



CANADIAN PENSION
& BENEFITS INSTITUTE

2009 CPBI Western Regional Conference

Hosted by the Pacific Region

October 7,8,9, 2009

Chateau Whistler,
Whistler, BC

Conquering Performance Anxiety

building confidence during
uncertain times

This conference is **recognized** as a major opportunity for networking and sharing information on pension, employee benefits and institutional investments, including the latest developments and industry trends. Both conference days begin with strong, knowledgeable speakers. You won't want to miss:

Thursday morning's keynote speaker:

Mike Harcourt: Chair of the Prime Minister's Advisory Committee for Cities and Communities, former Premier of British Columbia and former Mayor of the City of Vancouver.

Friday morning's keynote speaker:

Gerry Salembier: Assistant Deputy Minister, Western Economic Diversification Canada.

Conference Sponsors

Special thanks to all the organizations who provided sponsorship to the 2009 CPBI Western Regional Conference.

PLATINUM SPONSOR



SILVER



PLATINUM SPONSOR



GOLD



BRONZE

PHILLIPS, HAGER & NORTH



SUPPORT LEVEL



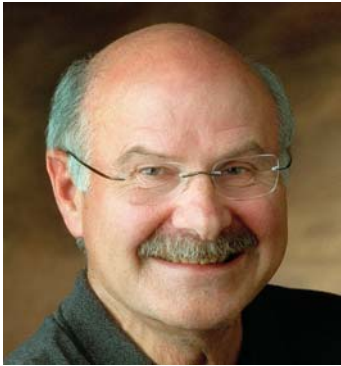
Schedule: Thursday, October 8th

Plenary 1

Confidence in a Sustainable Future

Mike Harcourt, *former Premier of BC, and former Mayor of Vancouver, Vancouver, BC*

As the Premier of British Columbia and Mayor of Vancouver Mike Harcourt helped British Columbia earn its reputation



as one of the most livable places in the world. His focus on conservation and sustainable development - and his resolve to contribute to the transformation of cities and communities around the world - has played a significant role in promoting quality of life for those in Canada and abroad.

As we move through these difficult economic times, it is important to remain focused on the commitment to a sustainable future. Mr. Harcourt will provide his expertise and practical knowledge in tackling climate change and sustainability issues.

“ As we move through these difficult economic times, it is important to remain focused on the commitment to a sustainable future. ”

Forum 1

Older, Richer, Wiser? Demographics, Government Budgets and the Outlook for Canadian Prosperity

Bill Robson, *C.D. Howe Institute, Toronto, ON*

The fiscal cost of economic stimulus and bailouts in the wake of the financial crisis comes at a bad time, with Canadians facing decades of stress on government budgets from demographic changes. Dominated by rising healthcare costs, the net impact of aging creates an implicit liability larger than recorded public debts or the unfunded obligations of the Canada and Quebec Pension Plans.

In this insightful session Bill Robson will discuss the daunting policy challenges facing Canada, and their implications for taxes, public and private pensions, savings, and the split between public and private funding of healthcare and similar benefits.

Forum 2

Successful Strategies to Improve Employee Health

Karen Seward, *Shepell-fgi, Toronto, ON*

Janet Crowe, *TELUS, Vancouver, BC*

Valerie Molloy, *WorkSafeBC, Vancouver, BC*

In this dynamic session, participants will learn how to mitigate employees' physical health risks through a focus on health screening and coaching solutions, and as a result, reduce financial risk for the organization. The panel will share demonstrated outcomes, ROI and methodologies and highlights from reports on health coaching.

Furthermore, the discussion will address how EAP utilization is connected to the level of support for and by supervisors. Participants will also have the opportunity to share techniques for motivating behaviour change in those at risk.

Workshops: Thursday, October 8th

Workshop 1

The Hidden Cost To Private Drug Plans: Generic Drug Pricing

John McGrath, Mercer (Canada), Vancouver, BC

Nick Gubbay, Mercer (Canada), Vancouver, BC

There is widespread concern following the report by the Competition Bureau in Canada that current business practices allow generic drug manufacturers to provide significant rebates and allowances to retail pharmacies. Prices charged by pharmacies to public drug programs, such as Fair PharmaCare, and private drug plans do not take into consideration these rebates. The estimated impact in Canada of hidden pharmacy compensation could exceed \$1B in 2009. The current drug pricing model may no longer be sustainable in Canada and plan sponsors may want to rethink strategies to adopt change. Learn the importance of understanding this drug pricing trend and potential alternative cost delivery solutions currently in development in Canada.

Workshop 2

Flexible Benefit Plans in Canada: Searching the Limits of Flexibility

Jason Kolysher, Hewitt Associates, Calgary, AB

As the Canadian workforce becomes more diverse, employers are looking for ways to meet a range of employee needs. One solution is to incorporate some level of flexibility into benefit programs, whether it's merely providing a health savings account or offering complete flexibility with respect to health, retirement and other aspects of the employment experience.

Using data from Hewitt's eighth Canadian flexible benefits survey (spring 2009), this presentation will look at how flex plans have evolved over the years, what flexibility means today, and what the next level of customization – flex reward plans – might look like, using models already in existence in the US and UK. New ideas for the design, communication and administration of flexible benefits will be discussed, for both large and small employers.

Attendees will come away from the presentation with an understanding of the prevalence of flex plans in Canada today, as well as a glimpse into the future of flex in this country.

Workshop 3

Process for Asset Class Diversification in a Defined Benefit Plan

Tony Whitworth, City of Saskatoon, Saskatoon, SK

Fred Smith, Raymond James, Saskatoon, SK

This session will describe the process followed by the City of Saskatoon General Plan Trustees to identify the risk to the Plan of Assets not meeting long term Liabilities. The outcome was to broaden the asset mix into private equity and real estate. The session will benefit Trustees and others who are concerned about the risk exposure of their Plan.

Workshop 4

DC Plans Around the Globe: What Can They Teach Us?

Neil Lloyd, Mercer (Canada), Vancouver, BC

As is well known, DC plans have far fewer guarantees than DB plans - in times of uncertainty and market volatility the DC model clearly gets tested. So what can we learn about how DC plans have fared in this environment. In this session Neil Lloyd will contrast DC plans across the globe, illustrate how similar are the themes impacting on them and provide some background on what the various reactions have been arising out of the recent crisis.

With this as background some evolving issues in 'DC land' will be explored:

- How are investment structures changing?
- Do we still believe members are rational, skilled investors, or what can be learned from behavioural finance?
- What happens at retirement? In light of these factors, what are our expectations for Canada?

Workshops: Thursday, October 8th (continued)

Workshop 5

Plan Design in Tough Economic Times

Laura Samaroo, *Watson Wyatt, Vancouver, BC*

Many plan sponsors are looking at changing their pension plan design during these difficult economic times. Laura Samaroo will provide data on recent plan design changes and anticipated changes, and will discuss some plan features that may be utilized by plan sponsors to help keep the cost (and/or cost volatility) of their pension plans under control.

Workshop 6

Your Second Life:

This Is Not Your Parents' Retirement

John Wolff, *Investors Group Financial Services Inc., Coquitlam, BC*

A practical and informative workshop that explores the new realities of retirement. Retirement has changed! It is no longer an event-it is a transition. We no longer work 40 years, stop, and live 5-10 years. Today we work 25-30 years and transition into a new phase of life that may last up to 40 years. What is your retire-mentality?

What are the issues? What are the opportunities? What are the risks? What do you need to do differently?!

This session provides valuable information for individuals in understanding the implications of this changed landscape and how to plan for it. It is also informative for employers as they strive to understand and meet the needs of their employees and ensuring they have a satisfied, engaged team.

Workshop 7

Trends in Administration for Multi-Employer Plans

John Trieu, *Morneau Sobeco, Vancouver, BC*

Paul Sywulich, *Morneau Sobeco, Vancouver, BC*

Heightened importance of financial controls – SAS 70 has transformed the administrative landscape in the U.S., and Canadian expectations (CICA 5970) are closely behind. Where a program has insufficient financial controls, plan sponsors and trustees, themselves, may be held accountable for resulting claims. Administrator demands for self-service – plan administrators expect to have on-line access to add / terminate / and change coverage for members, to upload

and download files to reduce manual entry, and to run bills and reports on an ad-hoc basis. Insurers offer these capabilities in their small-market pools, resulting in attrition for some multi-employer plans. Member expectations for self-service – the internet is here to stay and the rise in internet banking, web-based DC /savings plan tools, and participant self-service for benefit administration have raised service level requirements.

This session will explore the typical service delivery models for multi-employer programs, highlighting the key risks and potential mitigation strategies for each.

Workshop 8

Fighting Benefits Fraud and Abuse: Protecting Your Workplace

Paul Gilbert, *Sun Life Financial, Toronto, ON*

It is estimated that \$5 billion is lost annually in Canada to health claim fraud and abuse, and almost 95% of Canadian benefit plan sponsors have been the victim of at least some fraudulent health claims. While the incidence of health benefits fraud is relatively low, the potential financial cost can be significant.

As Paul Gilbert, Sun Life's Vice President, Investigation & Fraud will illustrate, factors such as the current economic environment, changes in treatment methods, cuts in public funding and advances in technology all impact upon health care fraud and abuse, and new and more sophisticated schemes are emerging every day.

A member of the Canadian Health Care Anti-Fraud Association, Paul will discuss some of the latest thinking, techniques and technology being used for fraud prevention. He will share his ideas and expertise on the three key priorities for combating health care fraud:

- *Consumer and provider education and awareness.*
- *Required safeguards and controls within insurer claim systems and processes.*
- *Active partnership with plan sponsors and members, insurers, provider associations, health regulatory bodies and law enforcement.*

Workshops: Thursday, October 8th (continued)

Workshop 9

Liability Driven Investing: That's Just Immunization, Right?

Marc Williams, *Watson Wyatt, Vancouver, BC*

LDI is a very commonly used term with different meanings and is associated with many investment products. Is LDI about establishing an investing process or is it a range of investment product solutions? Which Liability is doing the driving? Is it full immunization, reaffirming the 60/40 allocation that you already have or something else? What about institutional funds other than pension funds? Marc will discuss how LDI can help you choose an investment strategy from a myriad of options that reflects your plan and organization's specific circumstances.

Workshop 10

After the Credit Crunch: Lessons on Asset Mix and Institutional Investing

George Klar, *Alternativ Solution Inc., Toronto, ON*

The collapse of credit markets during 2007 and 2008 was a global shock and threw banking and asset management into a tailspin. Virtually all asset classes were affected, few harder hit than the equities, which tumbled over 50% from their peaks, and in some cases, much more.

For institutions that rely on investment returns to cover future liabilities, the asset meltdown was hard to handle. Aside from sleepless nights, these organizations were forced into defensive mode. Their first priority was to examine the risks taken and whether these are appropriate for the future.

During this period, many pieces of advice, some quite contradictory, were provided via the media and by several well known financial pundits.

The session reflects on the events before, during and after the credit crisis. It offers some important lessons on asset management to all participants in the process: plan sponsors, institutional investors, and the money management community. Lastly, it provides a glimpse of changes that might occur as a result of this experience.

Workshop 11

Making Sense of Pension Reform

Scott Sweatman, *Blake, Cassels & Graydon, Vancouver, BC*

Rosalind Gilbert, *Aon, Vancouver, BC*

Rosalind Gilbert and Scott Sweatman will review key aspects of pension reform proposals from expert commissions /reports including Ontario's "A Fine Balance", Nova Scotia's "Promises to Keep" and Alberta-British Columbia's "Getting Our Acts Together" as well as what the pension regulators and industry generally are doing to respond to demands for temporary solvency relief and CAPSA's proposals for a new multi-lateral agreement respecting jurisdictional pension plans. What are differences and similarities in pension reform proposals across the country? Will any of the reforms help sustain existing pension plans and open the door for the creation of new pension plans? What are the obstacles to and opportunities for increasing occupational pension coverage within the private sector?

Workshop 12

Are We Getting Through? Measuring the Effectiveness of DC Member Communication

Peter Graham, *Granville West Group, Vancouver, BC*

Kyle Fraser, *Sun Rype Products, Kelowna, BC*

The group retirement plan industry invests a great deal of resources into DC plan member communication, but how do we know if our intended message is really getting through? This interactive workshop will provide a forum to answer this question. The workshop will begin with an open discussion on the challenges of measuring different types of communication initiatives, such as investment option changes, default fund notifications and offering investment advice. Behaviour measurement tools and practical ways to use them will be discussed. The speakers will conclude with a sharing of best practices, highlighted by one plan sponsor's recent communication initiative and subsequent evaluation.

Thursday Evening Entertainment

Matters of the Mind, featuring 'Gerrard'

Following dinner is an interactive, fast paced mind control show. Gerrard has appeared on national TV and radio, been a headline guest in Las Vegas and he is currently seen by millions of viewers each week on A&E's hit show *Mind Freak* with Criss Angel.

Schedule: Friday, October 9th

Plenary 2

Western Canada - Navigating the Recession?

Gerry Salembier, *Assistant Deputy Minister, Western Economic Diversification Canada, Vancouver, BC*

The pressures on the world's financial system and the scale of the slowdown in global economic activity-one not seen



in generations-have their origins beyond Canada's borders. Declining international trade, falling resource prices, and the global recession contrast to recent years in which western provinces, including BC, led Canada through a rapid,

commodity-based economic expansion. Economic forecasts across Canada have undergone successive downward revisions as the impact of the global recession becomes ever more apparent in 2009. The presentation will outline how the economies of BC and the other Western provinces are responding to these pressures relative to the rest of Canada, and highlight some of the strengths and opportunities that present a foundation for a return to economic growth.

Declining international trade, falling resource prices, and the global recession contrast to recent years in which western provinces, including BC, led Canada through a rapid, commodity-based economic expansion.

Forum 3

Focus On the Forest, Not the Trees

David Rosenberg, *Gluskin Sheff & Associates, Toronto, ON*

This forum deals with the secular shift underway in the U.S. household sector and its implications on inflation, interest rates, employment and the global economy.

Mr. Rosenberg has earned both Bachelor of Arts and Master of Arts degrees in Economics from the University of Toronto. Prior to joining Gluskin Sheff, David was Chief North American Economist at Bank of America-Merrill Lynch in New York and prior thereto, he was a Senior Economist at BMO Nesbitt Burns and Bank of Nova Scotia. Mr. Rosenberg has ranked first in economics in the Brendan Wood International Survey for Canada for the past seven years and was on the U.S. Institutional Investor All American All Star Team for the last four years. He ranked second overall in the 2008 survey.

Forum 4

My Health Matters! *A Study Examining workplace health intervention on the outcomes of productivity, absenteeism, employee engagement, drug costs and employee health.*

Dr. William Lakey, *BC Public Service Agency, Victoria, BC*

Lisa Anderson, *BC Public Service Agency, Victoria, BC*

Peter Simpson, *GlaxoSmithKline, Vancouver, BC*

Ruth Balfour, *Pacific Blue Cross, Vancouver, BC*

This forum features a real life example of a workplace health and wellness partnership that improved employee health, productivity, engagement and absenteeism. Employers of all sizes will take away simple, easy to implement solutions that can be applied in their own workplaces. *My Health Matters!* was a collaboration among the BC Public Service Agency, GlaxoSmithKline, Abbott, AstraZeneca and Pacific Blue Cross. This one-year program focused on employer and employee driven activities and educational programs as well as a health risk assessment, on-site screening and face to face and telephonic counseling. *My Health Matters!* highlights the opportunity for employers to be pro-active in managing costs while improving employee morale.

Workshops: Friday, October 9th

Workshop 13

Wellness at Work!

An Exercise in Employee Engagement

Andrew Yorke, *Manitoba Blue Cross, Winnipeg, MB*

Susan Flanders, *Manitoba Blue Cross, Winnipeg, MB*

The workshop will go through the ABC's of planning, implementing, measuring and incorporating wellness programs at work showing how these strategies positively impact the individual and the organization as well as ignite employee engagement.

This presentation will look at the value proposition of health and productivity in the workplace as well as ways to engage those individuals in the workforce who are ready for positive lifestyle choices. Companies are struggling with rising health care costs, declining health status in the workplace, and absenteeism/presenteeism.

Organizations are also competing for talent; focused employee engagement programs may become the deciding factor in the recruitment and retention battlefield. Balancing HR and Benefit Program dollars to get the biggest bang for the buck is essential for HR and Benefit professionals. This session will address these issues.

Workshop 14

A New Paradigm For

Disability Prevention In BC

Larry Myette, *Healthcare Benefit Trust, Victoria, BC*

The 60 Summits Project is a North American initiative to increase awareness and implementation of a standardized, evidence-based approach to disability prevention outlined in the American College of Occupational and Environmental Medicine Guideline. Dr. Myette will provide an overview of the origin and content of the ACOEM Guideline and then discuss the goals of the new BC Collaborative for Health, Productivity and Disability Prevention and activities now underway to implement these best practices in BC.

Workshop 15

Addictions in the Workplace:

Big Problems, Serious Solutions

Paul Singh, *Family Services Employee Assistance Programs, Vancouver, BC*

The problem of addictions in the workplace is increasingly becoming a pressing human resources issue. Research suggests that as many as 15% of an organization's employees may be dealing with substance misuse issues. This workshop will outline a comprehensive strategy for managing addictions issues in the workplace. The workshop will describe the problem of addiction in the Canadian workforce, identify how such problems typically manifest in the workplace, and describe how these problems may be effectively managed by employers. Particular attention will be paid to practical strategies that employers may use to intervene with addicted employees in the workplace, as well as to how the services of an employee and family assistance program may be used to create an overall drug-free workplace strategy.

Workshop 16

Navigating Turbulent Times

Using Advanced Workforce Planning

Brian Wilkerson, *Watson Wyatt, Denver, Colorado*

This session will focus on how companies can navigate the current turbulent times and determine the right talent strategies through workforce planning. Companies are simultaneously experiencing scarcity in key areas and too many workers in others, and trying to position themselves to survive the current crisis. Research and experience shows that companies who are effective at workforce planning are better positioned for success. This session will discuss how leaders use data and evidence-based approaches to determine the right talent strategies and decisions and how workforce planning helps market leaders determine who they need and when and where they need them. Participants will get an overview of how companies approach optimizing both staffing and program investments. It will also discuss how companies have achieved real bottom-line results with workforce planning.

Workshops: Friday, October 9th (continued)

Workshop 17

Clearing The Fog: Making Pension & Benefit Communications Understandable

David Schneider, *Local Authorities Pension Plan, Edmonton, AB*

Clearing the fog? Let's face it – much of our communication material looks like thick fog to our customers. Every day, we distribute jargon-filled forms and brochures full of legalese, qualifiers and weasel words. We don't talk like this at home or even in the office – so why does our written pension and benefit material have to be so complex? This session will present techniques and strategies for improving the way you communicate with your key audiences. It contains real-life examples from the pension world in Alberta – not a bunch of rehashed suggestions from a “plain writing” course. If you have suffered through multiple rewrites of your work, or have seen no response to communication materials your organization has produced, this session is for you.

Workshop 18

Risky Business: Managing DB Pension Risk in Volatile Times

Thomas Ault, *Hewitt Associates, Vancouver, BC*

Chris Kautzky, *Hewitt Associates, Vancouver, BC*

Hewitt Associates' recent Global Pension Risk Survey revealed that many organizations around the world have not taken adequate measures to guard against defined benefit (DB) pension risk. Even in the face of weak economic conditions and poor market returns, most organizations had only taken small and conservative steps to manage risk when the financial crisis in 2008 hit. Faced with the second “once in a lifetime” event in a ten year period, plan sponsors are asking what they can do to avoid being shocked for a third time.

In this presentation, attendees will learn about various types of pension risk, with a detailed focus on the financial risk that is prevalent in a volatile market, as well as how to measure, monitor and manage risk in order to minimize the impact on an organization's bottom line. The end result? Employers can better understand where the risks lie in their pension plan, and learn about strategies to effectively manage the financial risk, so that the organization can drive the pension plan, as opposed to the pension plan driving the organization.



Friday Lunch

Speaker:

Kyle Hamilton

Olympic Gold Medalist

As Captain and stroke seat of the Canadian Men's Eight Rowing team, three-time

World Champion Kyle Hamilton led his team to Canada's first Men's Rowing Olympic Gold Medal in 16 years at the 2008 Beijing Olympics.

The UBC graduate has been a key member of the dominant Canadian Men's rowing program since his first international race in 2002. In seven years of competition, Hamilton has won fifteen international medals in both the Pair and the

Eight, as well as leading the Eight to the World Cup points title in 2007. After a disappointing fifth place finish at the Athens Olympics, the Beijing Olympics gave Hamilton and his team a second chance to be the first Eight since 1980 to win Olympic Gold after winning the World Championships the year before. It was an opportunity they worked hard to realize – becoming Canada's inspirational story of triumph and redemption at the 2008 Summer Olympics.

Currently a Law student at the University of Victoria, Hamilton speaks on aspects of leadership, teamwork, and the small but significant moments which define his Olympic experience. Audiences relive the experience of being an Olympic favourite, and the pressure and intensity of Captaining of one of Canada's top medal hopes and successes.

Planning Your Trip

Transportation

From the Vancouver international airport, Whistler is a two-hour drive along the scenic Sea-to Sky Highway, one of the most beautiful stretches of road in the area. For those flying into YVR, we have arranged the following air and bus travel discounts.

WestJet

WestJet will give you a 10% discount off their best available regular fare at the time of the booking (excluding web and promotional fares). Book online at and enter promo code QC6102, or call WestJet at 1-877-952-4696.

Air Canada

Air Canada will offer a 10% discount on all regular fares to delegates attending the conference. To book a flight, go to aircanada.com and enter promotional code YJJJ3UB1 in the search panel. (Not valid on Tango flights.)

Perimeter's Whistler Express

Enjoy luxury coach service between Vancouver International Airport, downtown Vancouver and Whistler Hotels at a special CPBI rate of \$45.00 plus GST each way. Reservations are required by calling 1-888-717-6606 or register on-line at . Quote promotional code: CPBI09 (last two digits are zero-nine). Or go to www.perimeterbus.com (no need to enter the promotional code as discounted rates will automatically apply).

Pacific Coach Lines SkyLynx

Pacific Coach SkyLynx bus transportation offers numerous scheduled departures in either direction. Cost is \$49 plus GST. To reserve, visit www.pacificcoach.com/whistler or call 604-662-7575 or 1-800-661-1725.

Sea-to-Sky Highway

Construction on the spectacular Sea to Sky Highway connecting Vancouver and Whistler should be completed by the end of September, making your breathtaking drive to Whistler safe and enjoyable. However, as with all major road improvements, project delays may occur. We encourage you to check the status of the highway prior to your departure by calling 1(877)472-3399, or visiting www.seatoskyhighwayimprovements.ca so that you can allow extra travel time in the event of construction delays.

Accommodations

You are responsible for arranging accommodation directly with the hotel of your choice. This year the host hotel is the *Fairmont Chateau Whistler* and all the functions organized by the CPBI will be held there. A limited number of rooms for Conference delegates are reserved at the *Fairmont Chateau Whistler*. For reservations, please complete the enclosed form and return it to the Fairmont Chateau Whistler by fax. The reserved room space will be released as of September 11th, 2009, so book early. The hotel's reservation telephone number is (604)938-2010; their facsimile number is (604)938-2099. Please quote Group Code CDNPEN. **Please carefully note the cancellation policy at the Chateau.**

If you prefer to stay elsewhere, you could contact Whistler Resort Reservations at 1-800-Whistler. Their website is www.whistler-resort.com

Business Centre:

The Business Centre is closed. Services are available upon guest request via the Front Desk.

Telephone (604)938-8000

Guest Fax Number (604)938-2291

Additional Details

Bringing a Guest:

Your guest is welcome to join you at the conference. The guest fee includes two breakfast, two lunches, Thursday reception, dinner and entertainment for \$300.00. Alternatively, you may purchase a ticket for the Thursday reception, dinner and entertainment for \$125. Please indicate your preference on the registration page.

Hospitality Suites:

If you are interested in hosting a hospitality suite, please contact Lélean MacFarlane at pacific@cpbi-icra.ca

Adventures in Whistler, BC

Whistler offers many varied activities, from walking tours to zip-trekking. No matter what level of excitement and adventure you are seeking, Whistler has something for you. Samplings of the most popular activities are listed below. For more information, visit whistler.com or call: 1-800-WHISTLER (1-800-944-7853).

Peak 2 Peak Alpine Experience

Nothing compares to the Peak 2 Peak Alpine Experience. The journey between the Whistler and Blackcomb mountains provides a 360-degree window into the alpine environment, its surrounding peaks, changing seasons and wildlife habitat, but sightseeing is just the start of your adventure. Enjoy an array of mountain-top dining options or take advantage of a collection of other activities. From easy to epic, there's something for everyone.

Whistler Zipline

Experience the next best thing to flying with a thrilling zipline adventure. Learn about Whistler's ecology and wildlife while safely gliding high over frozen creeks and snow-covered valleys and old-growth forests. This laugh-out-loud, unique activity is perfect for the whole family. You won't believe how fun it can be.

Whistler Eco Tours

From canoeing and kayaking, to walking, hiking and pedaling, Whistler Eco Tours has a tour for you. Visit whistlerecotours.com or call (604) 935-4900.

Treetrek

This isn't your ordinary walk in the woods. TreeTrek is a marvel of engineering that features a series of suspension bridges, boardwalks and platforms situated high in one of Whistler's ancient old growth forests. Discover the forest's canopy close-up, while learning about the area's fascinating flora and fauna from a knowledgeable guide. TreeTrek Eco Tours run year-round and



are perfect for those interested in a unique and adventurous outing that is also low-impact.

Bungee Jumping

Experience the exhilaration of leaping from the edge of a bridge situated high above a rushing river. Whistler Bungee, located just 15 minutes from Whistler Village, is British Columbia's highest year-round bungee jumping venue, featuring a 53-metre (160-foot) drop over the glacial-fed Cheakamus River. Set between gorgeous old growth forest and rugged basalt column cliffs, Whistler Bungee offers breathtaking winter wonderland scenery, as well as heart-pounding thrills. With jump masters and operators that have more than 17 years of experience, Whistler Bungee also boasts an unblemished safety record.



Bear Viewing Tours

With ski areas composed of vast coastal hemlock cedar forests, Whistler and Blackcomb Mountains provide food and shelter to some 50 black bears. You can explore this beautiful habitat in a 4X4 vehicle while on a fascinating and one-of-a-kind Bear Viewing Tour with noted black bear researcher Michael Allen. During the tours, Allen - who has spent the past 23 years studying black bears - will take you to visit active bear dens, daybeds and feeding sites. You won't want to forget your camera on this excursion.



Whistler Walking Tours

Guided, informative walking tour of Whistler Village. Personable local guides familiarize visitors with the layout of the Village as well as local history, restaurants, shopping and recreational opportunities.

Conference Planning Committee

Dan McGinnis	<i>Committee Chair, Healthcare Benefit Trust</i>
Collette Morgan	<i>Committee Chair, Morneau Sobeco</i>
Scott Aver	<i>Workplace Pension Solutions</i>
Karen Bell	<i>Pacific Blue Cross</i>
Susan Danzer	<i>Sun Life Financial</i>
Ryan Lang	<i>RBC Dexia Investor Services</i>
Peter Graham	<i>Granville West</i>
Burk Humphrey	<i>Sun Life Financial</i>
Michael Klose	<i>Lawson Lundell LLP</i>
Lélean MacFarlane	<i>CPBI Pacific</i>
Jill Masters	<i>Goldcorp</i>
John McGrath	<i>Mercer (Canada)</i>
Brian Mathae	<i>Pacific Blue Cross</i>
Jay Parker	<i>UBC Staff Pension Plan</i>
Peter Ridge	<i>Industrial Alliance</i>
Dayna Schweizer	<i>Watson Wyatt</i>
Perry Teperson	<i>Leith Wheeler</i>
Charleen Turner	<i>Sun Life Financial</i>
Maria Weinmuller	<i>RBC Dexia Investor Services</i>



Schedule At-a-Glance

Wednesday:

Registration 3:30 - 6:30

Thursday:

Breakfast 7:00 - 8:30
Opening remarks 8:45 - 9:00
Plenary 1 9:00 - 10:00
Break 10:00 - 10:30
Forums 1 & 2 10:30 - 11:45
Lunch 12:00 - 1:00
Workshops 1-6 1:15 - 2:45
Break 2:45 - 3:00
Workshops 7-12 3:00 - 4:30
Reception 6:00 - 7:00
Dinner 7:00 - 9:00
Entertainment 9:00 - 10:00

Friday:

Breakfast 7:00 - 8:15
Plenary 2 8:30 - 9:30
Break 9:30 - 9:45
Forums 3 & 4 9:45 - 11:00
Break 11:00 - 11:15
Workshops 13-18 11:15 - 12:30
Lunch Speaker 12:30 - 2:00

2009 CPBI Western Regional Conference

Hosted by Pacific Region

Chateau Whistler, Whistler BC, October 7,8,9 2009

Registration: Delegate Information page 1 of 2

LAST NAME		FIRST NAME
CITY	PROV	ORGANIZATION
PHONE (Office)	EMAIL	
SPECIAL DIETARY NEEDS FOR DELEGATE		
GUEST NAME	SPECIAL DIETARY NEEDS FOR GUEST	

* I require a certificate of attendance (for continuing education credits)

Registration Fees

· Fee includes conference program and meals

· Please indicate applicable fees and total them in the provided box:

Early Bird Registration (before August 15th) Member \$795.00 Non-Member \$1,035.00 \$

Standard Registration (after August 15th) Member \$925.00 Non-Member \$1,195.00 \$

Guest fees	Guest fee: all conference meals	\$300.00 <input type="radio"/> \$
	Guest fee: Thursday dinner and entertainment only	\$125.00 <input type="radio"/> \$

Sub Total \$ _____

Add 5% GST \$ _____

Total \$

GST # 126988930

Please fax both registration pages
to Lélean MacFarlane. If paying by cheque, please
mail your originals together with payment to:
Canadian Pension & Benefits Institute
c/o Lélean MacFarlane, 6216 Fairview Way
Duncan, BC V9L 4R7
Vancouver tel 604.983.2024
tel 250.737.1250 • fax 250.737.1251
email: pacific@cpbi-icra.ca

Credit Card Information

Visa M/C AmEx

CARD NUMBER

EXPIRATION DATE

SIGNATURE

2009 CPBI Western Regional Conference

Hosted by Pacific Region

Chateau Whistler, Whistler BC, October 7,8,9 2009

LAST NAME

FIRST NAME

EMAIL

Registration: Course Selection page 2 of 2

Forums

Thursday, October 8, 10:30am to 11:45am

- F1 Older, Richer, Wiser? *Demographics, Government Budgets and the Outlook for Canadian Prosperity.* *please choose one*
- F2 Successful Strategies to Improve Employee Health.

Friday October 9, 9:45am to 11:00am

- F3 Focus on the Forest, Not the Trees. *please choose one*
- F4 My Health Matters!

Workshops: please choose **one session** below each time slot:

Thursday Oct. 8
1:15pm - 2:45pm

- 1 The Hidden Cost to Private Drug Plans - Generic Drug Pricing
- 2 Flexible Benefit Plans in Canada: Stretching the Limits of Flexibility
- 3 Process for Asset Class Diversification in a Defined Benefit Plan
- 4 DC Plans Around the Globe-What Can They Teach Us?
- 5 Plan Design in Tough Economic Times
- 6 Your Second life: This Is Not Your Parents' Retirement

Thursday Oct. 8
3:00pm - 4:30pm

- 7 Trends in Administration for Multi-Employer Plans
- 8 Fighting Benefits Fraud and Abuse: Protecting Your Workplace
- 9 Liability Driven Investing - That's Just Immunization, Right?
- 10 After the Credit Crunch: Lessons on Asset Mix and Institutional Investing
- 11 Making Sense of Pension Reform
- 12 Are We Getting Through? Measuring the Effectiveness of DC Member Communication

Friday Oct. 9
11:15 am - 12:30pm

- 13 Wellness at Work! An Exercise in Employee Engagement
- 14 A New Paradigm for Disability Prevention in BC
- 15 Addictions in the Workplace - Big Problems, Serious Solutions
- 16 Navigating Turbulent Times using Advanced Workforce Planning
- 17 Clearing The Fog: Making Pension & Benefit Communications Understandable
- 18 Risky Business: Managing DB Pension Risk in Volatile Times

You May Register Online By Clicking [HERE](#)

Please fax both registration pages to Lélean MacFarlane.

If paying by cheque, please mail your originals together with payment to:
Canadian Pension & Benefits Institute, c/o Lélean MacFarlane, 6216 Fairview Way, Duncan, BC V9L 4R7
Vancouver tel 604.983.2024 • tel 250.737.1250 • fax 250.737.1251 • email: pacific@cpbi-icra.ca

Please Note: Cancellations received prior to September 1st will be refunded in full. Cancellations received between September 1st and October 3rd will be refunded 50% of registration fee or a substitution may be made for no cost. No refund will be offered on cancellations submitted after October 3rd.