

37868 Zurich-Hensall Rd., Zurich, ON N0M 2T0

# 145<sup>th</sup> Annual Report

For the year ended December 31, 2019

#### **OFFICERS**

#### **CHAIR**

Marlene Munn Hensall 2020

#### **PRESIDENT**

Shawn R. Durnin

#### **DIRECTORS**

John Coleman	Kippen	2020
Bill Gibson	Clinton	2020
Jerry Groot	Zurich	2021
Tom Hartman	Zurich	2021
Robert Pertschy	Crediton	2022
John Van Loo	Clinton	2022

#### **AGENTS**

Brett Blake	Clinton	519-955-7046
Brian Brooks	<b>Grand Bend</b>	519-238-5588
Steve Consitt	Zurich	519-236-4111
Paula Dunn	Zurich	519-236-7872
Philip Erb	Zurich	519-236-7346
Colleen Faulds Walden	Varna	519-233-3442
Corey Illman	Seaforth	519-870-8713
Lisa McGregor	Zurich	519-236-4381
Jeremy Scherle	Clinton	226-420-2071
Jennifer Watt	Bayfield	519-441-1900

#### **NOTICE OF ANNUAL MEETING**

The 145<sup>th</sup> Annual Meeting of Hay Mutual Insurance Company will be held on Thursday, March 12<sup>th</sup>, 2020 at 2:00 p.m. Hay Mutual Office 37868 Zurich-Hensall Road Zurich, ON



## **Financial Statements**

For the year ended December 31, 2019

## Hay Mutual Insurance Company Financial Statements

For the year ended December 31, 2019

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Tel: 519-245-1913 Fax: 519-245-5987 www.bdo.ca

## **Independent Auditor's Report**

To the Members of Hay Mutual Insurance Company

#### Opinion

We have audited the financial statements of *Hay Mutual Insurance Company* (the Entity), which comprise the *statement of financial position* as at *December 31*, 2019, and the *statement of comprehensive income*, the *statement of members' surplus and the statement of cash flows* for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at *December 31*, 2019 and its financial performance and its cash flows for the year then ended in accordance with *International Financial Reporting Standards*.

#### **Basis for Opinion**

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with *International Financial Reporting Standards*, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

#### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

Identify and assess the risks of material misstatement of the financial statements, whether due to
fraud or error, design and perform audit procedures responsive to those risks, and obtain audit
evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting
a material misstatement resulting from fraud is higher than for one resulting from error, as fraud



may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

BDO Canada LLP

Chartered Professional Accountants, Licensed Public Accountants

Strathroy, Ontario February 12, 2020

Statement of Financial Position December 31, 2019 (in thousands of dollars)

		2010		2010
		2019		2018
Assets				
Cash	\$	3,482	\$	5,264
Investments (Note 5)	•	43,846	·	37,732
Investment income accrued		164		61
Income taxes recoverable		42		-
Due from Facility Association		201		191
Due from Members		1,750		1,644
Reinsurer's share of unpaid claims (Note 4)		4,205		2,779
Deferred policy acquisition expenses (Note 4)		493		482
Investment property (Note 6)		227		227
Property, plant & equipment (Note 14)		1,371		1,172
Other assets		59		30
Deferred income taxes (Note 12)		419		1,120
	\$	56,259	\$	50,702
Liabilities				
Accounts payable and accrued liabilities	\$	1,667	\$	179
Income taxes payable		-		584
Unearned premiums (Note 4)		5,077		4,866
Unpaid claims and adjustment expenses (Note 4)  Due to reinsurer and other insurance		9,252		7,033
companies		190		177
Defined benefit obligation (Note 15)		254		212
Defined benefit obligation (Note 13)				
Mombors' Surplus		16,440		13,051
Members' Surplus				
Unappropriated members' surplus		39,819		37,651
	\$	56,259	\$	50,702

Signed on behalf of the Board by:

Director Director

Hay Mutual Insurance Company
Statement of Comprehensive Income
For the Year Ended December 31, 2019 (in thousands of dollars)

	2019	2018
Underwriting income Gross premiums written Less reinsurance ceded	\$ 10,704 \$ (1,367)	10,253 (1,524)
Net premiums written Less increase in unearned premiums	9,337 (211)	8,729 (178)
Net premiums earned Service charges	9,126 54	8,551 52
Direct losses incurred	9,180	8,603
Gross claims and adjustment expenses	6,672	5,276
Less Reinsurer's share of claims and adjustment expenses	(1,675)	(199)
	4,997	5,077
	4,183	3,526
<b>Expenses</b> Fees, commissions and other acquisition expenses (Note 9) Other operating and administrative expenses (Note 10)	1,896 798	1,751 744
	2,694	2,495
Net underwriting income before refund Refund to Members	1,489 (1,500)	1,031
Net underwriting income	(11)	1,031
Investment and other income (Note 7)	2,844	(135)
Income before taxes	2,833	896
Provision (recovery) for income taxes (Note 12)	665	(264)
Net income and comprehensive income for the year	<b>\$ 2,168</b> \$	1,160

Hay Mutual Insurance Company
Statement of Members' Surplus
For the Year Ended December 31, 2019 (in thousands of dollars)

		2019				
Unappropriated Members' Surplus						
Balance, beginning of year  Net income and comprehensive income	\$	37,651 2,168	\$	36,491 1,160		
Balance, end of year	<u> </u> \$	39,819	\$	37,651		

Hay Mutual Insurance Company
Statement of Cash Flows
For the Year Ended December 31, 2019 (in thousands of dollars)

	 2019	2018
Operating activities		
Net income and comprehensive income	\$ 2,168	\$ 1,160
Adjustments for:		
Depreciation	104	64
Interest and dividend income	(1,317)	(1,169)
Provision for income taxes	665	(264)
Realized (gains) losses on disposal of investments	(200)	1,060
Unrealized (gains) losses on investments	 (1,448)	88
	(2,196)	(221)
Changes in working capital		
Change in due from Members	(106)	(75)
Change in Reinsurer's share of unpaid claims	(1,426)	40
Change in other assets	(29)	30
Change in accounts payable and accrued liabilities	1,488	(1,282)
Change in due to reinsurer and other	•	, ,
insurance companies	13	(24)
Change in defined benefit obligation	42	(22)
	 (18)	(1,333)
Changes in insurance contract related balances, provisions	()	(-//
Change in due from Facility Association	(10)	(6)
Change in deferred policy acquisition expenses	(11)	(26)
Change in unearned premiums	211	178
Change in provision for unpaid claims	2,219	(300)
Change in provision for anpaid dains	 2,409	(154)
	2,409	(134)
Cashflows related to interest, dividends and income taxes		
Interest and dividends received	1,213	1,137
Income taxes paid	(588)	(379)
	 625	758
Total cash inflows from operating activities	2,988	210
rotal cash limoves from operating activities	2,500	210
Investing activities		
Sale and maturity of investments	43,099	31,212
Purchase of investments	(47,566)	(26,765)
Purchase of property, plant & equipment	(303)	(24)
Total cash (outflows) inflows from investing activities	(4,770)	4,423
Net (decrease) increase in cash	(1,782)	4,633
Cash, beginning of year	 5,264	631
Cash, end of year	\$ 3,482	\$ 5,264

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

#### 1. CORPORATE INFORMATION

Hay Mutual Insurance Company (the Company) is incorporated under the laws of Ontario and is subject to the Ontario Insurance Act. It is licensed to write property, hail, liability and automobile insurance in Ontario. The Company's head office is located at 37868 Zurich-Hensall Road in Zurich, Ontario.

The Company is subject to rate regulation in the automobile business that it writes. Before automobile insurance rates can be changed, a rate filing is prepared as a combined filing for most Ontario Farm Mutuals by the Ontario Mutual Insurance Association ("OMIA"). The rate filing includes actuarial justification for rate increases or decreases. All rate filings are approved or denied by the Financial Services Regulatory Authority of Ontario. Rate regulation may affect the automobile revenues that are earned by the Company. The actual impact of rate regulation would depend on the competitive environment at the time.

These financial statements have been authorized for issue by the Board of Directors on February 12, 2020.

#### 2. BASIS OF PREPARATION

#### (a) Statement of compliance

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB).

#### (b) Basis of measurement

These financial statements were prepared under the historical cost convention, except for financial assets classified as fair value through profit and loss ("FVTPL").

The financial statements are presented in Canadian dollars ("CDN"), which is also the Company's functional currency, and all values are rounded to the nearest thousand (CDN \$'000), unless otherwise indicated.

#### (c) Judgement and estimates

The preparation of financial statements in compliance with IFRS requires management to make certain critical accounting estimates. It also requires management to exercise judgement in applying the Company's accounting policies. The areas involving critical judgements and estimates in applying accounting policies that have the most significant risk of causing material adjustment to the carrying amounts of assets and liabilities recognized in the financial statements within the next financial year are:

- The calculation of unpaid claims, including the determination of the initial claim liability, the estimate of time until
  ultimate settlement and the performance of a liability adequacy test (Note 4);
- The determination of the recoverability of deferred policy acquisition expenses (Note 4); and
- The classification of financial assets at FVTPL, which includes assessing the business model within which the assets are held and whether the contractual terms of the assets are solely payments of principal and interest on the principal amount outstanding (Note 5).

In addition, in preparing the financial statements, the notes to the financial statements were ordered such that the most relevant information was presented earlier in the notes and the disclosures that management deemed to be immaterial were excluded from the notes to the financial statements. The determination of the relevance and materiality of disclosures involved significant judgement.

#### 3. ADOPTION OF NEW ACCOUNTING STANDARDS

Accounting standards, interpretations and amendments effective for accounting years beginning on or after January 1, 2019 did not materially affect the Company's financial statements other than those described below.

#### IFRS 16 Leases (IFRS 16)

On January 1, 2019, the Company adopted IFRS 16 Leases (IFRS 16). IFRS 16 provides a single lessee accounting model, requiring the recognition of assets and liabilities for all leases, unless the lease term is 12 months or less, or the underlying asset is of low value. IFRS 16 substantially carries forward the lessor accounting in IAS 17 - Leases ("IAS 17"), with the distinction between operating leases and finance leases being retained.

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

2019

### 3. ADOPTION OF NEW ACCOUNTING STANDARDS (CONTINUED)

The adoption of IFRS 16 did not have a material impact on the Company's financial statements.

#### IFRIC Interpretation 23 Uncertainty over Income Tax Treatments (IFRIC 23)

IFRIC 23 provides guidance on the accounting for current and deferred tax liabilities and assets in circumstances in which there is uncertainty over income tax treatments. The Interpretation requires:

- An entity to contemplate whether uncertain tax treatments should be considered separately, or together as a group, based on which approach provides better predictions of the resolution;
- An entity to determine if it is probable that the tax authorities will accept the uncertain tax treatment; and
- If it is not probable that the uncertain tax treatment will be accepted, measure the tax uncertainty based on the most likely amount or expected value, depending on whichever method better predicts the resolution of the uncertainty.

The adoption of IFRIC 23 did not have a material impact on the Company's financial statements.

#### 4. INSURANCE CONTRACTS

In accordance with IFRS 4, Insurance Contracts, the Company has continued to apply the accounting policies it applied in accordance with pre-changeover Canadian generally accepted accounting principles.

Balances arising from insurance contracts primarily include unearned premiums, provisions for unpaid claims and adjustment expenses, the Reinsurer's share of provisions for unpaid claims and adjustment expenses and deferred policy acquisition expenses.

#### (a) Premiums and unearned premiums

Premiums written comprise the premiums on contracts incepting in the financial year. Premiums written are stated gross of commissions payable to agents and exclusive of taxes levied on premiums.

The Company recognizes premium income evenly over the term of the insurance policy using the pro rata method. The portion of the premium related to the unexpired portion of the policy at the end of the fiscal year is reflected in unearned premiums (UEP). Changes in unearned premiums recorded in the statement of financial position for the years ended December 31, 2019 and 2018 and their impact on net premiums earned for the two years follow:

	 2017	2010
Balance, beginning of the year	\$ 4,866	\$ 4,688
Premiums written	10,704	10,253
Reinsurance ceded	(1,367)	(1,524)
Premiums earned during year	(9,126)	(8,551)
Balance, end of the year	\$ 5,077	\$ 4,866

Pricing of property and liability policies are based on assumptions in regard to trends and past experience, in an attempt to correctly match policy revenue with exposed risk. Automobile premiums are subject to approval by the Financial Services Regulatory Authority of Ontario and therefore may result in a delay in adjusting the pricing to exposed risk.

The Company is exposed to a pricing risk to the extent that unearned premiums are insufficient to meet the related future policy costs. Evaluation is performed regularly to estimate future claims costs, related expenses, and expected profit in relation to unearned premiums. There was no premium deficiency at December 31, 2019 and 2018.

Amounts due from Members are short-term in nature consisting of a large number of Members, and are not subject to material credit risk. Regular review of amounts outstanding is performed to ensure credit worthiness.

2018

**Notes to Financial Statements** December 31, 2019 (in thousands of dollars)

### 4. INSURANCE CONTRACTS (CONTINUED)

#### (b) Deferred policy acquisition expenses

Acquisition costs are comprised of agents' commissions. These costs are deferred and amortized over the terms of the related policies to the extent that they are considered to be recoverable from unearned premiums, after considering the related anticipated claims and expenses. Changes in deferred policy acquisition expenses recorded in the statement of financial position for the years ended December 31, 2019 and 2018 and their impact on fees, commissions and other acquisition expenses for the two years follow:

	 2019	2018
Balance, beginning of the year	\$ 482	\$ 456
Acquisition costs incurred	493	482
Expensed during the year	 (482)	(456)
Balance, end of the year	\$ 493	\$ 482

#### (c) Unpaid claims and adjustment expenses

Individual loss estimates are provided on each claim reported. In addition, provisions are made for adjustment expenses, claims development, changes in reported claims and for claims incurred but not reported, based on past experience and business in force. The estimates are regularly reviewed and updated, and any resulting adjustments are included in current income.

Claims liabilities are carried on an undiscounted basis. For the actuarial valuation, as required by actuarial standards in Canada, claims liabilities also include a provision for adverse deviation (PFAD), which represents an additional margin on valuation variable factors, which are claims development, reinsurance recoveries and interest rates used in discounting claims liabilities.

A summary of the Company's outstanding gross unpaid claims liabilities, related reinsurer's share of unpaid claims and the net insurance liabilities follows:

	2019						2018				
		Gross	Reinsu	rance		Net	<b>Net</b> Gross		Reinsurance		Net
Long settlement term	\$	5,781	\$	3,335	\$	2,446	\$	3,894	\$ 1,643	\$	2,251
Short settlement term		1,394		5		1,389		1,062	271		791
Facility Association and other residual pools		128		-		128		131	-		131
Provision for claims incurred		7,303		3,340		3,963		5,087	1,914		3,173
but not reported		1,949		865		1,084		1,946	865		1,081
Outstanding claims provision	\$	9,252	\$	4,205	\$	5,047	\$	7,033	\$ 2,779	\$	4,254

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

### 4. INSURANCE CONTRACTS (CONTINUED)

The ultimate cost of long settlement general liability claims are difficult to predict for several reasons. Claims may not be reported until many years after a policy expires. Changes in the legal environment can create further complications. Court decisions and federal and provincial legislation may dramatically increase the liability between the time a policy is written and associated claims are ultimately resolved. Provisions for such difficult-to-estimate liabilities are established by examining the facts of tendered claims and adjusted in the aggregate for ultimate loss expectations based upon historical experience patterns and current socioeconomic trends.

The Company must participate in industry automobile residual pools of business, and recognizes a share of this business based on its automobile market share. The Company records its share of the assets, liabilities, revenue and expenses provided by the actuaries of the pools.

Changes in claim liabilities recorded in the statement of financial position for the years ended December 31, 2019 and 2018 and their impact on claims and adjustment expenses for the two years follow:

	2019	2018
Unpaid claim liabilities - beginning of year - net of reinsurance  Decrease in estimated losses and expenses, for losses occurring in prior	\$ 4,254	\$ 4,514
years	(1,138)	(919)
Provision for losses and expenses on claims occurring in the current year Payment on claims:	6,135	5,996
Current year	(3,250)	(4,300)
Prior years	 (954)	(1,037)
Unpaid claim liabilities - end of year - net of reinsurance	5,047	4,254
Reinsurer's share and subrogation recoverable	4,205	2,779
Unpaid claim liabilities - end of year - gross	\$ 9,252	\$ 7,033

#### Claim development

The principal risk the Company faces under insurance contracts is that the actual claims and benefit payments or the timing thereof, differ from expectations. This is influenced by the frequency of claims, severity of claims, actual benefits paid and subsequent development of long-term claims. Therefore, the objective of the Company is to ensure that sufficient reserves are available to cover these liabilities.

The Company writes insurance primarily over a twelve month duration. The most significant risks arise through high severity, low frequency events such as natural disasters or catastrophes. A concentration of risk may arise from insurance contracts issued in a specific geographic location since all insurance contracts are written in Ontario.

The above risk exposure is mitigated by diversification across a large portfolio of insurance. The variability of risks is also improved by careful selection and implementation of underwriting strategy guidelines, as well as the use of reinsurance arrangements.

The estimation of claim development involves assessing the future behaviour of claims, taking into consideration the consistency of the Company's claim handling procedures, the amount of information available, the characteristics of the line of business from which the claim arises and claims reporting patterns. In general, the longer the term required for the settlement of a group of claims the more variable the estimates. Short settlement term claims are those which are expected to be substantially paid within a year of being reported.

The tables below show how the Company's estimate of cumulative incurred claim cost for each accident year has changed at successive year ends and reconcile the cumulative claims to the amount appearing in the statement of financial position. An accident year basis is considered to be the most appropriate for the business written by the Company.

Hay Mutual Insurance Company
Notes to Financial Statements
December 31, 2019 (in thousands of dollars)

## 4. INSURANCE CONTRACTS (CONTINUED)

Gross claims	201	0	2011	2012	2013	2014	2015	2016	2017	2018	2019	Total
Gross estimate of cumulative claims cost												
At end of accident year	\$	3,114 \$	7,124 \$	6,775 \$	4,375 \$	5,617 \$	6,682 \$	7,241 \$	4,446 \$	5,676_\$	6,070	
One year later		3,886	6,895	6,888	3,591	4,894	6,107	6,993	3,973	4,970		
Two years later		4,242	7,516	5,474	3,291	4,520	5,743	6,802	4,333			
Three years later		3,620	6,267	4,692	3,164	4,361	5,571	6,724				
Four years later		3,509	5,836	4,566	3,121	4,316	5,881					
Five years later		3,441	5,820	4,560	3,023	4,035						
Six years later		3,428	5,804	4,530	3,009							
Seven years later		3,407	5,770	4,530								
Eight years later		3,407	5,770									
Nine years later		3,407										
Current estimate of cumulative claims cost		3,407	5,770	4,530	3,009	4,035	5,881	6,724	4,333	4,970	6,070	
Cumulative payments made to date		3,407	5,770	4,509	2,999	4,006	5,235	4,643	3,073	4,315	2,589	
Outstanding claims	\$	- \$	- \$	21 \$	10 \$	29 \$	646 \$	2,081 \$	1,260 \$	655 \$	3,481 \$	8,183
Outstanding claims 2009 and prior Adjustment expenses												241 828
Total gross unpaid claims and adjustment expenses											\$	9,252

Net of reinsurance	2010		2011	2012	2013	2014	2015	2016	2017	2018	2019	Total
Net estimate of cumulative claims cost												
At end of accident year	\$ 2,73	5 \$	4,349 \$	4,055 \$	3,967 \$	4,661 \$	4,834 \$	4,929	4,221 \$	5,274 \$	5,220	
One year later	2,54	5	4,352	3,947	3,189	3,960	4,328	4,451	3,520	4,541		
Two years later	2,63	6	4,444	3,486	2,958	3,854	4,153	4,320	3,431			
Three years later	2,36	9	4,155	3,291	2,927	3,699	4,094	4,297				
Four years later	2,35	8	4,057	3,262	2,907	3,698	4,145					
Five years later	2,38	0	4,070	3,280	2,926	3,543						
Six years later	2,36	6	4,058	3,276	2,912							
Seven years later	2,35	0	4,045	3,266								
Eight years later	2,35		4,045									
Nine years later	2,35	0										
Net current estimate of cumulative claims cost	2,35	0	4,045	3,266	2,912	3,543	4,145	4,297	3,431	4,541	5,220	
Net cumulative payments made to date	2,35	0	4,045	3,256	2,902	3,514	3,877	3,661	2,915	4,075	2,583	
Net outstanding claims Net outstanding claims 2009 and prior	\$	- \$	- \$	10 \$	10 \$	29 \$	268 \$	636 \$	5 516 \$	466 \$	2,637 \$	4,572
Net adjustment expenses												475
Total net unpaid claims and adjustment expenses											\$	5,047

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

### 4. INSURANCE CONTRACTS (CONTINUED)

The risks associated with insurance contracts are complex and subject to a number of variables which complicate quantitative sensitivity analysis. The Company uses various techniques based on past claims development experience to quantify these sensitivities. This includes indicators such as average claim cost, amount of claims frequency, expected loss ratios and claims development.

Results of sensitivity testing based on expected loss ratios are as follows, showing gross and net of reinsurance and the impact on pre-tax income:

	Prop	erty claims		Auto claims	Lial	bility claims
	2019	2018	2019	2018	2019	2018
10% increase in loss ratios						
Gross	\$(563)	\$(531)	\$(367)	\$(365)	\$(101)	\$(100)
Net	\$(505)	\$(467)	\$(321)	\$(305)	\$(88)	\$(83)
10% decrease in loss ratios						
Gross	\$563	\$531	\$367	\$365	\$101	\$100
Net	\$505	\$467	\$321	\$305	\$88	\$83

There have been no significant changes from the previous year in the exposure to risk or policies, procedures and methods used to measure the risk.

#### (d) Liability adequacy test

At each reporting date the Company performs a liability adequacy test on its insurance liabilities less deferred policy acquisition expenses to ensure the carrying value is adequate, using current estimates of future cash flows, taking into account the relevant discount rate. If that assessment shows that the carrying amount of the liabilities is inadequate, any deficiency is recognized as an expense in comprehensive income initially by writing down the deferred policy acquisition expense and subsequently by recognizing additional unearned premiums.

#### (e) Reinsurer's share of provisions for unpaid claims and adjustment expenses

The Company enters into reinsurance contracts in the normal course of business in order to limit potential losses arising from certain exposures. Retention limits for the excess-of-loss reinsurance are set by product line. Reinsurance premiums are accounted for in the same period as the related premiums for the direct insurance business being reinsured. Reinsurance liabilities, comprised of premiums payable for the purchase of reinsurance contracts, are included in accounts payable and accrued liabilities and are recognized as an expense on the same basis as revenue on the underlying policies being reinsured.

The Company follows a policy of underwriting and reinsuring contracts of insurance which, in the main, limit the liability of the Company to an amount on any one claim of \$550 (2018 - \$400) in the event of a property claim, an amount of \$550 (2018 - \$450) in the event of an automobile claim and \$550 (2018 - \$400) in the event of a liability claim. The Company also obtained catastrophe reinsurance which limits the Company's liability to \$1,650 (2018 - \$1,200) in the event of a series of claims arising out of a single occurrence. In addition, the Company has obtained stop loss reinsurance which limits the amount of net losses by accident year to 70% (2018 - 70%) of the combined gross net earned premiums for property, liability and automobile.

The Company participates in a program to provide reinsurance coverage for crop insurance through Farm Mutual Re. The maximum retained liability for the Company is \$1,100 (2018 - \$750) for Manitoba Crop, an amount of \$1,100 (2018 - \$750) for Saskatchewan Crop and \$nil (2018 - \$750) for Agriculture Financial Services Corporation Crop Insurance.

Amounts recoverable from reinsurer are estimated in a manner consistent with the outstanding claims provision and are in accordance with the reinsurance contracts. Although the Company has reinsurance arrangements, it is not relieved of its direct obligations to its members and thus a credit exposure exists with respect to ceded insurance, to the extent that the reinsurer is unable to meet its obligations assumed under such reinsurance agreements.

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

### 4. INSURANCE CONTRACTS (CONTINUED)

Expected reinsurance recoveries on unpaid claims and adjustment expenses are recognized as assets at the same time and using principles consistent with the Company's method for establishing the related liability. Changes in due from reinsurer recorded in the statement of financial position for the years-ended December 31, 2019 and 2018 follow:

	 2019	2018
Balance, beginning of the year	\$ 2,779	\$ 2,819
New claims reserve	1,488	299
Change in prior years' reserve	188	(100)
Submitted to reinsurer	 (250)	(239)
Balance, end of the year	\$ 4,205	\$ 2,779

Reinsurance is placed with Farm Mutual Re, a Canadian registered reinsurer. Management monitors the creditworthiness of Farm Mutual Re by reviewing their annual financial statements and through ongoing communications. Reinsurance treaties are reviewed annually by management prior to renewal of the reinsurance contract. At year end, the Company reviewed the amounts owing from its reinsurer and determined that no allowance is necessary.

#### (f) Refund of premium

At the discretion of the Board of Directors, the Company may declare a refund to its Members based on the premiums paid. This refund is recognized as a reduction of comprehensive income in the period for which it is declared.

#### 5. INVESTMENTS

#### (a) Recognition and initial measurement

The Company recognizes debt instruments on the date on which they are originated. Equity instruments are recognized on the settlement date, which is the date that the asset is received by the Company. The instruments are initially measured at fair value.

#### (b) Classification and subsequent measurement

The Company classifies its debt instruments and bonds as FVTPL because the Company manages the debt instruments and evaluates their performance on a fair value basis in accordance with a documented investment strategy and the instruments are neither held to collect contractual cash flows nor held both to collect contractual cash flows and to sell financial assets.

The Company's pooled funds are redeemable at the option of the holder and therefore considered debt instruments under IFRS 9 that do not give rise to cash flows that are solely payments of principal and interest and therefore are classified as FVTPL.

The Company classifies its equity instruments in listed and unlisted companies, as FVTPL.

The debt and equity instruments are subsequently measured at fair value where the net gains and losses, including any interest or dividend income and foreign exchange gains and losses, are recognized in profit or loss.

#### (c) Derecognition

The Company derecognizes investments when the contractual rights to the cash flows from the investment expires or the Company transfers the investment. On derecognition, the difference between the carrying amount at the date of derecognition and the consideration received is recognized in profit or loss.

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

### 5. INVESTMENTS (CONTINUED)

#### (d) Risks

The following table provides fair value information of investments by type of security and issuer.

		2019	2018
Short-term investments	\$	19,443	\$ 15,670
Corporate Loan		400	300
Corporate Bond		-	750
Pooled Funds			
Canadian Fixed Income		4,679	4,396
Canadian Commercial Mortgages		8,974	8,643
Canadian Equity		8,184	7,951
Global Equity		543	-
	-	22,380	20,990
Other investments			
Collectivfide		1,600	-
Fire Mutuals Guarantee Fund		23	22
Total investments	\$	43,846	\$ 37,732

The Company is exposed to credit risk relating to its debt holdings in its investment portfolio.

The Company's investment policy puts limits on the bond portfolio including portfolio composition limits, issuer type limits, bond quality limits, aggregate issuer limits, corporate sector limits and general guidelines for geographic exposure. The bond portfolio includes 70% (2018 - 62%) of bonds rated A or better. The Company's investment policy limits investment in single issue bonds and debentures of the various ratings to limits ranging from 1% to 15% of the Company's fixed income portfolio. The Company's policy requires that funds be invested in bonds and debentures of Federal, Provincial and Municipal Government and corporations rated BBB or better. All fixed income portfolios are measured for performance on a quarterly basis and monitored by management on a monthly basis.

The maximum exposure to investment credit risk is the carrying value of investments.

There have been no significant changes from the previous year in the exposure to risk or policies, procedures and methods used to measure credit risk.

Liquidity risk is the risk that the Company will not be able to meet all cash outflow obligations as they come due. The Company mitigates this risk by monitoring cash activities and expected outflows. The Company's current liabilities arise as claims are made. The Company does not have material liabilities that can be called unexpectedly at the demand of a lender or client. The Company has no material commitments for capital expenditures and there is no need for such expenditures in the normal course of business. Claim payments are funded by current operating cash flow including investment income.

The Company's investment policy requires that 2% to 20% of the Company's portfolio be held in cash and short-term investments, which mitigates liquidity risk. Short-term investments include high interest savings accounts and term deposits with an original maturity of less than one year.

There have been no significant changes from the previous year in the exposure to risk or policies, procedures and methods used to measure liquidity risk.

Market factors that will impact the fair market value of investments include three types of risk: currency risk, interest rate risk and equity risk.

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

### 5. INVESTMENTS (CONTINUED)

The Company's investment policy operates within the guidelines of the Insurance Act. An investment policy is in place and its application is monitored by the Investment Committee and the Board of Directors. Diversification techniques are utilized to minimize risk. The policy limits the investment in any one corporate issuer to a maximum of 10% (except government sponsored bonds) of the Company's portfolio.

The Company's currency risk is related to foreign holdings which are limited to 10% of the total investment portfolio in accordance with its investment policy. Foreign currency changes are monitored by the Investment Committee and holdings are adjusted when offside of the investment policy.

The Company is exposed to interest rate risk through its interest bearing investments (Term deposits, GICs, Fixed income pooled funds).

Historical data and current information is used to profile the ultimate claims settlement pattern by class of insurance, which is then used in a broad sense to develop an investment policy and strategy. However, because a significant portion of the Company's assets relate to its capital rather than liabilities, the value of its interest rate based assets exceeds its interest rate based liabilities. As a result, generally, the Company's investment income will move with interest rates over the medium to long-term with short-term interest rate fluctuations creating unrealized gains or losses in profit or loss.

At December 31, 2019, a 1% move in interest rates, with all other variables held constant, could impact the market value of the fixed income pooled funds by \$435 (2018 - \$392). This change would be recognized in profit or loss.

The Company is exposed to equity risk through its portfolio of stocks in unlisted Canadian companies, listed Canadian and foreign stocks or Canadian stock and Global stock funds. At December 31, 2019, a 10% movement in the stock markets with all other variables held constant would have an estimated effect on the fair values of the Company's Canadian equity pooled fund and Global equity pooled fund of \$873 (2018 - \$795). This change would be recognized in profit or loss.

The Company's investment policy limits investment in preferred and common shares to a maximum of 25% of the market value of the portfolio. The total investment in preferred and common shares cannot exceed 25% of total assets.

Equities are monitored by the Investment Committee and the Board of Directors and holdings are adjusted following each quarter to ensure the investments portfolio remains in compliance with the investment policy.

There have been no significant changes from the previous year in the exposure to risk or policies, procedures and methods used to measure market risk.

#### Collectivfide

The Company purchased equity shares in the amount of \$1.6 million in Collectivfide during 2019.

This private investment in a Canadian Controlled Private Corporation is owned by 27 shareholders, all of which are Ontario Farm Mutuals, for the purposes of purchasing brokerages in Ontario to protect the Mutuals' collective interests.

#### (e) Fair value measurement

The following table provides an analysis of investments that are measured subsequent to initial recognition at fair value, grouped into Levels 1 to 3 based on the degree to which the fair value is observable:

- Level 1 fair value measurements are those derived from quoted prices (unadjusted) in active markets for identical assets or liabilities:
- Level 2 fair value measurements are those derived from inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices); and
- Level 3 fair value measurements are those derived from valuation techniques that include inputs for the asset or liability that are not based on observable market data (unobservable inputs).

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

## 5. INVESTMENT (CONTINUED)

	Level 1	Level 2	Level 3	Total
December 31, 2019				
Short-term investments	\$ 999	\$ 18,444	\$ -	\$ 19,443
Corporate Loan	-	400	-	400
Pooled funds	-	13,406	8,974	22,380
Other investments	 -	23	1,600	1,623
Total	\$ 999	\$ 32,273	\$ 10,574	\$ 43,846
December 31, 2018				
Short-term investments	\$ 2,051	\$ 13,619	\$ -	\$ 15,670
Corporate Loan	-	300	-	300
Corporate Bond	-	750	-	750
Pooled funds	-	12,347	8,643	20,990
Other investments	 -	22	-	22
Total	\$ 2,051	\$ 27,038	\$ 8,643	\$ 37,732

There were no transfers between any levels of the fair value hierarchy for the years ended December 31, 2019 and 2018.

Reconciliation of Level 3 financial instruments:	2019	2018
Balance, beginning of the year	\$ 8,643	\$ 7,784
Purchases	1,925	795
Fair value adjustments	 6	 64
Balance, end of the year	\$ 10,574	\$ 8,643

The investment in Collectivfide (a Canadian private Company), is recorded at fair value and is not traded on an open market. The fair value of this investment is based on valuation techniques that include inputs that are not based on observable market data (unobservable inputs). Therefore, it is classified as Level 3.

The fair value of the investment in the Canadian private Company fluctuates based on the value of underlying net assets held by the private Company. At December 31, 2019, the change in measurement inputs would not result in material adjustment to the Company's investment.

#### 6. INVESTMENT PROPERTY

	 Land
Cost and net book value	
Balance on December 31, 2018	\$ 227
Balance on December 31, 2019	\$ 227

The fair value of the investment property is \$ 640 (December 31, 2018- \$ 575). The Company considers the market value of the investment property to be Level 2 in the fair value hierarchy.

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

### 6. INVESTMENT PROPERTY (CONTINUED)

The investment property was subject to an opinion of market value prepared by a local accredited Member of the Appraisal Institute of Canada. The fair value of investment property is determined by market value defined as the highest price estimated in terms of money which a property will bring if exposed for sale in the open market allowing a reasonable time to find a purchaser.

Investment property held by the Company is leased out.

#### 7. INVESTMENT AND OTHER INCOME

		2019		2018
Interest income	\$	1,058	\$	925
Dividend income	•	259	·	244
Realized gains (losses) on disposal of investments		200		(1,060)
Unrealized gains (losses) on investments		1,448		(88)
Investment expenses		(135)		(169)
Rental income		14		13
	\$	2,844	\$	(135)

#### 8. CAPITAL MANAGEMENT

For the purpose of capital management, the Company has defined capital as Members' surplus.

The Company's objectives with respect to capital management are to maintain a capital base that is structured to exceed regulatory requirements and to best utilize capital allocations.

The regulators measure the financial strength of property and casualty insurers using a minimum capital test (MCT). The regulators require property and casualty companies to comply with capital adequacy requirements. This test compares a Company's capital against the risk profile of the organization. The risk-based capital adequacy framework assesses the risk of assets, policy liabilities and other exposures by applying various factors that are dependent on the risks associated with the Company's assets. Additionally, an interest rate risk margin is included in the MCT by assessing the sensitivity of the Company's interest-sensitive assets and liabilities to changes in interest rates. The regulator indicates that the Company should produce a minimum MCT of 150%. During the year, the Company has consistently exceeded this minimum. The regulator has the authority to request more extensive reporting and can place restrictions on the Company's operations if the Company falls below this requirement and deemed necessary.

The Company uses the Gross Risk Ratio (gross premiums written to members' surplus) to monitor capital adequacy. The higher the ratio the greater the potential risk to the surplus. The Company internally benchmarks an acceptable Gross Risk Ratio to be 33%. The Company's Gross Risk Ratio at December 31, 2019 was 26.9% (2018 - 30.6%).

### 9. FEES, COMMISSIONS AND OTHER ACQUISITION EXPENSES

	 2019	2018
Commissions Premium tax Other	\$ 1,086 29 781	\$ 1,034 32 685
	\$ 1,896	\$ 1,751

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

#### 10. OTHER OPERATING AND ADMINISTRATIVE EXPENSES

	2019	2018
Computer costs Occupancy Professional fees Salaries, benefits and directors' fees Other	\$ 135 88 23 415 137	\$ 93 88 58 391 114
	\$ 798	\$ 744
11. SALARIES, BENEFITS, AND DIRECTORS' FEES		
	 2019	2018
Underwriting salaries and benefits Claims salaries and benefits Sales salaries and commissions Other salaries, benefits and directors' fees	\$ 381 297 1,073 449	\$ 350 209 1,021 432
	\$ 2,200	\$ 2,012

#### 12. INCOME TAXES

Income tax expense is comprised of current and deferred tax. Current and deferred tax are recognized in net income except to the extent that it relates to items recognized directly in equity.

Reasons for the difference between tax expense for the year and the expected income taxes based on the statutory tax rate of 26.5% (2018 - 26.5%) are as follows:

	2019	2018
Net income and comprehensive income for the year	\$ 2,833	\$ 896
Expected taxes based on the statutory rate of 26.5% (2018 - 26.5%)	751	237
Income from insuring farm related risks	-	(503)
Temporary difference	9	(17)
Other non-deductible expenses	(41)	19
Canadian dividend income not subject to tax	(54)	-
Total income tax expense (recovery)	\$ 665	\$ (264)

At December 31, 2019 a deferred tax asset of \$419 (2018 - 1,120) has been recorded. The utilization of this tax asset is dependent on future taxable profits in excess of profits arising from the reversal of existing taxable temporary differences. The Company believes that this asset should be recognized as it will be recovered through future rates.

Hay Mutual Insurance Company
Notes to Financial Statements December 31, 2019 (in thousands of dollars)

## 12. INCOME TAXES (CONTINUED)

The movement in 2019 deferred income tax liabilities and assets are:

2019	Ва	Opening Ilance at n 1, 2019	I	Recognized in net income	D	Closing Balance a ec 31, 201
Deferred income tax liabilities						
Property, plant & equipment	\$	(63)	\$	(39)	\$	(102
Deferred income tax liability	\$	(63)	\$	(39)	\$	(102
Deferred income tax assets						
Claims liabilities	\$	1,127	Ś	(673)	\$	45
Defined benefit obligation		56		11		6
Deferred income tax asset	\$	1,183	\$	(662)	\$	52
2019 net deferred income tax asset movement	\$	1,120	\$	(701)	\$	41
he movement in 2018 deferred income tax liabilities and assets are:						
he movement in 2018 deferred income tax liabilities and assets are: 2018		Openin Balance a Jan 1, 201	t	Recognized in net income		Closing Balance af ec 31, 2018
2018		Balance a	t			Balance a
	\$	Balance a Jan 1, 201	t	net income	D	Balance a ec 31, 2018
Deferred income tax liabilities		Balance a Jan 1, 201	t 8	net income	\$ \$	Balance at
2018  Deferred income tax liabilities  Property, plant & equipment	\$	Balance a Jan 1, 201	t 8	net income	\$ \$	Balance a ec 31, 2018 (63
2018  Deferred income tax liabilities Property, plant & equipment  Deferred income tax liability	\$	Balance a Jan 1, 201 (38	t 8	net income \$ (25) \$ (25)	\$ \$	Balance a ec 31, 2018 (63
Deferred income tax liabilities Property, plant & equipment Deferred income tax liability  Deferred income tax assets	\$	Balance a Jan 1, 201 (38	t 88 33) 7	net income \$ (25) \$ (25)	\$ \$	Balance a ec 31, 201 (63 (63 1,12
2018  Deferred income tax liabilities Property, plant & equipment  Deferred income tax liability  Deferred income tax assets Claims liabilities	\$	(38 (38 (38	t 88 33) 7	net income \$ (25) \$ (25) \$ 1,090 18	\$	Balance a ec 31, 2013 (63 (63

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

# 13. STRUCTURED SETTLEMENTS, FIRE MUTUALS GUARANTEE FUND AND FINANCIAL GUARANTEE CONTRACTS

The Company enters into annuity agreements with various life insurance companies to provide for fixed and recurring payments to claimants. Under such arrangements, the Company's liability to its claimants is substantially transferred, although the Company remains exposed to the credit risk that life insurers fail to fulfill their obligations.

The Company is a member of the Fire Mutuals Guarantee Fund ("the Fund"). The Fund was established to provide payment of outstanding policyholders' claims if a member company becomes bankrupt. As a result, the Company may be required to contribute assets to their proportionate share in meeting this objective.

The Company is a member of the Farm Mutual Re, which is a general reinsurer that shares in the insurance risks originally accepted by member insurance companies. As a member, the Company may be required to contribute additional capital should Farm Mutual Re's capital fall below a prescribed minimum. The additional capital would be provided by purchasing subordinated debt obligations issued by Farm Mutual Re.

These exposures represent financial guarantee contracts. The Company accounts for financial guarantee contracts in accordance with IFRS 4, Insurance Contracts.

### 14. PROPERTY, PLANT & EQUIPMENT

Property, plant & equipment is initially recorded at cost and subsequently measured at cost less accumulated depreciation and accumulated impairment losses, with the exception of land and antique automobile which are not depreciated. Depreciation is recognized in net income and is provided on a straight-line basis over the estimated useful lives of the assets.

		2019 Accumulated					
	•						
	Useful Life		Cost		Depreciation	Ne	t Book Value
Land	N/A	\$	128	\$	-	\$	128
Building	40 years		1,350		(421)		929
Outbuilding under Construction			97		-		97
Parking Lot	13 years		99		(89)		10
Computer Equipment	3 years		287		(110)		177
Furniture	10 years		295		(293)		2
Automotive Equipment	N/A		28		-		28
Total		\$	2,284	\$	(913)	\$	1,371

	2018							
	-		Accumulated					
	Useful Life		Cost		Depreciation	Ne	et Book Value	
Land	N/A	\$	128	\$	-	\$	128	
Building	40 years		1,350		(387)		963	
Outbuilding under Construction			24		-		24	
Parking Lot	13 years		99		(81)		18	
Computer Equipment	3 years		346		(338)		8	
Furniture	10 years		295		(292)		3	
Automotive Equipment	N/A		28		-		28	
Total	-	\$	2,270	Ş	(1,098)	\$	1,172	

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

#### 15. RETIREMENT BENEFITS

#### Pension Plan

The Company participates in a multi-employer defined benefit pension plan (the Ontario Mutual Insurance Association Pension Plan, "the plan"), however, sufficient information is not available to use defined benefit accounting. Therefore, the Company accounts for the plan as if it were a defined contribution plan, recognizing contributions as an expense in the year to which they relate.

The Company makes contributions to the plan on behalf of members of its employees hired prior to July 1, 2013. The plan is a money purchase plan, with a defined benefit option at retirement available to employees, which specifies the amount of the retirement benefit to be received by the employee based on length of service and rates of pay.

The amount contributed to the defined benefit plan for 2019 was \$68 (2018 - \$68). The contributions were made for current service and these have been recognized in net income. These contributions amount to 1.15% of the total contributions made to the Ontario Mutual Insurance Association Pension Plan by all participating entities during the current fiscal year. Based on the 2016 Pension Valuation filed with the Financial Services Commission of Ontario the plan was in a deficit position and therefore additional solvency funding was required in 2017. The next actuarial valuation to be filed under the Pension Benefits Act will be as of December 31, 2019.

Eligible employees hired after July 1, 2013 and sales agents participate in the defined contribution plan. The expected contributions to the plans for 2020 amount to \$109.

#### Post-employment benefits

The Company sponsors post-employment health and dental benefits covering all employees based on the length of service using a formula of one year of paid benefits for every five years of service. The benefit is not available if the employee leaves the Company or dies prior to retirement. The Company is permitted to change the benefit formula or terminate the benefits with adequate notice. The ultimate cost of these benefits is influenced by many variables, such as employee turnover, early retirement, mortality, medical cost trends and discount rates. The ultimate cost is uncertain and this uncertainty is likely to persist over a long period of time. Costs for future employee benefits are accrued over the periods in which employees earn the benefits. The Company uses the Projected Unit Credit Method to determine the present value of its defined benefit obligation and the related current service cost. Gains and losses resulting from increases or decreases in the present value of the defined benefit obligation are immediately recognized in net income. The post-employment benefits are unfunded as no plan assets are invested to cover the obligation as it becomes payable.

Present Value of Defined Benefit Obligation

The following summarizes the activity in the defined benefit obligation:

	2019	2018
Opening defined benefit obligation	\$ 212 \$	234
Current service cost	39	-
Interest cost	6	9
Losses (gains)	13	(12)
Benefits paid	 (16)	(19)
Closing defined benefit obligation	\$ <b>254</b> \$	212
Assumptions were as follows:		
	2019	2018
Discount rate	 2.89%	3.65%
Medical cost trend	5.0%	5.0%

#### Discount rate

The discount rate was selected based on a review of current market interest rates of high-quality, fixed-rate debt securities adjusted to reflect the duration of expected future cash outflows for benefit payments. A 0.5% increase (decrease) in the discount rate would have (decreased) increased the defined benefit obligation by approximately (\$14) \$16 as of December 31, 2019.

Notes to Financial Statements December 31, 2019 (in thousands of dollars)

#### 15. RETIREMENT BENEFITS (CONTINUED)

#### Medical cost trend

The medical cost trend is based on the Company's health and dental premiums experience and future projections of medical costs. The average medical cost trend rate used was 5% for 2019. A 1% increase (decrease) in the trend rate would have resulted in an increase (decrease) in the benefit obligation for post-retirement benefits of approximately \$30 (\$25) at December 31, 2019.

#### Mortality assumptions

The mortality assumptions used to assess the defined benefit obligation as of December 31, 2019 are based on the single life expectancy data from Statistics Canada, Life tables for Canada (2015-2017) released May 30, 2019. The life expectation in years of a plan participant age 40 as of December 31, 2019 is 41 years for Males and 45 years for Females. As benefits terminate at age 70 and there are only 17 eligible employees and retirees, mortality rates were difficult to apply to such a small sample size and were therefore disregarded.

#### Employee turnover

Employee turnover is difficult to assess as there has not been a history of turnover at the Company and the current eligible employees represent a small sample size. This factor was therefore disregarded.

#### 16. RELATED PARTY TRANSACTIONS

The Company entered into the following transactions with key management personnel, which are defined by IAS 24, Related Party Disclosures, as those persons having authority and responsibility for planning, directing and controlling the activities of the Company, including directors and management:

	2019			
Compensation				
Short-term employee benefits and directors' fees	\$ 263	\$	277	
Total pension and other post-employment benefits	 22		6	
	\$ 285	\$	283	
Premiums	\$ 63	\$	66	
Claims paid	\$ 15	\$	1	

Amounts owing to key management personnel at December 31, 2019 are \$10 (2018 - \$nil) and amounts owing from key management personnel at December 31, 2019 are \$3 (2018 - \$4). The amounts are included in accounts payable and accrued liabilities and due from members on the statement of financial position.

### 17. NEW STANDARDS, INTERPRETATIONS AND AMENDMENTS NOT YET EFFECTIVE

Certain new standards, amendments to standards, and interpretations were issued by the IASB or the IFRS Interpretations Committee that are mandatory for accounting years beginning after January 1, 2020 or later that the Company has decided not to adopt early.

Of those new standards, interpretations and amendments that are not yet effective, IFRS 17 *Insurance Contracts* is expected to have a material impact on the Company's financial statements in the period of initial application.

• IFRS 17 Insurance Contracts supersedes IFRS 4 Insurance Contracts. IFRS 17 establishes the principles for the recognition, measurement, presentation and disclosure of insurance contracts. IFRS 17 requires entities to measure insurance contract liabilities using updated estimates and assumptions that reflect the timing of cash flows and any uncertainty relating to insurance contracts. Additionally, IFRS 17 requires entities to recognize profits as it delivers insurance services. The effective date for IFRS 17 is January 1, 2021, however the IASB has proposed to delay the effective date to January 1, 2022. The Company has not yet determined the impact of adoption, however is expected to significantly impact the overall Financial Statements.