

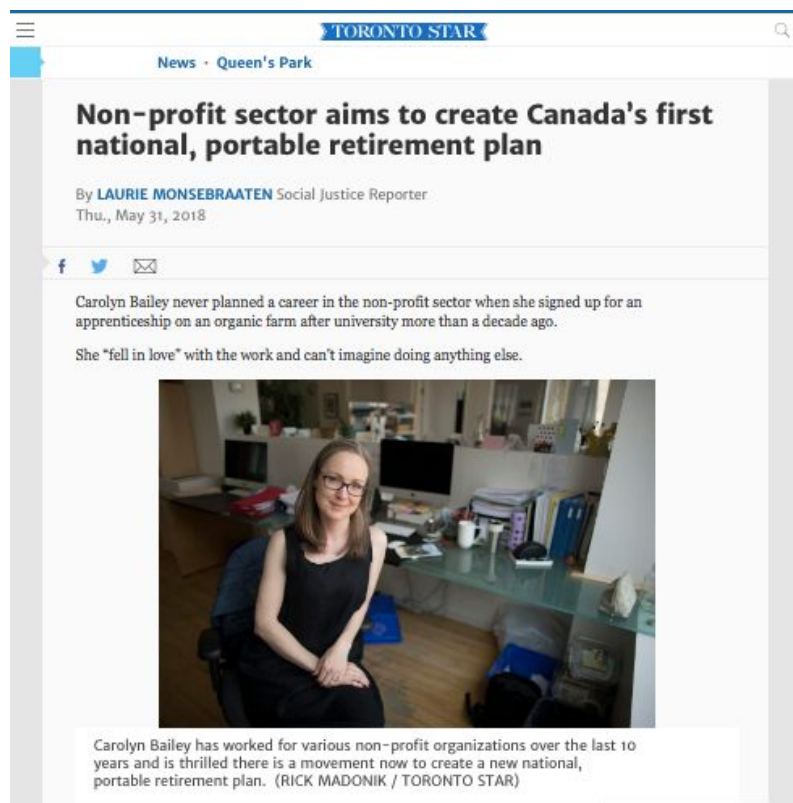
What is Common Wealth?

We are a mission-driven business focused on strengthening retirement security and reinventing pensions for a 21st century workforce. Founded in 2015, we have grown to a team of 8, including former executives from some of the world's leading pension plans and leaders from outside the pension industry with significant track records in multiple sectors and/or disciplines.

We do two main things:

(1) We design and manage value-for-money retirement plans for communities of people without access to workplace pensions. These communities include labour unions, associations, or groups of employers within a sector of the economy. Our objective with these plans is to deliver the maximum retirement security for every dollar of contribution for the members of these communities — and evidence shows that such collective arrangements can deliver significantly more value for money than people would typically get using a do-it-yourself approach to retirement. We can achieve this by following the

principles of some of the world's most successful pension organizations. Our first plan, a [partnership with SEIU Healthcare called my65+](#), is a portable retirement plan for home care and community support workers, and is the first retirement plan for modest earners in Canada. More recently, we have been working with a group of foundations and organizations within the nonprofit sector on [Common Good](#), an initiative to establish a national, portable retirement plan for workers within that sector.



Common Good was recently featured in the Toronto Star, and we are working with sector leaders on making this plan a reality

(2) We advise a wide variety of pension and retirement stakeholders on issues of strategy, regulation / public policy, retirement research, governance, and innovation. We focus on advisory practice on high-impact projects that we believe will improve the retirement system and strengthen retirement security. We have had the privilege of serving some of the world's leading pension funds, with a total of \$800 billion in collective assets under management. We have also partnered with governments, the World Bank, innovative start-ups, leading think tanks, plan sponsors like unions and associations, and other retirement/pension stakeholders to help them solve some of their toughest pensions and retirement problems.



The launch of a report we authored for the World Bank on the Canadian pension model

About our company culture

We are a young company, and so our culture is evolving. It will continue to evolve based on the people who join us. Here are some of the core things that we value:

- We look for both talent and integrity. Specifically, all hires need to be strong in three areas: a) problem solving; b) character; c) people leadership
- We want to hire people that are better than we are in some material respect

- We believe that the ability to learn, grow, and be self-reflective about weaknesses, mistakes, and failures is essential
- We believe that success comes from a combination of productivity and creativity. Not everyone is equally good at each of these, but the team as a whole needs to effectively combine the two
- We value heterogeneity. Our team members think and act differently. They have diverse backgrounds. We don't expect everyone to conform to a single mould, but team members need to appreciate and value others' different ways of seeing the world
- Our default setting is to be non-hierarchical, meritocratic, and inclusive in decision making — in exchange for this we expect team members to act like owners, think independently, and contribute to the collective success of the enterprise

Why join us?

- **Opportunity for impact** — We are a mission-driven business. Succeeding in our mission will materially enhance the financial security of thousands of people
- **Get in on the ground floor** — We are a small, growing firm. Early employees will have an opportunity to shape and participate in the future of the company, and will have the chance to take on new responsibilities and leadership as the company scales
- **Work on hard problems** — Your work will require you to think creatively, combine different fields and disciplines, find ways to get things done with limited resources, and solve challenging problems
- **Mentorship** — We may be a young company, but we make up for that in experience. Our team members have 60+ years of pension industry experience combined, have co-founded multiple organizations, have advised government ministers and the Prime Minister of Canada, and have worked in a wide variety of sectors including law, management consulting, health care, media, tech, and nonprofit management. A small but seasoned team

like ours brings great mentorship benefits for an early team member

- **Competitive compensation** — We pay competitively and there will also be opportunities for advancement and development over time

Read what Associate and Chief of Staff Connor Bays, wrote about [his reasons for joining Common Wealth](#).