



IATSE 891
Employee Life
and Health Trust

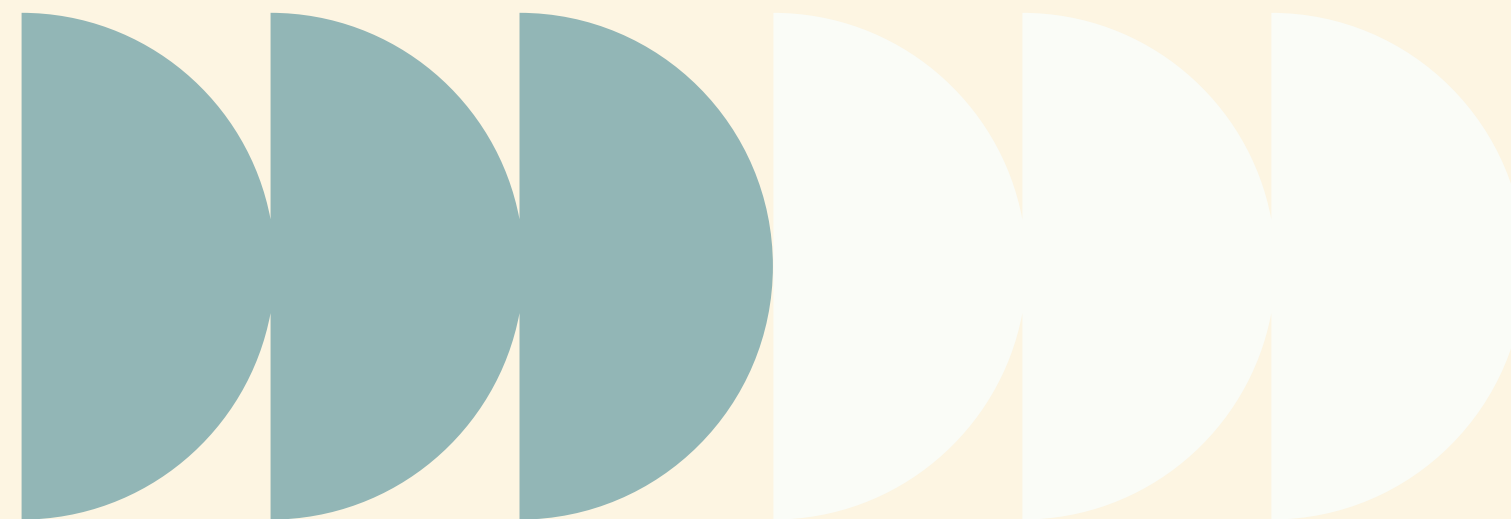
Annual Report

2025





Benefits of Film



A message from the Trustees

Tom Kaczmarski
Board Chair

Benefits of Film

To deliver comprehensive healthcare benefits that enhance the quality of life for members and their families, meeting their unique and evolving needs.

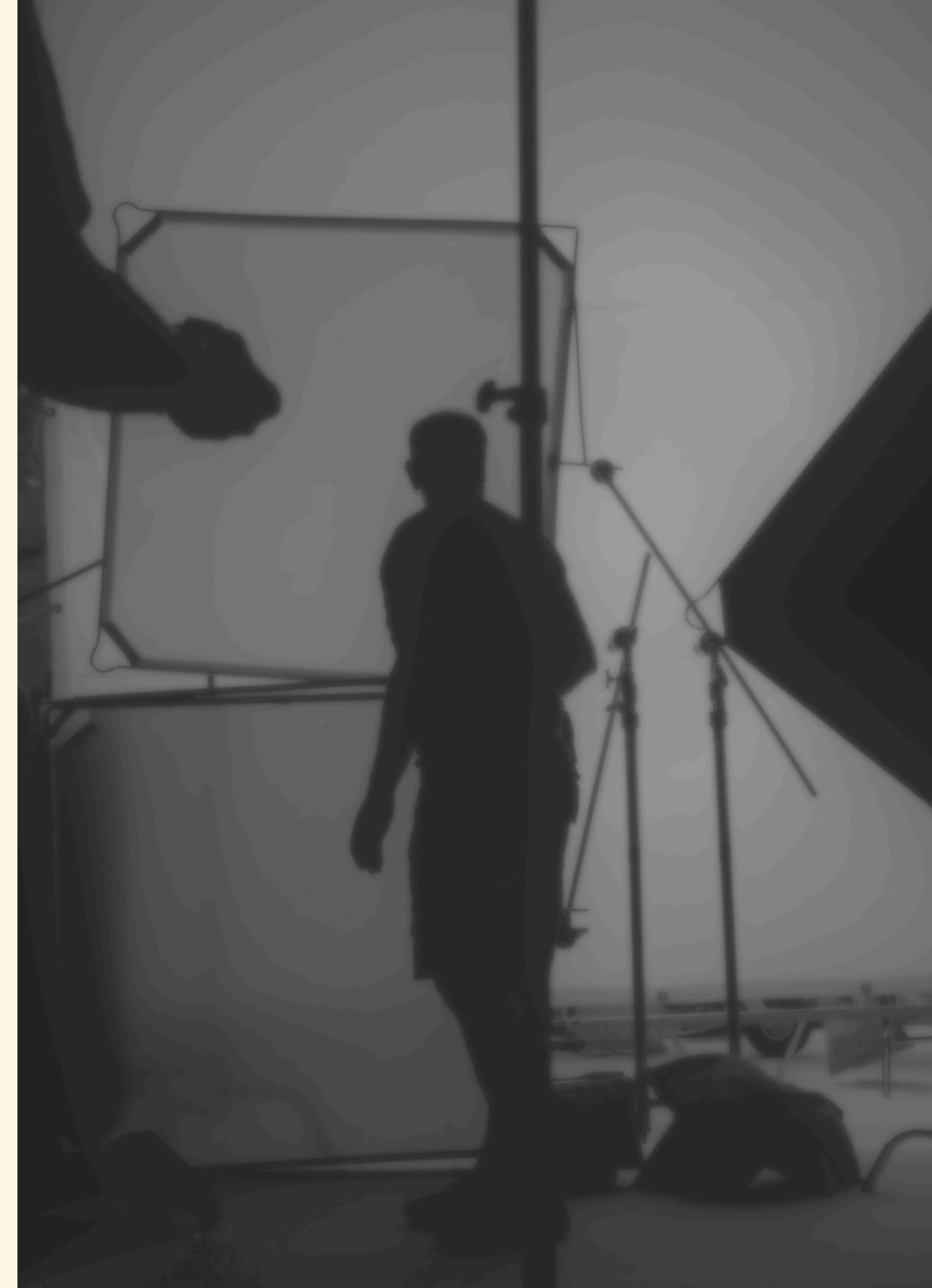
Vision

Mission

We strive to be the trusted leaders in delivering the most comprehensive benefits package, ensuring over 90% member utilization and approval while continually setting new standards in care and support.

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The plan at a glance



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\$41.4 M

Total Benefits Delivered

\$41,351,488 in benefits paid across health, dental, disability, and life coverage.

4.6%

Administrative Costs

Operating expenses remained within policy targets.

999

60+ Plan Members

Retired and semi-retired members receiving coverage.

120% -
135%

Funding Ratio

Above policy thresholds under independent actuarial review.

Operating expenses remained within policy targets.

9.6 M

Hour Bank Credits Used

Credits supporting continued coverage during work slowdowns.

8284

Active Plan Members

Members covered under the Active Plan.

\$14.02M

Stability Reserve

Funds set aside to buffer volatility and protect long-term sustainability.

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Building for the long term



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Strengthened Access & Transparency

Consult+ virtual healthcare introduced

Full website redesign launched

Wellness Wire introduced

Enhanced Coverage for 60+ Members

Emergency travel coverage added to the 60+ Plan

Second-tier drug coverage was updated to an enhanced generic model

Supported Coverage Continuity

Union membership no longer required for 60+ eligibility

Updated self-pay eligibility rules

Increased Mental Health Coverage

The mental health maximum increased from \$2,500 to \$5,000

Updated Life Coverage

Life Waiver aligned with LTD disability definition

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How the plan is funded





Employer Contributions

The primary source of funding comes from contributions made by productions on behalf of members. Each hour worked generates contributions to the plan, forming the foundation of the Trust.

Member Self-Payments

Members may make self-payments to maintain coverage during periods without sufficient hours. These payments support continuity of coverage when work is reduced or unavailable.

Investment Income

A portion of the Trust's funds is invested under a formal investment policy. Returns generated through these investments support the long-term sustainability of the plan.

A shared system

The plan operates on a collective model. Contributions made across the industry support the health and well-being of members and their families.

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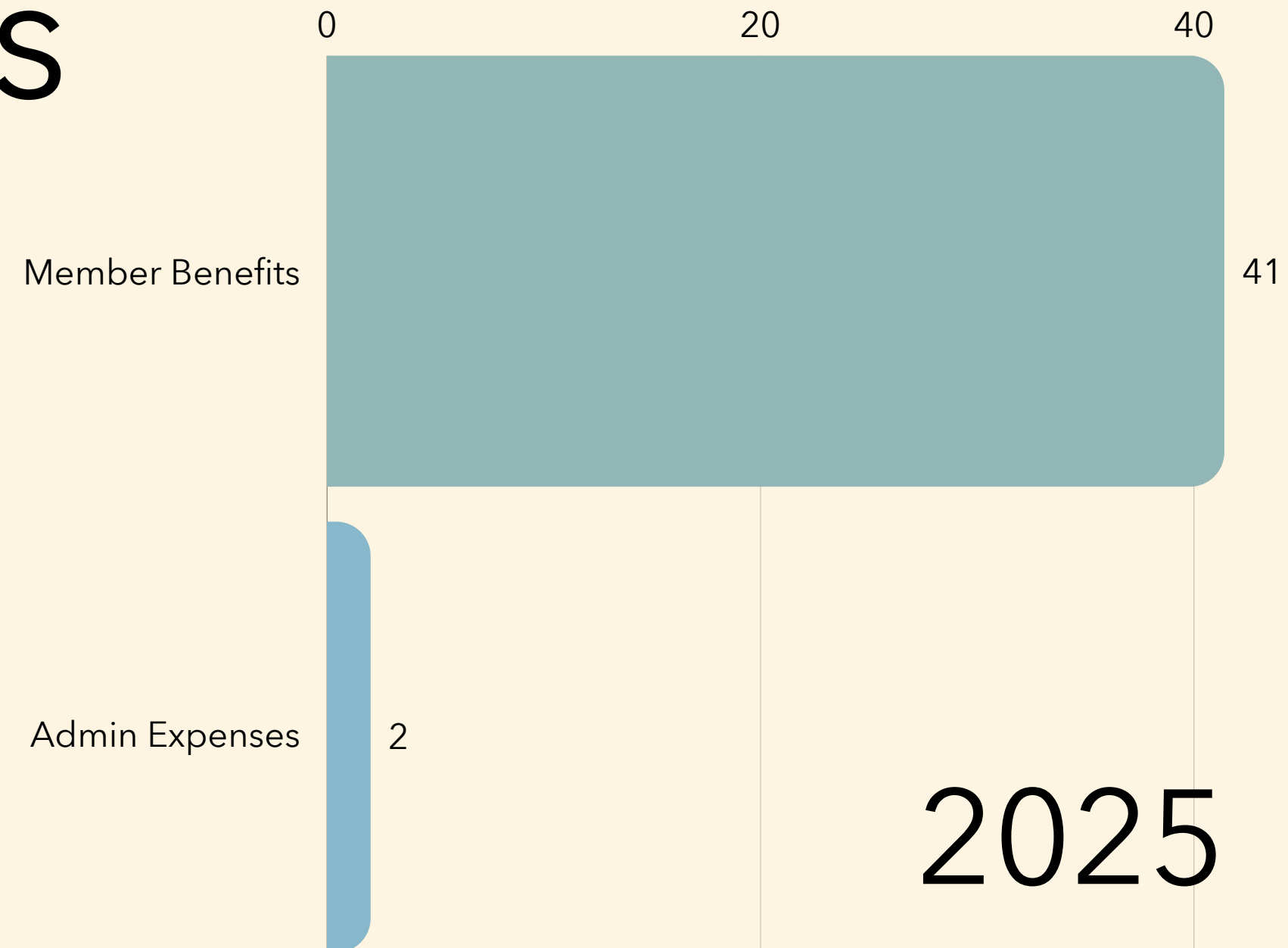
Where
every dollar
went



Total expenditures

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95.4% of all expenditures were directed toward member benefits.



95.4% of all expenditures were directed toward member benefits.



AUDIT
REPORT

Benefits of Film

How we invest





Guided by policy

The Trust operates under a formal Statement of Investment Policies and Procedures (SIPP).
Investment decisions are guided by long-term stability objectives rather than short-term market movements.
Independent investment management and quarterly oversight ensure disciplined execution.

Built for Stability

37% Fixed Income
63% Equities
Diversified across Canadian and global markets

Protecting Liquidity

3.6 months of average expenses maintained in liquid reserves.
Exposure limits applied across asset classes.
Credit quality thresholds enforced.

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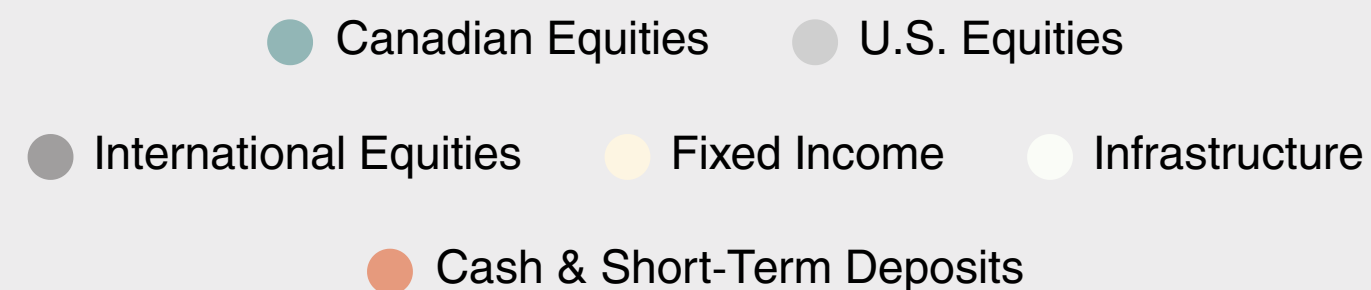
Investment portfolio



Portfolio Breakdown

\$266.8M

Total Assets Under Management

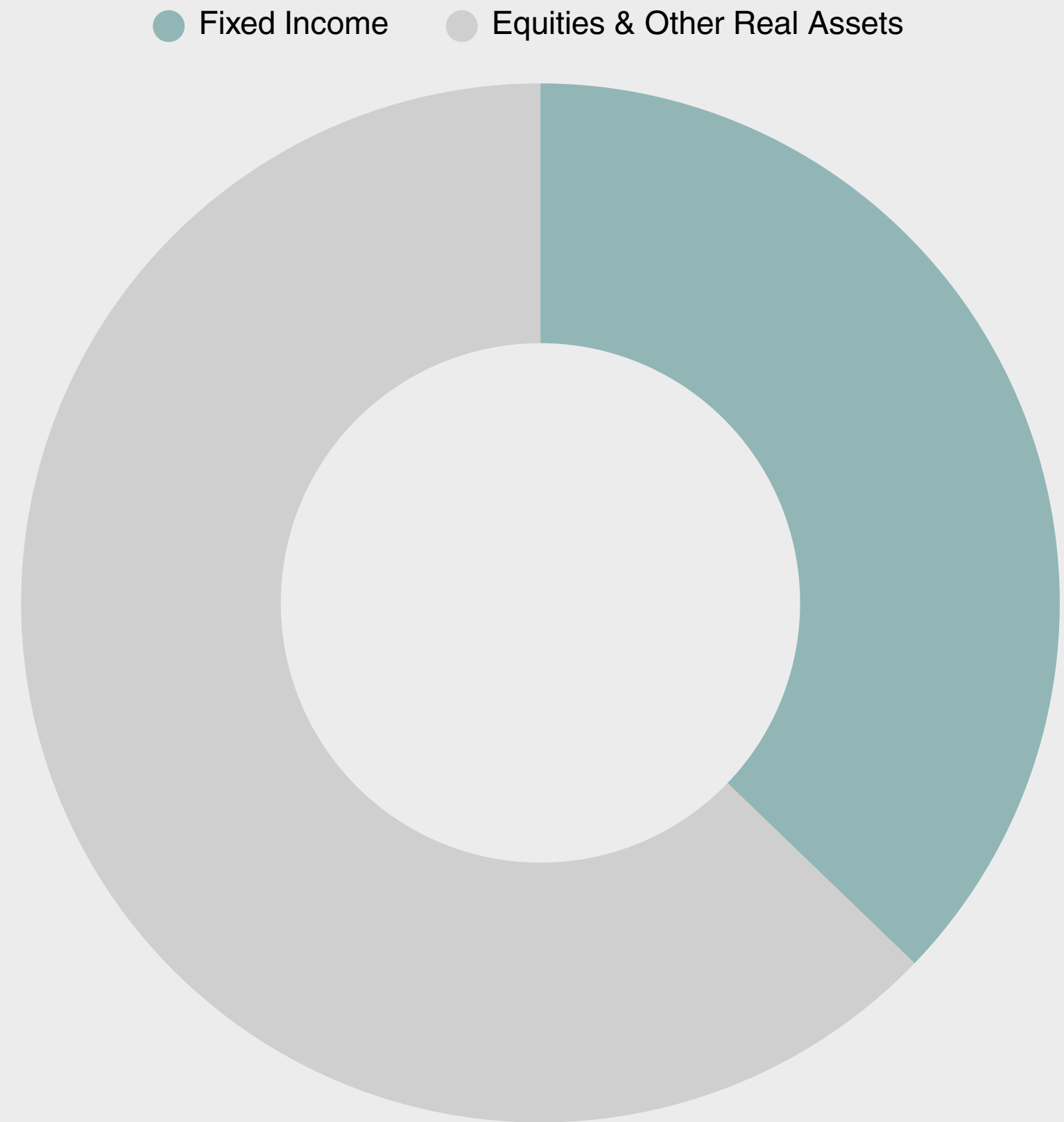


All investments are managed within defined exposure limits and credit quality thresholds under the Trust's formal investment policy.

Asset Allocation

\$266.8M

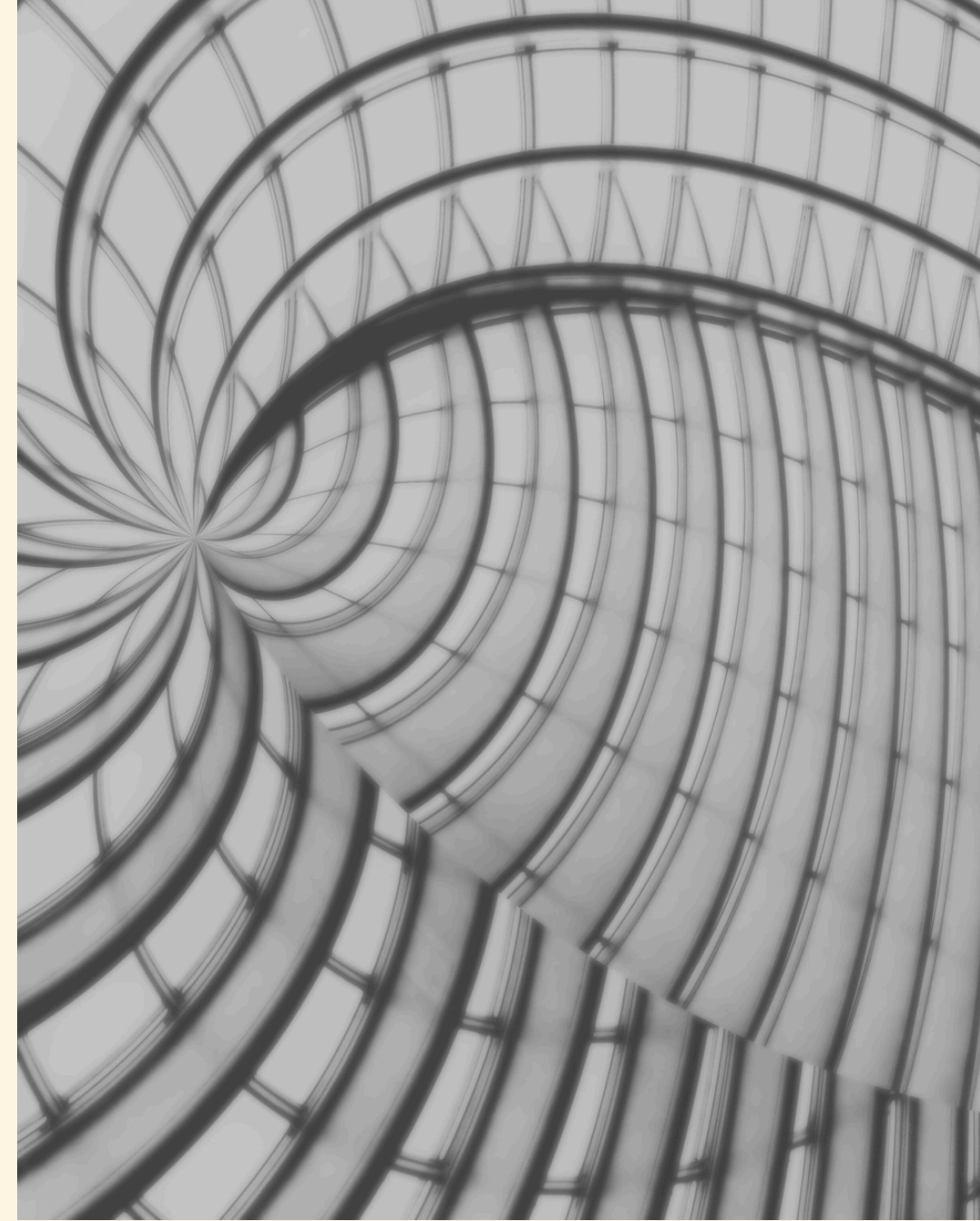
Total Assets Under Management



All investments are managed within defined exposure limits and credit quality thresholds under the Trust's formal investment policy.

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The structure behind the plan



Trustees

Oversee governance, policy, and long-term sustainability of the Trust.

Plan Administration

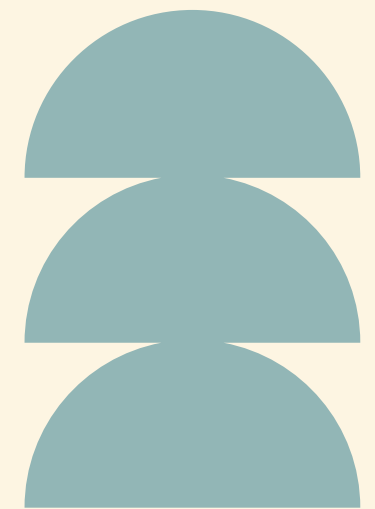
Manages hour bank records, self-pay eligibility, and member administration.

AGA Benefits Solutions

Claims Management

Processes health, dental, vision, life, and disability claims.

Canada Life



Counselling Support

FSEAP

Provides confidential mental health and family support services.

Critical Illness & AD&D

Allstate / Zurich

Manages critical illness and accidental death & dismemberment coverage.

Investment Oversight

Leith Wheeler / Fiera
Supported by Eckler

Manages the Trust's investment portfolio under the formal Statement of Investment Policies and Procedures (SIPP), with Eckler providing advisory support.

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Looking ahead



An uneven recovery

Work levels are beginning to stabilize in parts of the industry, while other areas continue to face uncertainty.

For many members, recovery remains gradual and measured.



A plan designed to support the cycle

The Trust's funding structure is built to support members through both active production periods and slower cycles.

Reserves and conservative investment strategy provide flexibility during transition periods.

Policy thresholds guide decisions to protect long-term sustainability.

Moving forward, thoughtfully

As stability gradually returns, the Trust remains focused on maintaining responsible funding discipline while continuing to strengthen member support.

Enhancements introduced in 2025 reflect careful planning within sustainable limits.

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Our commitment



At its core, this Trust exists to support the health and well-being of the people who power British Columbia's film industry.



Every funding decision, policy adjustment, and enhancement introduced this year was guided by one principle: protecting long-term stability while responding thoughtfully to member needs.

The Trustees remain committed to disciplined stewardship, transparent governance, and benefits that are sustainable through both growth and uncertainty.

The Trustees

- Andrea Levesque – Trustee
- Crystal Braunwarth – Trustee & Business Representative, IATSE 891
- Ingrid Kenning – Trustee
- Kay Kearley – Trustee
- Mark Aviss – Trustee
- Tom Adair – Trustee
- Tom Kaczmarski – Board Chair

We extend our sincere thanks to Mark Aviss for his contributions during his time as a trustee.

Behind Every Great Film
There is Great Health Coverage

**BENEFITS
OF FILM**
IATSE LOCAL 891 | ELHT