



The Next 150  
**FORTIFYING**  
RETIREMENT FOR THE FUTURE

2018 ACPM  
**NATIONAL**  
CONFERENCE



**Québec City, QC**  
**Fairmont Le Château Frontenac**  
**SEPTEMBER 11-13, 2018**

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# Workshop 5

## Retirement and Selfies – Is Your Plan Talking to #millennials?

*Speakers:*

**Louis-François Poiré**, *Ubisoft*

**Sophie Tremblay**, *Force Jeunesse*

*Moderator:*

**Julie Joyal**, *Alberta Teachers' Retirement Fund*

# Retirement and Selfies – Is Your Plan Talking to #millennials?

**Louis-François Poiré**  
**Global Compensation Director**  
**Ubisoft**

**Sophie Tremblay**  
**Director**  
**Force Jeunesse**

# UBISOFT

## MONTRÉAL



Opening  
in 1997



Most important studio  
of the group and largest  
studio in the world



Employees



Productions

# UBISOFT

MONTRÉAL

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## INDUSTRY FLAGSHIP BRANDS



Assassin's Creed



Far Cry



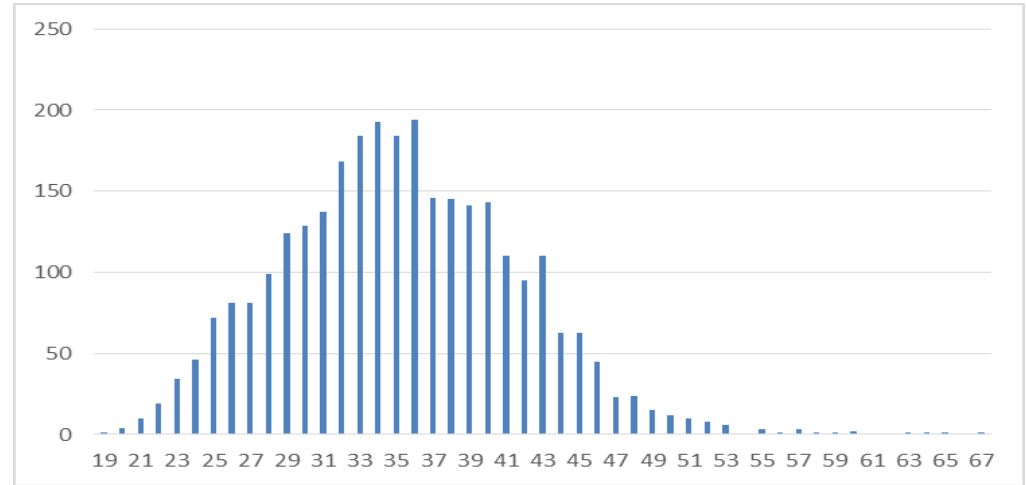
Rainbow Six



Watch\_Dogs



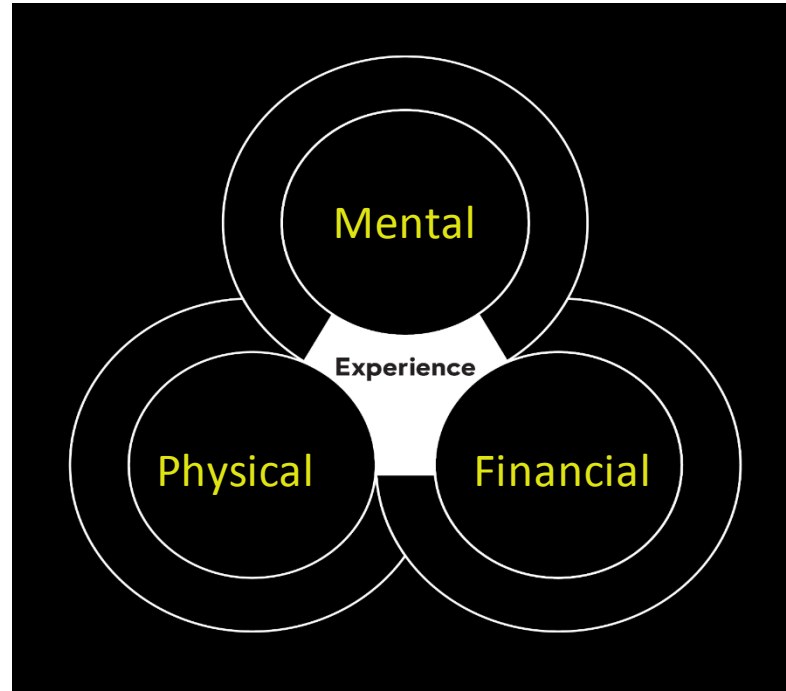
## Our current population



## Brief overview of Ubisoft plans

- Benefits
- Retirement

# Young workers do not want to talk about retirement!



# Force Jeunesse: act now for future generations

- Our mission: connect with the youth and interest them to issues related to retirement



**UNE BONIFICATION AU  
SYSTÈME DE RETRAITE PUBLIC  
BIENVENUE POUR LA  
JEUNESSE**

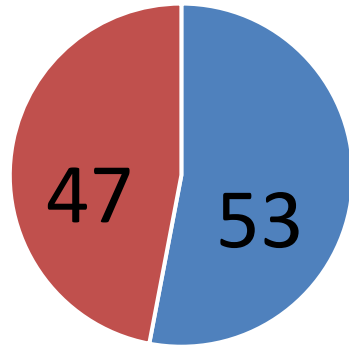




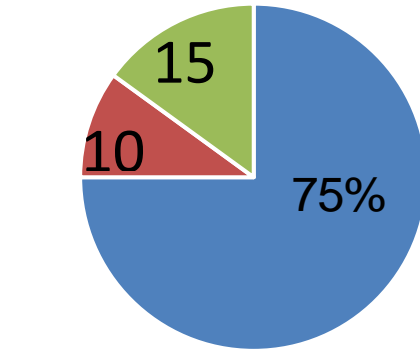
# Setting up a DB plan for young workers: is it possible?

- Trends with respect to participation in group retirement savings plans (Quebec, 2014):

Types of retirement savings plans

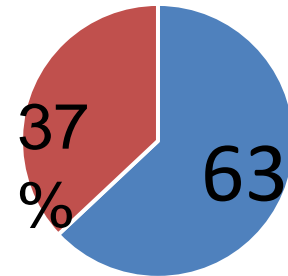


■ With a group retirement savings plan  
■ Without a group retirement savings plan



■ DB Plan ■ DC Plan ■ RRSP/other

Distribution of DB Plans



■ Public sector  
■ Private sector

# Setting up a DB plan for young workers: is it possible?

- Supplemental pension plans: an attraction and retention factor of young workers
- What do young workers *really* want?
  - One key word: flexibility
  - Do different needs mean different plans?
  - Beware of disparities in treatment (grandfather clauses)
- At Ubisoft?

# Can we really talk retirement with young workers?

- Diverting their attention is a winning communication strategy
- Help them improve their financial planning
- Get in touch differently: video capsules, social media, conferences...

FORCE JEUNESSE  
À LA DÉFENSE DES JEUNES TRAVAILLEURS DEPUIS 1998



# Q & A

## Thank you!



[montreal.ubisoft.com](http://montreal.ubisoft.com)



[forcejeunesse.qc.ca](http://forcejeunesse.qc.ca)



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