



All-Stars 2021: Showcasing the Best!

10th Annual Conference Sponsor



Prepare to "virtually" walk the red carpet at the 10th Annual CPBI Saskatchewan Regional Conference! Immerse yourself in the spirit of the celebration with our theme days. Embrace the nostalgia with upbeat 80's music videos as well as a slideshow of our past in-person conferences. Attend live presentations and ask questions of our all-star expert speakers. Interact with fellow delegates, speakers, and sponsors through our ice-breaker codeword game and the community board. We all crave face-to-face meetings where our 'sidebar' conversations can lead to new and collaborative ideas. We invite you to make the most of both the networking and educational opportunities this event offers!

Theme Days:

April 19, 2021 - Wear a red shirt

April 20, 2021 - Wear a jersey

April 21, 2021 - Wear a vacation shirt

April 22, 2021 - Wear a track suit/workout attire

10th Annual CPBI Saskatchewan Regional Conference



All-Stars 2021: Showcasing the Best!

Keynote A - Monday, April 19, 2021

Sponsored by:



Humour and Resilience for Virtual All-Stars

Paul Huschilt, Professional Speaker, Humour and Wellness Expert

All-Stars have teams of people who help them maintain their peak performance, from physical trainers to nutritionists to personal coaches. As pension and benefits professionals, we have to do most of this on our own. *Humour and Resilience for Virtual All Stars* is a fun and entertaining break from our demands and pressures, and teaches us strategies to stay our best during these difficult times. This is not your average head-on-a-screen talk. It's full of surprises and tips that you will walk away with. With 20 years speaking about wellness and humour and a background in career development and adult education, Paul will inspire you to be your best at work and at home, even if those are both happening in the same place. His words and unique tools have taken him around the globe and to desktops and mobile devices everywhere.





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Keynote B - Tuesday, April 20, 2021

Sponsored by:



What We Need Now is Change Leadership

Randy Bauslaugh, Partner, McCarthy Tétrault LLP

Leadership is not static; it is a dynamic role. Change leaders are not simply change managers. The first step is having a transformative vision that empowers others enough to contribute towards that vision. Randy will talk a little bit about his personal experience as one of CPBI's early "gophers", and then as one of its leaders who promoted organizational change. He will also share his personal views on meaningful change leadership in the design and governance of pension and benefit plans: by trading in our single employer models for better, more inclusive, collective solutions; and by transitioning from employer and representative forms of plan governance to external models with some degree of professional expertise as well as broader representation.





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Keynote C - Wednesday, April 21, 2021

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Moolala: Why Smart People Do Dumb Things with Their Money (And What You Can Do About It)

Bruce Sellery, Financial Journalist, Bestselling Author of *Moolala*

Moolala is an optimistic and fun keynote that focuses on inspiring people to get a handle on their money so they can live the life they want. Bruce Sellery will help us:

- Get clarity on what's happening with our money, and help us set priorities about what to work on first.
- Create a simple plan we can implement immediately, without making personal finance our new hobby.
- Be inspired to get off our duff and take action on what matters most.





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Keynote D - Thursday, April 22, 2021

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The Story Behind *BodyBreak*

Hal Johnson & Joanne McLeod, Healthy Living Experts and Hosts of *BodyBreak*

Under the umbrella of *BodyBreak*, Hal and Joanne have been encouraging Canadians of all ages to live a healthy, active lifestyle. Whether it's their TV programs, syndicated radio shows, presentations, personal appearances, media interviews, or the products they endorse, Hal and Joanne heighten the awareness of the benefits of healthy living and show Canadians just how practical and easy it is to do. But most of all... it's "Fun".





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Breaks & Social Times

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CPBI Saskatchewan Regional Council cordially invites all conference delegates to join us for socializing, dancing, and visiting exhibitor booths during breaks and social times.

Ice-Breaker Game

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Search for hidden codewords. Attend a virtual meet-up in small groups to gather verbal clues and work together to solve the puzzle!



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Tuesday, April 20, 2021

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Pension #1

The Future of the Canada Pension Plan

Troy Milnthorp, Senior Managing Director, Corporate Fund Services,
Saskatchewan Teachers' Federation

This session will highlight the various changes to the CPP over the years and look at the issues and challenges facing the CPP in the future.

Benefits #1

Pension and Benefit Beneficiaries – A Legal Perspective

J.J. Burnell, Partner, MLT Aikins LLP

This presentation will focus on an examination of the important distinctions between the different types of beneficiary designations in pension and benefit plans. It will address why a beneficiary should be designated, when a designation should occur, and how a designation is effectively completed. Included will be a review of the differences between revocable and irrevocable beneficiaries, contingent beneficiaries, and the assignment of benefits to financial institutions. Participants will be equipped with a better understanding of the legal significance of the different types of beneficiary designations and what to watch out for when assessing designations, both in the pension and benefits areas.



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Tuesday, April 20, 2021

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Pension #2

The Benefits of Scale and Collaboration in Managing Pension Plans
Colyn Lowenberger, Founding President & CEO, Möbius Benefit Administrators Inc.

Operating pension plans has become increasingly more complicated. Long gone are the days when sponsors could rely on new entrants and bond yields to propel plans. The “Canadian Model” (large asset base; clear, autonomous governance structures; deep teams of in-house expertise paid at market rates) was developed as a response to the changing complexities of managing pension plans. A large part of the thesis is dependent upon gathering sufficient scale to reach operational efficiency, build risk management processes, improve infrastructure, and innovate for the future. Despite evidence supporting a shift and increasing attention from the global pension community, the model has not been universally embraced. This presentation will explore the benefits of scale in pension management, the challenges of bringing scale to pension management, recent events, and effective strategies for building scale going forward.

Benefits #2

A Psychological Perspective to Help Employees Manage Chronic Pain

Kenneth MacDonald, Associate Vice President, Employee Benefits, HUB International Canada West ULC

One in every five Canadians suffers from some form of chronic pain, a condition that often — though not always — starts with an injury or illness and lasts more than three months or beyond the normal recovery period. There’s mounting evidence that once tissue and bones are fully healed in the body there’s no longer a physiological explanation for pain, which means that any persistent pain is largely a psychological issue and should be treated as such. In this session, Ken will use his own personal journey with chronic pain to illustrate:

- the triggers and causes of chronic pain – it’s not what you think;
- the mind-body connection and its impact on chronic pain;
- new treatment plans that don’t include drugs, physical therapy or surgery; and
- what employers can do to help employees with chronic pain.



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Wednesday, April 21, 2021

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Pension #3

The Impact of COVID-19 on Pension Plans: How Did Governments and Regulators Respond to the Crisis?

Leah Fichter, Executive Director, Pensions Division, Financial and Consumer Affairs Authority of Saskatchewan (FCAA), and Saskatchewan's Deputy Superintendent of Pensions

The effect of the COVID-19 pandemic on the financial and economic environment resulted in significant market volatility. This volatility, along with low interest rates, impaired the financial position of defined benefit plans. The pandemic also negatively affected business operations in certain sectors. The resulting cash flow issues lead to some plan sponsors having difficulty meeting their funding obligations.

Find out how governments and regulators across Canada responded to the crisis in order to protect plan member benefits and assist employers experiencing cash flow issues.

Benefits #3

The Complexity of Disability Absence, Cost & How to Help Manage

Sherry Norris, Director, Life and Disability Services, Saskatchewan Blue Cross

Dealing with a disability absence can be very complex. There are multiple people involved including the employer, employee, employee's family, and treatment providers. For an employer, it can be difficult to manage disability absences while maintaining business as usual. This presentation will use case studies to provide statistics on the cost of disability absence, education on how disability claims are managed, and tools to assist employers in managing disability absence.



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Pension #4

Pension Innovation – Making Pensions More Accessible

Jill Wagman, Managing Principal, Eckler Ltd.

Plan sponsors are looking for innovative ways to provide pensions so that employees have access to the retirement benefits they need, and sponsors have the financial stability to provide them. This presentation will explore the options available to eliminate the volatility around funding requirements and accounting treatments so that employers can continue to offer defined benefit type plans and help secure a brighter future for working Canadians. It will also include an update on the DC environment.

Benefits #4

Digital Innovations in Benefits

Melanie Jeannotte, CEO, Gallagher Benefit Services, Canada

This presentation will explore the insurtech eco-system, including what it is and how it differs from fintech, the Canadian and global technological landscape, and the pace of innovation. It will examine how insurtech affects plan sponsors including the cost and business case for engaging with insurtech and how it supports employee attraction, retention, and engagement. Lastly, this session will discuss what should be considered when assessing technology options, such as a technology ambassador, existing technology realities and sustainability, and a road map to taking first steps.



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Pension #5

Impact Investing: Integrating Impact Management with the Investment Process

Andrew D. Knox, Institutional Portfolio Manager, Franklin Real Asset Advisors, Franklin Templeton Institutional LLC

This presentation will define impact investing and discuss an impact investing process. The opportunity for impact starts with identifying the challenges the investor seeks to address; identifying the contributions of the investor; and, then measuring and monitoring the impact of those contributions towards those goals. Using the United Nations Sustainable Development Goals as an objective and employing the emerging global standards, certifications, methodologies and metrics to fully integrate impact into each stage of an investment process, Andrew will describe a more holistic process that aligns investment and impact considerations in every step – one designed to combat global poverty and hunger, protect the planet and the environment, promote prosperity for all, and ensure peaceful co-existence amongst Earth's nations – while earning a competitive rate of return.

Benefits #5

Drug Plan Management 2021

Barbara A. Martinez, National Practice Leader, Drug Solutions, Canada Life

Did You Know... The average amount covered per claim for a biologic/specialty drug is *45 times greater* than the average amount covered for maintenance medications? Prescriptions for Hydroxychloroquine rose by more than 95% during the 2 weeks following the declaration of the pandemic? Canada has the second highest spending on patented drugs out of all the countries in the OECD?

These are just some of the interesting stats from the Canadian Drug Landscape which impact drug benefit plans on a regular basis. As such it is important to stay informed on how drug costs have affected drug benefit plans in the past and what may be in store for the future. To help you learn more about this, this session will look at prescription drug plan spending and trends in 2020 including the impact of COVID-19 on Canada Life drug plans in Saskatchewan/Manitoba. It will also take a deep dive into Expensive Drugs for Rare Diseases (EDRDs) and discuss how drug prices are established in Canada through the Patented Medicine Prices Review Board (PMPRB). It will also include content on vaccines in Canada.



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Pension #6

Financial Education in the Workplace

Jim Yih, Retirement Expert, Best Selling Author, and Financial Speaker

Jim has been delivering financial education in the workplace for over 25 years. In fact, if you ask people about whether financial education in the workplace is important, the overwhelming majority would say “of course”. So, if it’s that important, why doesn’t it exist more in the workplace? In this session, Jim will share with you many of the issues that we all face when it comes to putting financial education programs in place. Who is responsible? What should be taught? Who should pay? And so much more.

Benefits #6

Hannah’s Letter to Santa - An Update

Darren Ulmer, Elite Partner Advisor at Sun Life Financial, Global Professional Speaker, and Author

Presented around the globe, this presentation on Darren’s journey through cancer diagnosis, treatment, and recovery focuses on the challenges every person and their family endures while a loved one is battling cancer. From lost wages to drug costs, travel expenses and the costs of out-of-province care, you will discover first hand the importance of having Critical Illness Insurance as part of your group plan. Although money from insurance will never “cure” cancer or any of the other covered critical illnesses, learn how access to insurance funds provides dignity and choices when battling for your life.



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