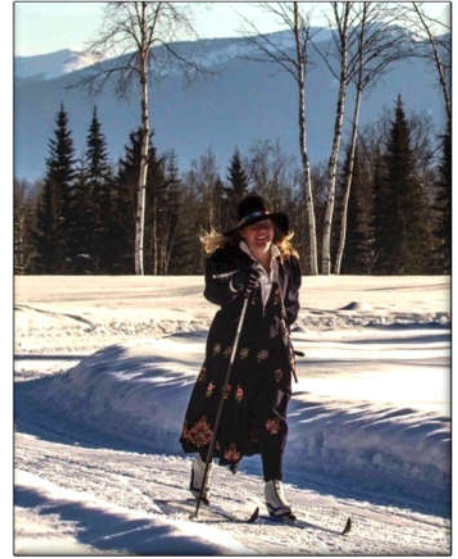


The Partner News

BC Partners In Planning's Client Newsletter

Sadly, we are remembering Marian in this issue. As one of the founders of BCPIP she was the visionary who guided our business to what it is today. She was a great leader, tireless worker on behalf of our clients and an extremely talented problem solver. She was also a wonderful and generous partner and friend. Positively, Marian had many interests outside of our business, ranging from skiing and sheep rearing to dancing and dragon boat racing. She had friends from all corners of the globe and was also extremely involved in many civic and charitable endeavors. We, her family, and the community have lost an incredible spark who always saw the best in people and always was there to lend a helping hand.....whether called upon or not. We will never forget her perpetual smile and relaxed manner. Marian, we miss you dearly.



Canada Pension Plan

The Program

First introduced in 1966, the Canada Pension Plan (CPP) is a public retirement pension benefit designed to help Canadians replace part of their retirement income. The CPP is comprised of mandatory contributions made throughout your working life by you and your employer(s). A CPP contribution is deducted from each paycheque, and matched by your employer. As of 2021, the contribution rate that applies to your earned income is 5.45% up to the Year's Maximum Pensionable Earnings (YMPE or Earnings Ceiling) of \$61,600. If you were self-employed, you would pay both the employee and employer rate at 10.90% to a maximum of \$6,332.90.

CPP Enhancement

In 2019, the government implemented the CPP enhancement, a two phase process designed to gradually increase the maximum retirement benefit by about 50%. In its first phase, the rate will be incrementally increased by 1% over a 5 year period. Once the rate reaches 5.95% in 2023, the second phase will begin in 2024 by creating a second earnings ceiling. This second earnings threshold will be 7% higher than the first earnings ceiling and increase to 14% in 2025.

When to Start

The decision of when to start the CPP benefit can be diffi-

cult, but is based on your current financial position and retirement goals. The standard age to start receiving benefits is 65 years old, however, you are able to start as early as age 60. The consequence for starting before 65 is that the government will apply a 0.6% accruing reduction rate to your monthly benefit. The reduction rate will accrue monthly and max out at 36% if you were to start receiving at 60. Starting between 65 and 70 will have the opposite effect and increase your benefit at an accruing rate of 0.7% per month. This means waiting until turning 70 will result in a maximum enhancement of 42% on your benefit. Delaying past 70 will provide no added benefit.

Our analysis shows that starting CPP earlier will mainly be beneficial in the short-term as you will be able to accumulate on average \$25,292 before turning 65. The break-even age for starting the CPP at 60, compared to 65 or 70, is 73 and 77 years old respectively at a 3% discount rate. Meaning, if you are expecting to live past those ages, it would be beneficial for you to wait rather than starting early. With average life expectancies for men being 83.6 and women being 86.6 (Statistics Canada, 2019), it might seem promising to wait. However, it is difficult to predict when you will pass away and some things to consider are hereditary concerns in your family, how long your parents lived, and your current state of health.

At the end of the day, starting your CPP should not be a last-minute decision when you retire. We encourage you to reach out to us to check in on your financial plan and discuss when it would be optimal for you to start.

Who's Behind the Books?



Philan, Ale and son,
Cruz McLean Policar,
born on February 6, 2021
Welcome Cruz!

Philan Policar - Partner

Philan is one of the partners at BCPIP and has worked with us for 10 years now. We had the chance to sit down with Philan and ask him a few questions.

BCPIP: Tell us a little bit about your journey getting to BCPIP.

Philan: I am originally from Australia, where I completed my undergraduate degree in

commerce, majoring in accounting and finance. I had planned to start my career at one of Australia's Big Four accounting firms, however, when my family moved to Vancouver in 2009, I joined them for a break before starting real life in Australia. Evidently, that "gap year" ended up being forever, because I fell in love with Vancouver! In 2011, I started my BCPIP journey for a six-week co-op term bursting personal tax returns, compiling trust returns, e-filing, inputting, and pretty much doing anything that needed doing. I stayed on afterward and realized that the complexity that came with the next project was something I really enjoyed and wanted to continue to do. I became a full time employee, earned my CPA, CA, CFA, CFP, and have been a partner since 2018.

BCPIP: That is an impressive list of credentials! How have you grown from when you started to now being a partner?

Philan: I have grown a lot since first starting and I think it is a testament to how well BCPIP is structured. My role has grown with me because there is such a variety of things that we do here that has allowed me to try new things. Every year has been so fulfilling for me because there seems to be more progression in my work and in myself. The other partners have given me great autonomy to stimulate my brain through different challenges and add value to the company through my interests.

BCPIP: What has been the most enjoyable part about working at BCPIP?

Philan: I think it is the ability for me to be mentally stimulated by the different challenges. Our business is so broad that I never know what my day is going to hold for me and that is fantastic. Having the ability to continue to learn new things is something I was looking for out of university and BCPIP has been able to provide that for me. In addition, I really enjoy our office because it has such a great working environment. We have been blessed to be able to hire great people that fit really well within our workplace culture and that is something we have stayed true to over the years.

BCPIP: What do you like to do in your spare time?

Philan: I am quite active at my church. My wife, Ale, is the Worship Minister there and I play in the band that she directs. It has been a great creative outlet for me to be able for me to sing, play guitar and piano with such a wonderful group of musicians. I am very proud of it and absolutely enjoy being a part of it. It has taken a bit of a backseat because of COVID, but I look forward to returning when we are able.

Also, the big news is that my wife and I welcomed our son Cruz McLean Policar (not named after Blair) into the world on February 6. It has been an amazing experience so far and we look forward to raising him, and introducing him to everyone when the pandemic ends!

BCPIP: Where do you see BCPIP and yourself in the future?

Philan: I think BCPIP is in a really great position right now, where we are able to continue to add more services to our clients. In terms of the landscape of accounting, the industry is continuing to evolve such that it is really not all about creating financial statements day-in and day-out anymore. The world of finance is getting more complex and we take pride in knowing that our team is able to adapt. I have found that people don't just need accounting services or tax information anymore; they are seeking a combination of financial planning, accounting, taxes, legal services, and trust services. We are able to offer these all together, and all working in conjunction with each.

So, in the next couple of years, I see BCPIP continuing to build on those services and have an integrated approach in helping our clients. I also see us growing our team, personnel wise, and expanding our expertise.

BCPIP: Thanks for taking time for talking to us!

Investor Profile

Anthony Werry - Managing Partner, Seymour Investment Management Ltd.

Seymour Investment Management is a client-focused investment counsel firm located in Vancouver. BCPIP had the opportunity to speak with Anthony and talk about his experience in the investment industry.



BCPIP: What motivated you to have a career in the investment industry?

Anthony: I had an interest in it from a young age and remember making my first equity investment back in grade 10. That started my journey towards this industry and it eventually led me to graduating with my Bachelors in Commerce from UBC. After graduation, I started my career in the administration department at a local firm called Pemberton Securities. While working there, I was fortunate enough to meet individuals that helped accelerate my career through various opportunities. Pemberton ended up getting taken over by RBC Dominion, and I was relocated to work in Toronto for five years. It was a wonderful learning experience for me in my 20s because I had the ability to meet and talk with some really smart people out there. It was pretty instrumental to the success that I had while at RBC and a great opportunity to meet a lot of interesting people along the way.

BCPIP: Why did you decide to create your own investment counsel firm in 1998, first at Cypress, and then growing Seymour into what it is today?

Anthony: At the time, we recognized that there was a void to be filled for clients in Vancouver. The industry was set up where money was centrally managed from Toronto and the money managers would employ relationship managers for clients in Vancouver and across Canada. We thought there was an opportunity to allow clients to have the ability to not just deal with the person on the relationship side, but also with someone involved in the investment process. Our concept was, and still is, to offer our clients a high level of service. By understanding their unique needs and objectives, we are able to tailor their portfolios in a more personal manner.

BCPIP: How does Seymour incorporate teamwork and entrepreneurship within your business when making investment decisions?

Anthony: Well, we are a small company of about 11 people. Five of us are partners with a sixth coming on very soon and this size makes for a very open communication style in our investment decisions. It is fairly easy for us to go wander into each others' offices or meet after any company/analysts meetings to discuss our investment strategies. I believe having a smaller team has been an important part of our success and has allowed us to generate more investment ideas.

BCPIP: What are your plans for Seymour and yourself in the future?

Anthony: I think I speak for all of us at Seymour when I say we are fortunate to really enjoy what we do. We are still on a learning curve and have the opportunity to meet and learn from new management teams and new analysts. Industries are always adapting to changing environments so it makes our work environment dynamic and constantly evolving. We are all very engaged in this business. I am 58 years old now and I don't really see myself ever wanting to be away from the business; however, in saying that, three of us are approaching or are at 60. Eventually, we will look at transitioning our business; our intention is to find people that are as good, or even better than us!

BCPIP: Why do you enjoy your job?

Anthony: It goes back to the theme of being on a learning curve. We don't specialize in one particular industry over another and that allows us the ability to get exposure to all facets of many businesses in Canada. Having the opportunity to continue this learning process keeps me engaged in the industry and truly enjoy what I do.

BCPIP: Thank you for your time Anthony. We are excited to see what the future holds for yourself and Seymour Investment Management.



"I would like to see a little less adventure in this business venture."

Client Profile

Kirsten Jaron - Retired

Kirsten has been a client of BCPIP for over 20 years! After having a successful career as a civil engineer, she is now enjoying the benefits of retirement in Calgary.

BCPIP: Tell us a little bit about yourself.

Kirsten: I grew up in Prince George and moved down to attend and graduate from UBC in civil engineering. Throughout my career, I worked in both natural gas and long-haul transmission lines doing mainly design construction work. I eventually ended up at West Coast Energy on the commercial and regulatory side. After a wonderful career, I retired five years ago and have enjoyed the perks of being able to travel and try out new things.

BCPIP: What did you enjoy most about your career?

Kirsten: Strangely enough, I really enjoyed working with the field operations guys at the pipeline sites. While working on the pipeline from Prince George to Prince Rupert and Kitimat, the guys I met at the sites were really practical people and a joy to work with. Another thing I really enjoyed was doing line patrol in a helicopter. Once a month, we would fly the entire length of the pipeline to look for digging, fallen trees or even beaver dams that would affect the line. It was spectacular to fly through rugged and remote mountain ranges.

BCPIP: What have you been up to since retiring?

Kirsten: Well, I have a couple of hobbies and volunteer commitments that keep me busy. I've been interested in knitting and textiles since I was young, and recently travelled to Japan with a friend and spent ten days attending a course on traditional Shibori techniques, where we learned

the specialized stitching and dyeing of fabrics in indigo vats. It was an amazing experience and I will go back when I am able to. In non-covid times, I volunteer at the library tutoring math to kids, and at Heritage Park as an interpreter. I dress in a period costume and present knitting demonstrations as if I were in 1913. It is a fun and educational experience and I've learned a lot about Alberta's history!



Kirsten, wearing her hand dyed Shibori garment.

BCPIP: We hear you foster cats, how did you get into that?

Kirsten: I started fostering kittens about four years ago, after a friend introduced me to Animal Rescue Foundation Alberta. I had my own cats for 25 years and really loved them. I retired soon after they passed away, and have traveled extensively so it wasn't the right timing to have kittens. I have now fostered 73 cats & kittens in my home and enjoy every second of it. I get to experience all the fun parts of a cat's life without the long-term commitment. I help out the Rescue by posting the kittens I foster on my Instagram page @yyccats.

BCPIP: What are your plans for the future?

Kirsten: I plan to continue travelling once we are able to. I would also like to broaden my volunteer work at the library to include reading. During lockdown, I have zoom read stories with a friend's daughter every week and I have really enjoyed that.

BCPIP: Thank you Kirsten and best of luck with your kittens.

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