

PENSIONS  
INVESTMENTS  
LIFE INSURANCE



## ANNUAL REPORT

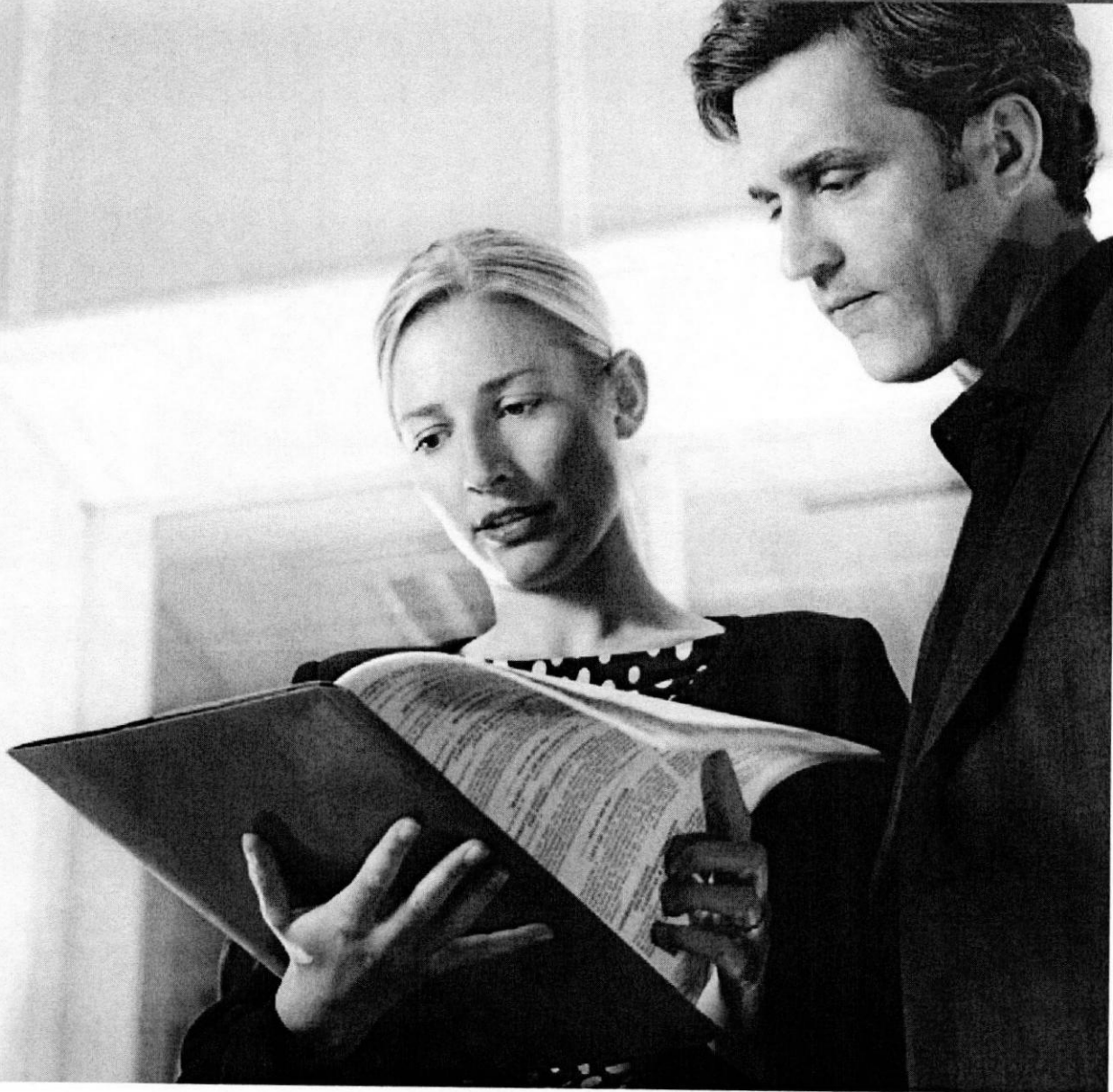
01 October 2018 TO 30 September 2019

Scheme Name: DCU Commercial DAC Retirement Plus Plan  
Scheme Number: 608364  
Pensions Authority No: PB55933

Prepared by Irish Life Assurance plc  
This report has not been audited by an auditor  
19/09/2019 14:25



**EMPOWER  
GOVERNANCE**



# ANNUAL REPORT

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## INTRODUCTION

This is the annual report for the members of the DCU Commercial DAC Retirement Plus Plan, produced by the team at Irish Life, as requested of the Trustees. The purpose of this report is to give members a brief outline of the operation of the scheme and its financial position for the period covered.

## DESCRIPTION OF THE SCHEME

The scheme is established under a trust and is governed by the Trust Deed and Rules. It is a Defined Contribution scheme which has its own legal entity separate from DCU Commercial DAC and has the approval of the Revenue Commissioners. The scheme has been registered with the Pensions Authority under Reference Number PB55933. Ultimate benefits are determined by the contribution levels and by the investment returns achieved on the contributions made.

## CONTRIBUTION DETAILS

Contributions paid to the scheme during the period covered.

CONTRIBUTIONS	AMOUNT
Employer	€212,104.03
Employee	€145,801.98
Additional Voluntary Contributions	€43,531.00
Invoiced Life Assurance Costs	€10,919.23
<b>Total Contributions</b>	<b>€412,356.24</b>



Based on the information provided, all contributions this year have been:

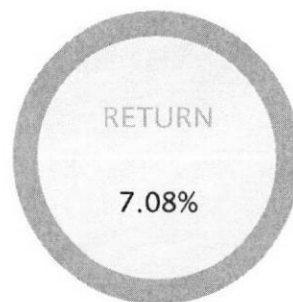
- received by the Trustees within 30 days of the end of the period,
- paid based on the scheme rules.

# FUND REPORTS

## Indexed World Equity Fund

### Return

The return on the Indexed World Equity Fund for the period ending 30 September 2019 was 7.08%.



### Risk Rating





This is a very high risk fund which can have a very high level of volatility. Therefore it may not be suitable for investors who have less than 13 years to retirement. The fund is most suitable for long term investment.

### Fund Description

The Indexed World Equity Fund is a passively managed equity fund that aims to track the FTSE World Index thereby achieving global market equity returns on a consistent basis. We achieve this by investing in the same equity stocks as those of the index in the same weightings. This removes the risk of poor stock choice.

This is a very high risk fund which can have a very high level of volatility. Therefore it may not be suitable for investors who have less than 13 years to retirement. The fund is most suitable for long term investment.

### Fund Facts

SNAPSHOT	Objective		To perform in line with the FTSE World index.
	Investment Style		Indexed
	Asset Mix		Equity
	Launch Date		01 November 2007

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

# FUND REPORTS

## EMPOWER Cash Fund

### Return

The return on the EMPOWER Cash Fund for the period ending 30 September 2019 was -1.02%.



### Risk Rating

This is a low risk fund. While there will be a level of volatility in fund returns, there is also only a low potential for gains. It is suitable for investors who are close to retirement or have a low appetite for risk.



### Fund Description

The EMPOWER Cash Fund invests 100% in cash and short-term deposits and aims to give investors a stable and predictable return. The EMPOWER Cash Fund can be used to protect the value of member's funds against market movements. For members who are close to retirement it is particularly useful for that element of the fund that will be taken as a tax-free lump sum.

While these funds are intended to be low risk investments, investors should be aware that the funds could fall in value. This could happen if, for example, a bank the fund has a deposit with cannot repay that deposit, or if the fund charges are greater than the growth rate of the assets in the fund.

### Fund Facts

SNAPSHOT	Objective		To achieve a reasonable rate of interest with a high degree of security.
	Investment Style		Active
	Asset Mix		Cash
	Launch Date		14 December 2009

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

# FUND REPORTS

## MAPS 3

### Return

The return on the MAPS 3 for the period ending 30 September 2019 was 2.23%.

### Risk Rating

This is a medium risk fund which can have some level of volatility. The potential return from the fund will also be medium. It is suitable for investors who will accept some level of risk.





### Fund Description

This fund is a mix of assets such as bonds, shares, property, cash and externally managed specialist funds. It also features several risk management strategies. This is a low to medium risk fund, which aims to have a mix of lower risk assets such as cash and bonds and higher risk assets such as shares and property. Irish Life Investment Managers monitors and rebalances the fund regularly and may change the mix over time.

This is a medium risk fund which can have some level of volatility. The potential return from the fund will also be medium. It is suitable for investors who have some appetite for risk.



### Fund Facts

SNAPSHOT	Objective		To achieve excess returns managed within a range of volatility suitable for conservative investors
	Investment Style		Active + Indexed
	Asset Mix		Equity, Bonds, Cash and Alternatives
	Launch Date		09 July 2013

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

# FUND REPORTS

## EMPOWER Growth Fund

### Return

The return on the EMPOWER Growth Fund for the period ending 30 September 2019 was 2.73%.



### Risk Rating

This is a medium risk fund which can have some level of volatility. The potential return from the fund will also be medium. It is suitable for investors who will accept some level of risk.







### Fund Description

This fund is a mix of assets such as bonds, shares and property. It features several risk management strategies and may invest in cash from time to time.

This is a medium risk fund, which aims to have a moderate allocation to high risk assets such as shares and property. Irish Life Investment Managers monitors and rebalances the fund regularly and may change the mix over time.

### Fund Facts

SNAPSHOT	Objective		To consistently achieve average managed fund performance
	Investment Style		Indexed
	Asset Mix		Equity, Bonds, Property, Cash and Alternatives
	Launch Date		04 March 2013

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

# FUND REPORTS

## EMPOWER Pension for Life Fund

### Return

The return on the EMPOWER Pension for Life Fund for the period ending 30 September 2019 was 20.24%.



### Risk Rating

This is a medium risk fund which can have some level of volatility. The potential return from the fund will also be medium. It is suitable for investors who will accept some level of risk.







### Fund Description

This fund invests in a blend of indexed bonds, including government and corporates, trying to match the movement in annuity prices. The bond mix is reviewed periodically and can be updated if a mix that better matches annuity prices can be achieved.

This fund aims to broadly follow the long-term changes in annuity prices due to interest rates which are just one of the main factors that determine annuity prices. However there could be times when the fund will not track annuity prices closely and the fund is not guaranteed to track annuity prices.

Prior to April 2018, the fund invested in indexed long dated AAA/AA Eurozone Government Bonds so the returns and performances reflect this.

### Fund Facts

SNAPSHOT	Objective		To broadly follow the long-term changes in annuity prices due to interest rates.
	Investment Style		Indexed
	Asset Mix		Bonds
	Launch Date		14 December 2009

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

# FUND REPORTS

## EMPOWER STABILITY FUND

### Return

The return on the EMPOWER STABILITY FUND for the period ending 30 September 2019 was 3.06%.



### Risk Rating

This is a low risk fund. While there will be a level of volatility in fund returns, there is also only a low potential for gains.

It is suitable for investors who are close to retirement or have a low appetite for risk.







### Fund Description

This fund is a mix of assets such as bonds, shares, property and cash. This is a low risk fund for careful investors, which aims to have a small allocation to higher risk assets such as shares and property.

Irish Life Investment Managers monitors and rebalances the fund regularly and may change the mix over time.

### Fund Facts

SNAPSHOT	Objective		To achieve returns managed within a range of volatility suitable for careful investors
	Investment Style		Active and Indexed
	Asset Mix		Equity, Bonds, Cash, Property
	Launch Date		06 September 2016

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.



# FUND REPORTS

## Active Managed Fund

### Return

The return on the Active Managed Fund for the period ending 30 September 2019 was 5.12%.



### Risk Rating

This is a medium risk fund which can have some level of volatility. The potential return from the fund will also be medium. It is suitable for investors who will accept some level of risk.







### Fund Description

The Fund is an actively managed fund investing in equity, bonds, property, alternatives and cash. The fund is targeting an annual return of Cash +4% over any economic cycle.

The equity allocation is diversified across developed world, emerging market, small cap and low volatility equities. The bond allocation is diversified across Eurozone government, emerging market and corporate bond. There may be some movement between cash and equities depending on market conditions.

This is a medium to high risk fund with expected volatility in the medium to high range. Therefore it may not be suitable for investors who have less than 7 years to retirement.

### Fund Facts

SNAPSHOT	Objective		Cash +4% over 5 year periods
	Investment Style		Active
	Asset Mix		Equity, Bonds, Property, Cash and Alternatives
	Launch Date		30 December 1988

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

# FUND REPORTS

## Cash Fund

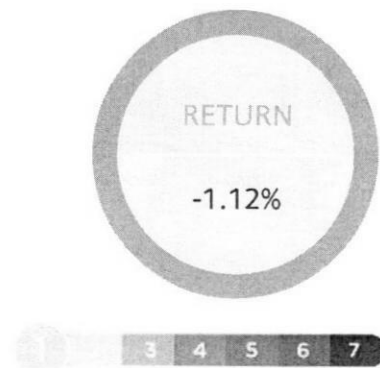
### Return

The return on the Cash Fund for the period ending 30 September 2019 was -1.12%.

### Risk Rating

This is a low risk fund. While there will be a level of volatility in fund returns, there is also only a low potential for gains.

It is suitable for investors who are close to retirement or have a low appetite for risk.



### Fund Description

This fund invests in bank deposits and short-term investments on international money markets. The objective of the fund is to provide a low risk investment income.

The Cash Fund can be used to protect the value of member's funds against market movements. For members who are close to retirement it is particularly useful for that element of the fund that will be taken as a tax-free lump sum.

While these funds are intended to be low risk investments, investors should be aware that the funds could fall in value. This could happen if, for example, a bank the fund has a deposit with cannot repay that deposit, or if the fund charges are greater than the growth rate of the assets in the fund.

### Fund Facts

SNAPSHOT	Objective		To achieve a reasonable rate of interest with a high degree of security.
	Investment Style		Active
	Asset Mix		Cash
	Launch Date		31 December 1985

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

# FUND REPORTS

## Capital Protection Fund

### Return

The return on the Capital Protection Fund for the period ending 30 September 2019 was 1.63%.

### Risk Rating

This is a low risk fund. While there will be a level of volatility in fund returns, there is also only a low potential for gains.

It is suitable for investors who are close to retirement or have a low appetite for risk.







### Fund Description

The Capital Protection Fund is an actively managed smoothed fund. The fund aims to give investors the benefits of some equity participation while at the same time ensuring that the value of the fund will not fall. The majority of the fund is invested in cash deposits and bonds. The declared minimum growth rate for 2019 is 0.0%. This is before management charges, e.g. a 1.0% management charge will result in a minimum growth rate of 0.0%

From 7 August 2017, the Capital Protection Fund is closed to new Single and Regular Premium investments, Transfer Values and Fund Switches. If you are currently paying a percentage of your contributions into the Capital Protection Fund you may continue to do so. Market Value Adjustment (MVA): Where clients switch their assets out of the Capital Protection Fund, Irish Life may apply a Market Value Adjustment, thereby reducing the amount available. To find out when a MVA applies and the most up-to-date MVA charge, access our website: [www.irishlifecorporatebusiness.ie/latest-market-value-adjustment-MVA-updates](http://www.irishlifecorporatebusiness.ie/latest-market-value-adjustment-MVA-updates).

This is a low risk fund. While there will be a low level of volatility in fund returns, there is also only a low potential for gains. It is suitable for investors who are close to retirement or have a low appetite for risk.

### Fund Facts

SNAPSHOT	Objective	 To provide low to mid range returns on a smoothed basis.
	Investment Style	 Indexed & Active
	Asset Mix	 Equity, Bonds and Cash
	Launch Date	 31 December 1988

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

# FUND REPORTS

## Pension Protection Fund

### Return

The return on the Pension Protection Fund for the period ending 30 September 2019 was 25.43%.



### Risk Rating

This is a medium risk fund which can have some level of volatility. The potential return from the fund will also be medium. It is suitable for investors who will accept some level of risk.







### Fund Description

This is an actively managed fixed interest fund which invests predominantly in long-dated Euro-denominated government securities. These securities are effectively loans to governments with repayment dates of ten years or more.

This fund should broadly follow the long-term changes in annuity prices due to interest rates, i.e. if long-term interest rates fall, the value of this fund will increase to roughly compensate for the rise in annuity prices. Long-term interest rates are just one of the main factors that determine the cost of an annuity. However, there will be times when the fund will not track annuity prices closely and no guarantee can be given in relation to such movements.

This fund is considered a medium to high risk fund for investors who have less than 7 years to retirement. If used as part of a lifestyle strategy this fund may be considered to be medium risk as it is generally used to track long-term interest rates which are a factor in the annuity rate calculation.

### Fund Facts

SNAPSHOT	Objective	 To broadly follow the long-term changes in annuity prices due to interest rates.
	Investment Style	 Active
	Asset Mix	 Bonds
	Launch Date	 31 March 1997

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

# FUND REPORTS

## EMPOWER Flexible ARF Fund

### Return

The return on the EMPOWER Flexible ARF Fund for the period ending 30 September 2019 was 3.23%.



### Risk Rating

This is a medium risk fund which can have some level of volatility. The potential return from the fund will also be medium. It is suitable for investors who will accept some level of risk.







### Fund Description

This fund is a mix of assets such as bonds, shares, property and cash. This is a low to medium risk fund for conservative investors, which aims to have a significant proportion invested in cash and bonds and a lower allocation to higher risk assets such as shares and property.

Irish Life Investment Managers monitors and rebalances the fund regularly and may change the mix over time.

### Fund Facts

SNAPSHOT	Objective	 To achieve returns managed within a range of volatility suitable for conservative investors
	Investment Style	 Active and Indexed
	Asset Mix	 Equity, Bonds, Cash, Property
	Launch Date	 06 September 2016

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

# FUND REPORTS

## Consensus Fund

### Return

The return on the Consensus Fund for the period ending 30 September 2019 was 6.97%.

### Risk Rating

This is a high risk fund which can have a high level of volatility. Therefore it may not be suitable for investors who have less than 10 years to retirement. The fund is most suitable for long term investment.







### Fund Description

The Consensus Fund is a passively managed fund that aims to provide performance that is consistently in line with the average of all managed funds in the Irish marketplace.

It is suited to those investors who want long-term managed fund growth without manager and stock selection risk. The fund is considered a high risk fund for short term investors. However, generally the longer investments are held the less volatile they become, so the fund is considered medium risk for longer term pension investors, especially if used as part of a Lifestyle Strategy.

### Fund Facts

SNAPSHOT	Objective	 To consistently achieve average managed fund performance
	Investment Style	 Indexed
	Asset Mix	 Equity, Bonds, Property, Cash and Alternatives
	Launch Date	 31 December 1995

### Custody

Citibank NA, London (Citibank) is custodian for securities. In addition to the records maintained by the custodians, Irish Life maintains its own records of securities held on behalf of clients. Both sets of records are reconciled regularly. Citibank have produced reports on their internal controls in accordance with SOC 1.

## MEMBERSHIP AND LIABILITIES

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### MEMBERSHIP

Here is an update on the scheme membership at 01 October 2018

- 28 active members included for retirement benefits.
- 0 members included in the scheme for death in service benefits only.
- 28 former member whose benefit options had not been determined or who had elected to receive deferred pension benefits under the scheme and as a result were still a liability on the fund.

### SCHEME'S LIABILITIES

Scheme liabilities at 30 September 2019: €8,901,528.91.

FUND	VALUE
Indexed World Equity Fund	€28,699.75
EMPOWER Cash Fund	€42,383.86
MAPS 3	€1,277,219.83
EMPOWER Growth Fund	€2,313,522.91
EMPOWER Pension for Life Fund	€50,482.13
EMPOWER STABILITY FUND	€46,929.38
Active Managed Fund	€426,337.06
Cash Fund	€1,388.38
Capital Protection Fund	€129,158.90
Pension Protection Fund	€52,756.88
EMPOWER Flexible ARF Fund	€32,496.42
Consensus Fund	€4,500,153.41



## TRUSTEE STATEMENTS

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### PREPARATION OF ANNUAL REPORT

This Annual Report is prepared in accordance with the requirements under the Occupational Pension Schemes (Disclosure of Information) Regulations, 2006 – 2013.

### PROCEDURES FOR ENSURING TIMELY RECEIPT OF CONTRIBUTIONS

The Trustees have appropriate procedures in place to ensure that contributions are received by the Trustees in accordance with the Scheme Rules, and in accordance with Section 58A of the Pensions Act, 1990, which requires an employer to remit contributions to the trustees within 21 days of the end of the month in which they were deducted or became due.

### SELECTION OF TRUSTEES

The right of Members to select or approve the selection of trustees to the Scheme is set out in the Occupational Pension Schemes (Member Participation in the Selection of Persons for Appointment as Trustees (No. 3) Regulations, 1996, (S.I. No. 376 of 1996).

### RELATED PARTY TRANSACTIONS

Other than the provision of scheme administration services, provided by the Employer, free of charge, the Trustees are not aware of any other material related party transactions that occurred during the period covered.

### BENEFIT INCREASES

There were no increases made during the period covered to either pensions in payment or benefits payable following termination of service with the Employer.

### LIABILITY FOR PENSIONS

There are no pensions or pension increases being paid by or at the request of the Trustees for which the Scheme would not have a liability upon winding up.

### TRUSTEE HANDBOOK AND GUIDANCE NOTES

The Trustees have access to the Trustee Handbook produced by the Pensions Authority and the Guidance Notes issued by the Pensions Authority from time to time in accordance with Section 10 of the Pensions Act, 1990.

### TRUSTEE TRAINING

The Trustees have received training as required by section 59AA of the Pensions Act, 1990. No costs or expenses incurred in relation to Trustee training were met out of the resources of the scheme.



# INTERNAL DISPUTES RESOLUTION PROCEDURES

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The Trustees have put an Internal Disputes Resolution ("IDR") procedure in place. The IDR procedure is for certain types of complaints that may arise from actual or potential beneficiaries of the pension scheme.

Two types of complaint are eligible for consideration under the IDR. These are where the actual or potential beneficiary:

- 1) Alleges that they have sustained a financial loss due to maladministration.
- 2) Has a dispute of fact or law about an action taken by a person responsible for managing the pension plan.

Having gone through the IDR process, if a complainant is not satisfied with the outcome then they can refer their complaint to the Financial Services and Pensions Ombudsman.

The Financial Services and Pensions Ombudsman require a few steps from the complainant before they will consider the case. A complainant needs to:

- have gone through the IDR procedure
- hold a final response letter issued by the trustees or managers

The Financial Services and Pensions Ombudsman may, at their discretion, decide to investigate a complaint without waiting for a final response letter.

## THE PROCEDURES FOR MAKING A COMPLAINT

- 1) The complainant should make an application to the Trustees.
- 2) The application should include:
  - The name, address and date of birth of the complainant
  - The address on which documents should be served in relation to the dispute
  - A statement concerning the nature of the complaint or dispute
  - Such other information which is reasonably required by the Trustees
- 3) The application must be in writing and signed by the actual or potential beneficiary.

A determination in writing must be issued by the Trustees within 3 months of all the required details having been received. The determination shall not be binding unless the actual or potential beneficiary assents, in writing, to be bound by it.

## STATEMENT OF RISKS

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The Trustees are required to make a statement about the financial, technical and other risks associated with the scheme and the nature and distribution of those risks.

### THE FOLLOWING RISKS AMONGST OTHERS HAVE BEEN IDENTIFIED

- The Trustees and Employer may not act in accordance with their duties and responsibilities. This could result in Revenue or Pensions Authority sanction, withdrawal of services of the Life Office or ultimate closure of the scheme.
- The Scheme could fall victim to fraud or negligence, resulting in expected benefits not being available to members.
- Administration errors may occur, including, amongst others, contributions not being remitted in a timely fashion, incorrect allocation between different funds or contributions being invested in an incorrect default fund. Further, the information supplied by the employer or other party may be corrupted, incorrect or may omit some detail. This could result in misleading communications, incorrect fund values being quoted and, ultimately, incorrect benefits being paid.
- Contributions paid into the scheme are invested in unit linked funds; the value of units may go down as well as up. As a result the return earned may be less than anticipated. Also the particular investment manager may underperform compared to other investment managers which could also result in a less than anticipated level of return. Any annuities purchased will be dependent on the prevailing interest rates at retirement.

The Trustees are satisfied that they have taken appropriate measures to guard against these risks. These measures include entering a contract of assurance with Irish Life Assurance plc to ensure that these risks are minimised to the greatest degree possible. Therefore the Trustees are confident that the scheme is in a good condition at the end of the period concerning the financial, technical and other risks identified.

## GENERAL SCHEME INFORMATION

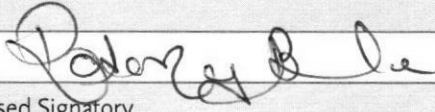
TITLE	CONTACT	Retired Date
Trustees and Administrator:	DTS Dedicated Trustee Services DAC Directors Michael Hickey Rosemary Burke	
Registered Administrator:	Irish Life Corporate Business	
Participating Employers:	DCU Commercial DAC Campus Residences DAC Trispace DAC UAC Management DAC DCULS DAC Campus Property DAC Invent DCU DAC The DUC Ryan Academy DAC Dublin Software Park DAC	
Scheme Contact:	Mr David O'Brien Independent Financial Adv. Trust Unit 1C Woodlands Office Park Southern Cross Road Bray Co Wicklow	
Consultant:	Independent Financial Advisory Trust Ltd Unit 1C Woodlands Office Park Southern Cross Road Bray Co. Wicklow	
Underwriter:	Irish Life Assurance PLC Lower Abbey Street Dublin 1	
Investment Manager:	Irish Life Investment Managers	
Trustee's Bank:	Bank of Ireland, Lower Baggot Street, Dublin 2	
Prepared and Issued by:	Corporate Business For and on behalf of Irish Life Assurance PLC	
Date:	03/01/2020	

If you have any queries about the Scheme or your benefits you should refer them to the Consultant/Scheme Contact at the address stated above.

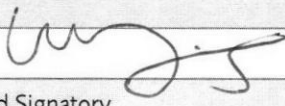
# SIGNATORIES

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DULY AUTHORISED to sign  
for and behalf of the Trustees

 \_\_\_\_\_  
Authorised Signatory

Date

 \_\_\_\_\_  
Authorised Signatory

Date