



CANADIAN PENSION & BENEFITS INSTITUTE

Annual Report

2008



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The Canadian Pension & Benefits Institute

For Education and Networking

in the Pension, Benefits and Investment Industry

Mission

To provide CPBI members with the opportunity to participate in high-quality, cost-effective education and networking events that focus on the exchange of information and the analysis of the best practices related to pensions, employee benefits and investments, at the national and regional levels across Canada.

Vision

The CPBI will strive for a strong brand image and to be a well-run organization with unity of purpose, connectivity to its members and a plethora of quality programs and services.

Values

In its governance and programs, the CPBI adheres to the following values:

- o Innovation and quality service to members
- o Creativity in networking
- o Results-oriented teamwork
- o Accountability and integrity

Message from the Chair of the Board of Directors



It is with great pride that I write this message. As I begin the second year of my mandate as Chair of the CPBI Board of Directors, I would like to express my sincere thanks to all CPBI members, volunteers and our regional councils for your dedication to our organization.

The first six months of 2008 has been a significant period for the CPBI. The Board of Directors approved a change in our fiscal year to align it with our programming year. This change will help provide the institute, at both the national and regional levels, with simplified financial reporting and annual planning. We are pleased to have launched the CPBI's National and Regional Volunteers of the Year Program, Celebrating Excellence and Commitment. Special congratulations go out to all our first-time recipients of this award. Furthermore, I am pleased with the progress we have made in the risk management of the institute. By working together with our National Office and our eight CPBI Regions, the CPBI has taken the necessary steps to establish a contingency reserve that ensures we have the funds to mitigate any potentially catastrophic financial losses in the course of the organization of our Regional Conferences and National FORUM.

I would like to especially thank the Ontario Regional Council and the National Office teams for the successful organization of FORUM 2008. Over 400 participants from across Canada enjoyed this first-rate event and took part in the successful relaunch of the CPBI's national programming. This inauguration is a sign of great things to come for the institute.

Paul Williams, Director-at-Large, and Patricia Clunie, Representative of the Manitoba Region, completed their mandates in May 2008 and on behalf of my colleagues on the Board of Directors, I would like to thank them for their contribution to the CPBI and wish them the very best in their careers.

We have just closed a significant two-year transition period for the CPBI and we are delighted with the progress made to build a foundation focused on good governance, sound fiscal management, well-developed business plans and synergy between the eight CPBI Regions and the National Office. I am proud to preside over the institute as it moves into a new phase, whose goals will be growth in membership and the provision of quality education and networking programs across Canada. Special thanks must also go out to our regional chairpersons, council members, administrators and the staff of the National Office for their dedication and professionalism.

Sincerely,

Burk Humphrey
Chairperson, CPBI Board of Directors

Message from the Chief Executive Officer



During the first six months of 2008, we witnessed the CPBI embark on a new chapter of its history. Join us now as we move into a new phase of growth as the industry's premier national not-for-profit organization, committed to providing our 3,000 members in eight regions across Canada with dynamic educational content and networking opportunities.

I am excited and encouraged by the enthusiastic reception FORUM 2008 received this year in Toronto. Special thanks go to Kevin Press, Deron Waldoock and Marie Sonnenberg, the chairpersons of FORUM 2008. Also to be applauded are our Ontario Regional Council and the Planning Committees for their ideas, energy, dynamism and cooperative spirit in working with the National Office staff to coordinate this successful FORUM. Congratulations on a job well done!

I encourage you now to visit our revamped website (www.cpbi-icra.ca) for the latest news on delegate registration and sponsorship for FORUM 2009, scheduled to take place at the Convention Centre in Calgary from May 25-27. Mark your calendars!

The CPBI has made incredible strides in its governance processes and national programming. We have implemented new policies for event pricing, annual programming and strategic business planning. We are proud of the work performed to bolster the CPBI's direction and to put mechanisms into place that ensure effective risk management for the institute. Additionally, the CPBI's National Office has worked with our eight Regional Councils and our Board of Directors to present a solid risk management plan and set up a contingency reserve to maintain the financial health of the institute, should a situation of unforeseen difficulty arise in the future. The contingency reserve fund will be fully funded in the 2009 fiscal year.

The Canada Revenue Agency and the Quebec Revenue Agency accepted our Board of Directors' proposal to change the institute's fiscal year from January 1 – December 31 to July 1 – June 30. In so doing, and for the first time ever, the CPBI's programming and fiscal years will now be fully aligned.

The CPBI completed the 2008 fiscal year (January 1 - June 30, 2008) in a healthy financial position, thanks to the remarkable contributions of numerous members, who volunteered many hours of their time and shared their expertise with us. I thank all present and former members of the Board of Directors for providing the CPBI with strategic advice, guidance and insight. The commitment and leadership that each of you has demonstrated have played an intrinsic part in fortifying the CPBI's institutional processes. It has truly been a pleasure and a privilege to work with each of you.

To the present and former chairpersons of our eight Regional Councils and the National Office staff, a big thank-you for your team spirit, hard work and professionalism. Working in cooperation with all of you accounts for the success and growth of the CPBI.

Best Regards,

Iris Almeida-Côté,
Chief Executive Officer

Board of Directors

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Vice-Chairperson / Secretary and Ontario Delegate

Gretchen Van-Riesen
Director-at-large

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Atlantic Region

Barbara Degenstien
Saskatchewan Region

Normand Vachon
Quebec Region

Larry Findlay
Alberta Regions

Dave Tompkins
Manitoba Region

Cheryl Neighbour
Pacific Region

National Office

Iris Almeida-Côté
Chief Executive Officer

Lena A. Jaoude
Manager, Marketing & E-Learning

John Cahill
Manager, Programs & IT Services

Dominic Tremblay
Manager, Membership Services & Administration

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CPBI Atlantic

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Dominic Vallée
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ayashi
Joel McGurrin
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Joyce Stephenson
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David Koltek
Alice La-Ngo
Lori Mark
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Ralph Ramore
Edith Samuels
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Trina Kistner
Kay Robertson
Marg Romanow
Jane Thomas
Christine Taylor
Doug Volk
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Kristin Smith
Steve Sproule
Dino Trudeau
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Bernie Ward

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Administrator
Jamie North

CPBI Northern Alberta

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Holly Bevan
Anna Chmiel
Kellee Dawson
Malcolm Jones
Kevin Olineck
David M.
Schneider

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Administrator
Steven Leard

CPBI Pacific

Officers
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Chairperson

Susan Danzer
Vice Chairperson

Doug Hatlelid
Past Chairperson

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Eileen Beadle
Karen Bell
Janine Bourque
Bill Dyer
Colleen Fostvelt
Catherine Graham
Dave Mason
Jill Masters
Dan McGinnis
John McGrath
Lori Moffat
Judy Payne
Keryn Todd

**Treasurer &
National Board
Representative**
Cheryl Neighbour

Administrator
Lélean MacFarlane

CPBI National Office – Achievements in 2008 ... 1/3

January

In January 2008, the CPBI National Office completed its annual membership renewal campaign and began work on the 2008 edition of the Members Directory, having successfully reached its goal of raising \$24,000 in advertising revenue for the costs of production. FORUM 2008 registrations were steadily rolling in, as CPBI members and non-members alike were taking advantage of the savings offered through the Early Bird registration special. Preliminary planning was well underway for FORUM 2009, as the CPBI National Office was defining the roles and responsibilities of all parties involved in this event.

February

The CPBI Board of Directors met in early February 2008, where they approved the budgets and programs for the CPBI Regions, the dates for FORUM 2009 and the National and Regional Volunteer of the Year programs.

With the endorsement of the regional budgets and programs, CPBI Regions had the mandate to hold the over 100 educational and networking sessions that the CPBI is renowned for. Additionally, the finalized dates for FORUM 2009 allowed planning to continue, as staff from the CPBI National Office travelled to Calgary to secure meeting space and negotiate room rates for our delegates attending this event. FORUM 2009 is scheduled to take place from May 25-27, 2009 in Calgary, Alberta.

Lastly, the CPBI Board of Directors approved the CPBI Volunteer Awards Program, Celebrating Excellence and Commitment. This initiative gives the CPBI National Office and Regions a unique program by which they may show their gratitude to the numerous volunteers who contribute their time, knowledge and expertise. Their assistance is invaluable in helping the CPBI complete its mission at both the regional and national levels.

March

The CPBI National Office, in concert with the CPBI Board of Directors' Finance & Audit Committee, developed a contingency reserve funding formula. This plan would serve as a basis in determining the contributions to be made towards the CPBI contingency fund by the CPBI National Office and each region. The CPBI contingency plan is designed to serve as a self-insuring fund for the institute and it will be fully funded by the end of 2009 fiscal year.

In March 2008, the CPBI National Office completed the production of its 2007 Annual Report. This report was made available to all CPBI members on the website.

A financial statement audit of CPBI for the period January 1 to December 31, 2007 was performed by PricewaterhouseCoopers LLP. An unqualified opinion was issued. The results and recommendations are available to CPBI members as published in the 2007 Annual Report.

April

With FORUM 2008 fast approaching, April was an intense period of registration for delegates. The final logistical decisions and arrangements were made to ensure the smooth onsite coordination of the event.

The CPBI Board of Directors met in person in Montreal for the first time in 2008, where the CPBI National Office presented them with the official governmental approval to alter the CPBI's fiscal year. The CPBI Board of Directors endorsed the change, with the new fiscal year to begin on July 1 and end on June 30. As of July 2008, and for the first time ever, the CPBI's fiscal year and programming year would be synchronized.

During this two-day meeting, the CPBI Board of Directors also authorized the selections for **Regional Volunteers of the Year** and unanimously elected David Kapeluck as the **CPBI National Volunteer of the Year**. David would be provided complimentary transportation, accommodation and registration for FORUM 2008, where he would be presented his plaque of appreciation by Burk Humphrey, the Chair of the CPBI Board of Directors.

During this time, the CPBI was also in negotiations with the Royal Bank of Canada regarding the changeover of all financial accounts to one exclusive financial institution. This step would result in considerable savings for CPBI Regions, as well as more uniform and timely financial reporting.

May

The highlight of the CPBI's 2008 national programming, FORUM 2008, took place in Toronto, Ontario from May 12-14, 2008. This event was a resounding success, with over 400 delegates participating. The entire CPBI Board of Directors was in attendance for this one-of-a-kind annual event.

All sponsors who participated in the CPBI's FORUM 2008 received a thank-you letter for their continued support of the CPBI and its programming. The National Office also presented each member of the Ontario Regional Planning Committee a certificate of appreciation in recognition of the substantial contribution made to the conference's success.

On May 14 2008, the CPBI Annual General Meeting was held at the Metro Toronto Convention Centre. This marked the end of the two-year terms for two of our Board members and provided an excellent opportunity for new Board members to step up and show the CPBI what they have to offer! We would like to especially acknowledge Paul Williams, as Director-at-Large, and Patricia Clunie, as Manitoba Region Board Representative. Their involvement has left a mark on the CPBI which will not be soon forgotten.

June

In the month of June, the CPBI National Office undertook the closure of the FORUM 2008 accounts. Keeping up the momentum that FORUM had gathered in Toronto, they worked jointly with the Alberta Regions to create steering committees for FORUM 2009 to be held in Calgary, Alberta. Three committees were created in the categories of sponsorship, programming and experience.

CPBI National Office – Achievements in 2008... 3/3

The CPBI National Office made a second trip to Calgary to meet those committees and volunteers who had expressed interest in working with the CPBI National Office on the planning of FORUM 2009.

Given the change in the fiscal year, the CPBI National Office was hard at work preparing the necessary documents for the January-to-June six-month audit. As well, the operational switch to using a single banking institution was underway, with CPBI Regions opening accounts and transferring their funds to the CPBI's new, exclusive financial institution.

The CPBI National Office prepared its 2008-09 Strategic Plan and Budget and presented it to the CPBI Board of Directors, along with the programs and budgets that had been provided by each CPBI region. The CPBI Board of Directors unanimously approved the National Office's Strategic Plan and Budget for 2008-09, as well as all of the regional programs and budgets. This approval gave the National Office the mandate to go forward with its growth plan for the CPBI.

In 2008, the CPBI Board of Directors and its committees met five times on the following dates and in the following locations:

DATE.....	MEETING.....	LOCATION
February 5, 2008.....	Board Meeting.....	Teleconference
March 26, 2008.....	Finance & Audit Committee.....	Teleconference
April 11-12, 2008.....	Board Meeting.....	Montreal
May 14, 2008.....	Board Meeting.....	Toronto
June 17, 2008.....	Board Meeting.....	Teleconference

Atlantic Region

The first six months of the year for the Atlantic Region is typically a quieter period in our programming due to the geographic locations of the four member provinces and the potential weather challenges. As a result, we have shifted over time to holding a rotating series of one-day fundamental courses in February and our annual general meeting with a lunch speaker in April.

This year's fundamental course focused on investments and included an economic forecast from Clement Gignac of National Bank. Other topics included currency management, asset allocation and new asset classes. The event was well attended, with members arriving from all areas of the CPBI.

The topic presented in conjunction with the Annual General Meeting was Total Rewards, with Gordon Frost speaking. The seminar was also given in New Brunswick and both sessions were well attended.

Future planning includes a full-day session on risk management, which will be held on November 6 in Halifax. This event is being organized in view of the success of the Governance Day held last November. Going forward, the plan is to alternate between the two topics.

As always, many thanks must go to Maria Hayes, who, as our Regional Administrator, always goes beyond the call of duty to make the programming run smoothly.

We also thank the numerous committee and board members who volunteer their time, energy and ideas to make the CPBI a success in Atlantic Canada. Thank you as well to the many Atlantic members of the CPBI.

We hope to continue the first half of the year's success with our 2008 Regional Conference to be held this September in Brudenell, Prince Edward Island. The theme of Beaches, Bridges and Baby Boomers promises to get us thinking about retirement and succession planning in the workforce.

Scott Ellison
Chair, CPBI Atlantic Region



Quebec Region

As 2008 began, we were already well aware of the importance of keeping up the momentum gained from previous years' activities, with the aim of continuing to offer our members a multitude of enriching opportunities, from continuing education to networking.

Our regular programming, which took place in Montreal and Quebec City throughout the year, allowed our members and other interested participants to stay informed on the different hot topics that captivated us.

We kicked off 2008 with our prestigious Economic Forecast evening. We can honestly say, in all modesty, that this evening was a smashing success! Over 900 delegates gathered to hear the thoughts and ideas of our distinguished speakers.

Through the course of our entire 2008 programming year, we have held a successful series of luncheons, drawing an average attendance of 175 delegates per session, while our continuing education activities were completely sold out.

For the second consecutive year, we organized a members-only social event, with over 115 participants accepting our invitation. This evening cocktail was well received by our members and provided us with an opportunity to express our gratitude for their support in a fun and informal environment.

We are in the last stages of preparation for our Regional Conference, which is scheduled to take place at the Hilton Lac-Leamy in Gatineau, Quebec from September 8-10, 2008. We are convinced that the delegates will appreciate this conference as much for its quality content as for its extraordinary entertainment.

Last May, the Quebec Region held a half-day strategic planning session. The Quebec Regional Council was able to come together on several objectives for the 2008-09 year, notably:

- To maintain our involvement with the National Office
- To augment the participation in our activities, particularly the specialized activities focused on private-sector pension and benefits plans
- To go green
- To ensure a proper transfer of knowledge within our own Regional Council

I would also like to take this opportunity to welcome the new members of the Quebec Regional Council who join us this year. I am confident that these new members will bring with them ingenious ideas to keep us on the right path and allow us to surpass our objectives. To this effect, the council has a precise objective to ensure there is a knowledge transfer process from our long-standing council members to those who have recently joined us.

In closing, I would like to thank our Administrator, Myriam Beaudry, for her hard work and all the members of the Quebec Regional Council who have invested countless hours of volunteer time and energy in making 2008 a crowning success.

Brigitte Gascon
Chair, CPBI Quebec region



Ontario Region

The first six months of 2008 was a busy time for activities in the Ontario Region.

On January 15, 2008, the popular annual Pension Investment Forecast was held at The Fairmont Royal York in Toronto, with approximately 350 members and non-members in attendance. Plan sponsors were invited to participate as speakers and share their strategies in dealing with investment-related issues. In light of the popularity of the event and the excellent feedback received, the Ontario Region will host another Pension Investment Forecast in 2009.



Guest enjoying a hula dance at Aloha Luau

The 2008 CPBI Benefit Ball, another annual event organized by the Ontario Region, was held on February 7, 2008 at The Liberty Grand. Over 300 guests from the pension, benefits and investment industries intermingled and networked in the warmth of an Aloha Luau theme, enjoying a gourmet Hawaiian dinner and Hawaiian hula dance and music. In addition to providing a networking opportunity, the event raised a net amount of \$48,000 for the Crohn's and Colitis Foundation of Canada.



Our AGM at the Royal Ontario Museum

The Region's Annual General Meeting was held on April 15, 2008 at the Royal Ontario Museum. The assembly was preceded by a tour of Darwin exhibits for interested participants. New members Louise Greig, Julie Seewald, Susan Slattery and Scott Warner joined the Regional Council - welcome aboard! We send special thanks for the contributions made by outgoing members Jeff Sommers, Mary Chiappetta, Robin Riviere and Deron Waldock. The first Regional Volunteer Award for Ontario was presented to Wendy Brodtkin, who has been a council member since 2002 and was Council Chairperson in 2004-2005. Congratulations, Wendy!

Regular activities organized by the Ontario Region offered members and other participants information and insight on fundamental principles and current issues relevant to the pension, benefits and investment industries. Designed for newcomers, the Fundamentals Program included two series, Pensions & Investments and Benefits, containing five lectures each, in 2007-2008. About 40 to 80 participants attended each lecture. Two breakfast education programs on hot topics were held in 2007.

An electronic newsletter titled For Your Benefit was introduced in 2007-2008. A total of five issues were circulated, providing information on the activities organized by the Ontario Council.

Ontario Region

The London and Ottawa chapters of the Ontario Region also had a full year of activities. The London chapter hosted What's Hot in Pensions and Benefits in October 2007 and April 2008. The Ottawa Chapter hosted three seminars, a golf tournament, a ski day and a networking cocktail reception in 2007-2008.

Having shared with you the successes of 2007-2008, watch out for the announcement of our 2008-2009 activities. In the meantime, please mark down some of the important upcoming dates, as follows:

January 14, 2009 Annual Pension Investment Forecast at the Fairmont Royal York
February 5, 2009 CPBI Benefit Ball Celebrates Bollywood at the Liberty Grand
October 5-7, 2009 Ontario Regional Conference at the Blue Mountains Resort

Last but not least, I would like to sincerely thank all members, participants, sponsors, volunteers, council members and our Administrator, Jackie Ablett, for their collaboration. I look forward to their continued support and another year of success to come!

Sonia T. Mak
Chair, CPBI Ontario Region



Manitoba Region

The year 2008 was a busy and successful period for CPBI Manitoba. Our region presented a full roster of breakfast sessions for our membership, in addition to a Benefits Fundamentals Program and our annual golf tournament.

The Program Committee, chaired by Edith Samuels, worked diligently to put together interesting sessions with broad appeal. We received overwhelmingly positive feedback from the attendees on both speakers and content. The program included:

January 2008	Canadian Economic Outlook and Capital Markets Update John Smith
February 2008	Managing the Early Stage Disability Claim – Kim Keating, Adrian Ebrahimi and J.J. Burnell
March 2008	Benefits Canada's DC Pension Survey Results – Putting a Face on Canadian Pension Plan Members - Don Bisch
April 2008	Influencing Employee Engagement to Drive Performance and Organizational Sustainability – Diane Panting
May 2008	Trends and Changes in Canadian Drug Plans – Connie Wong
September 2008	sanofi-aventis Survey Presentation – Chris Bonnett

Sessions are also planned for October and November, with the speakers and topics to be decided early this fall.

Our Benefits Fundamentals series, comprised of six relevant topics and presented in April-May, was well attended by up-and-coming benefits professionals. This year, rather than holding these sessions on five mornings for five subsequent Wednesdays, we compressed the six topics into three sessions, with two topics presented per morning. We had very positive feedback on this change in format. The Benefits Fundamentals Committee was co-chaired by Lori Mark and Alice La-Ngo.

Our annual golf tournament (co-chaired by Gale Feindel and Dave Ablett) was held on June 18, 2008, once again in support of the Rainbow Society. Despite an unexpected change in the weather toward the end of the rounds, the day was a great success.

The Membership Committee, chaired by Donna McPherson, spent a great deal of time this year strategizing how best to increase our membership and ensure that existing members are receiving what they need from the organization and value for their membership fees. A survey of our membership is being developed and will be deployed this fall.

The Manitoba Region remains in a solid financial position, which will continue to contribute to our organization's strength nationally.

CPBI Manitoba's success can be attributed to our tireless Administrator, Dale Davidson, the dedication and commitment of our hardworking Manitoba Council members, and the ongoing support of CPBI National. We are appreciative of everyone's efforts and the continued support of our membership.

Kim Siddall
Chair, CPBI Manitoba Region



Saskatchewan Region

The Saskatchewan Regional Council sponsors a Spring Seminar each year that provides a full day of interesting and innovative speakers on relevant industry topics. On April 23, 2008, the Spring Seminar was held in the city of Saskatoon, preceded by a sponsor appreciation event the evening before. Sponsors were given the opportunity to profile their business and services during the reception and during the seminar the following day. The reception was well attended and many favourable comments from attendees were received by the council.

Another component of the programs offered by the Saskatchewan Regional Council was a full-day educational event scheduled the day after the spring seminar. The topic of this educational event was Communications.

This fall, in association with Humber College, the Saskatchewan Regional Council has organized the Advanced Trustee Development Program to be held in Regina from September 30 – October 2, 2008. With Humber College, we will also be offering PPAC 2 from November 17 – 21, 2008.

Other programs and activities organized by the Saskatchewan Regional Council included the customary breakfast and luncheon seminars held in Saskatoon and Regina. Three such programs were scheduled as follows:

Date	Topic	Speaker
January 17-18, 2008	Economic Outlook 2008	Louis Martel, Greystone Managed Investments
February 20-21, 2008	New Era of Drug Plan Management	Barbara Martinez, Mercer
March 19-20, 2008	Getting to Liability Driven Investments	Grant Ring, SaskPower Dairen Beblow, SaskPower

The Saskatchewan Region offers participants educational credits required by the Insurance Council of Saskatchewan and many of our members are taking advantage of this opportunity.

We continue to use the Internet to market our programs in a timely and cost-efficient manner.

The Saskatchewan Regional Council operates a sponsorship program to assist in raising additional funds for upcoming programs. Participation of sponsors has grown and the council has made many efforts to increase the value of sponsorship. The council's Program Committee has been developing its policy for the application of sponsorship funds, which is intended to enhance the quality and calibre of our programming.

In 2008, the Saskatchewan Regional Council plans to continue to build on the new ideas implemented in 2007. A new initiative in planning for 2008 is a regular newsletter to members similar to that of other regions.

On behalf of the Saskatchewan Regional Council, I would like to take this opportunity to thank our delegates for the support shown for our programs during the first half of 2008. In addition, we look forward to receiving your comments and suggestions for future programs as well as speakers.

I would also like to thank our Administrator, Karen Lovelace, for her efforts and initiatives on behalf of the CPBI during the first half of 2008. And finally, I would like to thank all of the members of our Saskatchewan Regional Council for their creative ideas, time and dedication, both at the regional and national levels.

Janet Folk
Chair, CPBI Saskatchewan region



Southern Alberta Region

The first six months of 2008 have been both hectic and exciting for Calgary and the Southern Alberta CPBI.

With continued high levels of growth in the city of Calgary and increased demands made on people's time and resources, we continue to be fortunate with the strength of our volunteers – in terms of both numbers and commitment. Their ability to source superior local, national and international speakers on a cross-section of topics has enabled us to offer our members and future members presentations from no less than 15 different speakers through six events, including a full-day educational session.

In 2008 to date, sessions have included:

- Economic Forecast 2008: The Year of the Rat – January 15, 2008
- The Prescription Drug Landscape – February 21, 2008
- CPP Investment Board - How We Manage Your Assets – March 18, 2008
- Premier's Award for Healthy Workplaces – April 22, 2008
- Changing Role of Pharmacy – Myths, Realities and Implications – May 27, 2008

On June 3, the 2008 Investment Education Day sessions addressed:

- Investment Basics
- Global DC Developments and What Implications These May Have for Canada
- Canadian Coalition for Good Governance: Working to Improve Governance in Canada
- Low Interest Rates: A Liability Problem or an Investment Problem?
- Managing Risk in Pension Plans / Managing Risk for DC Plans

In addition to the invaluable volunteer efforts, the numerous events listed above would not have been possible without our Administrator, Jamie North, and the commitment of the 2008 Southern Alberta Council. These include:

Clark Dehler, Chair
Dave Ericson
Larry Findlay
Karen Hall
Jason Kolysher
Linda Lockwood
Ken MacDonald
Carol McCabe
Ron Sawatzky
Alfred Schorath
Kristin Smith
Steve Sproule
Dino Trudeau
Joanna Walewski
Bernie Ward

Clark P. Dehler,
Chair, CPBI Southern Alberta Region



Northern Alberta Region

2008 was another successful year for the CPBI in Northern Alberta. Members enjoyed a full schedule of educational and networking sessions, delivered by fully qualified speakers. Despite ever-increasing demands on everyone's time, the Northern Alberta Regional Council met four times from January 1 to June 30 to plan and review the CPBI schedule.

Reflecting the broad interests and backgrounds of our members, we held six monthly breakfast seminars from January to June on the following topics:

- DC Risks, Pension Adequacy and Replacement Ratios
- Communication Tools for Attraction and Retention of Employees
- How the CPP Investment Board Works
- Pharmacists Prescribing – One year later
- The USA Consumer's Troubles
- Chase After Your Dreams

Participants are encouraged to provide their feedback at each seminar so that the Northern Alberta Regional Council can maintain a high level of quality at each event and consider areas for improvement.

As a benefit to CPBI members, we offer continuing education credits for some seminars and hope to be able to expand this opportunity in the future.

For 2008-09, we are working to develop another round of seminars. Our members have come to expect and rely on these events for their relevant topics, stimulating presentations and the opportunity to meet with others in their industry. Some examples of future seminars include Best Practices for Boards & Committees (October), Joint Alberta/BC Pension Reform Update (November), Investment Forecast (December) and How to Market Your Benefit Plans to Attract and Retain Employees (January). Our season-opening seminar speaker will be Linda Duxbury on September 18.

We are planning a special one-day series of interactive seminars in the fall of 2008 that will focus on health and wellness issues. We will continue to talk to CPBI members in order to explore other meaningful opportunities for 2008 and beyond that promote the ongoing education and networking opportunities and the development of pension and benefits professionals.

The Northern Alberta Regional Council will work together with the Southern Alberta Regional Council and the CPBI National Office to present FORUM 2009 in Calgary.

We thank all our members and sponsors for their support in 2008. We also appreciate our Administrator, Steven Leard of Marketwhys Corp, for his reliable assistance in keeping the seminars running smoothly. And, certainly, the volunteer efforts of the Northern Alberta Regional Council are very much appreciated.

In 2008-09, as we look forward to bringing you new opportunities, we welcome your programming suggestions and encourage you to consider volunteering your time and talents towards the CPBI's continued success in Alberta.

Bob Thiessen
Chair, CPBI Northern Alberta Region



Pacific Region

The first half of 2008 was fairly quiet for the Pacific Region, as much of our focus has been on preparing for the Kelowna Conference in October.

Committees

Most of the work of the Pacific Region continues to be done by committees, with the council operating in an overall coordinating role. We continue to welcome the involvement of new individuals and have actively tried to recruit volunteers from the employer side.

Breakfast

The Pacific Region faced some challenges in finding engaging topics with available speakers during the first half of 2008 and attendance was down compared to prior years. The Breakfast Committee, however, did deliver the following sessions, which were well received by those who attended:

- January 22 – Investment Update – Michael Levy, Custom House
- March 4 – Health Promotion in the Workplace – Mike Kennedy, Sheppell-fgi
- April 8 – British Columbia's Political Circus – Michael Smyth, Vancouver Province
- May 27 – Prescription Drug Plan Spending & Management – Barbara Martinez, Mercer

A brainstorming meeting held in late June has provided the Breakfast Committee with a jumpstart on planning for 2008-2009. The Council thanks Lori McGillis for assuming the role of Chair of this committee.

Continuing Education

The Continuing Education Committee was chaired by Catherine Graham. The following sessions were held between January and June 2008:

- January 29, 2008, Vancouver – Post Employment Benefits – Jason Kolysher, Hewitt; Rod Skolrood, Lawson Lundell
- February 12, 2008, Surrey – Investments & Pension Basics – Lori Satov, Watson Wyatt; Ifigenia Fasogianni, Human Resources & Social Development Canada
- April 29, 2008, Kelowna – Investments & Pension Basics – Lori Satov, Watson Wyatt; Lylla Lawson, Human Resources & Social Development Canada; Neil Watson, Leith Wheeler; Darren Patrick, Hewitt

As a result of relocation, Catherine resigned as Chair of this committee and the council thanks Judy Payne for assuming this role. The committee has continued to offer a variety of sessions, both within and outside downtown Vancouver, with mixed success. As a result of a discussion that took place at the brainstorming session in June, it was agreed that we will continue to offer sessions within the Lower Mainland but outside Vancouver. For other areas, such as Kelowna and Victoria, we are considering moving to lunch meetings, which may attract a larger audience due to the lesser time commitment, and which would not require an overnight stay for the speaker.

Round Table

The Roundtable Committee, which is chaired by Karen Tomkins, delivered six sessions during the first half of 2008, as follows:

- January 2008 – Division of Pension Credits on Marriage Breakdown – speaker Tom Anderson, host Manulife
- February 2008 – Underwriting Basics – speaker Duane Humeniuk, host Pacific Blue Cross



Pacific Region

- March 2008 – Understanding Your Group Insurance Renewal – speaker Duane Humeniuk, host Morneau Sobeco
- April 2008 – Emergency Travel Assistance – speaker Bryan Briere, host Great-West Life
- May 2008 – Ex-Patriate Coverage – speaker Carol Raaymakers, host ETFS
- June 2008 – Benefits Continuation During Leaves – speaker Mike Greschner, host Mercer.

All sessions were very well attended and we continue to receive very favourable feedback. CPBI members (primarily insurers and consultants) continue to make it possible for these sessions to be offered at no cost to members by donating space and lunch. The non-member charge that was implemented in late 2007 has worked well in encouraging non-members to attend more than one session without requiring that they immediately join the CPBI.

Marketing

The Marketing Committee continues to be chaired by Dan McGinnis and works with the council and other committees to raise the profile of the CPBI. While no special events were held during the period of January to June 2008, most of the preparation for the annual Bard on the Beach event took place during this time. In addition, the Marketing Committee published a spring newsletter.

Treasurer

Cheryl Neighbour has continued to improve our recording and reporting of the Pacific Region's financial results. A decision was made by the Pacific Council to allow for much of the administrative work to be delegated to the Regional Administrator, with the Treasurer continuing to prepare budgets and act in a supervisory role.

Kelowna 2008 Conference

During the first half of 2008, a great deal of effort was put into the planning of Global Warnings, scheduled to be held in Kelowna from October 8-10, 2008. The Conference Planning Committee, co-chaired by Peter Ridge and Dan McGinnis, has arranged an impressive line-up of speakers, as well as a variety of entertaining social activities that are sure to make this conference a memorable one!

Volunteer Recognition

The CPBI Pacific Regional Council is pleased to announce that Anthony May was recently selected to receive CPBI's Regional Volunteer Award in special recognition of past service to the institute. We are very pleased to have been able to bestow this honour to in acknowledgement of his dedication and commitment to the CPBI over many years.

Regional Administrator

As has always been the case, the success of the Pacific Region has been largely the result of the ongoing dedicated service of our Regional Administrator, Lélean MacFarlane. The council relies heavily on Lélean to keep our region "on track" and wishes to acknowledge the terrific job that she continues to do for us.

National Board

Cheryl Neighbour continues as the National Representative for the Pacific Region. Karen Tomkins and Vice-Chair Susan Danzer will be attending the Regional Chairs meeting in early September.

Karen Tomkins
Chair, Pacific Region



CELEBRATING EXCELLENCE AND COMMITMENT



CPBI National Volunteer of the Year Award presented to David Kapeluck

David Kapeluck is the Manager of Member Services at the Co-operative Superannuation Society Pension Plan. Born and raised in Saskatoon, he graduated from the University of Saskatchewan in 1984 with a Bachelor of Commerce degree. He worked for the Bank of Montreal for three and a half years, holding the position of Branch Manager. In May 1988, David joined the Co-operative Superannuation Society Pension Plan in Saskatoon as Information Officer. In January 1998, he became the Member Services Manager for the Pension Plan. David completed the Certificate of Proficiency in Employee Benefits in 1994 and in 1996 completed the Pension Plan Administration Certificate from Humber College in Toronto. In April of 1999, David received the Certified Financial Planner (CFP) designation. He is married to Lorrie-Anne Kapeluck.

David served on the CPBI Saskatchewan Regional Council from 1989-2007, a total of 18 years. He has served as Secretary (2000-2002), Program Chair (1998-2000) and Chair of the Regional Council on two separate occasions (1991-1993 and 1997-98). He was nominated as the Saskatchewan representative on the CPBI Board of Directors for two years (1992-94). More recently, he served as Treasurer (2002-2007) and has participated actively at the national level with the other Regional Treasurers. His contribution to the comprehensive Governance Review undertaken by the Board of Directors was significant.

Largely due to his leadership and dedication, the Saskatchewan Region organized the Regional Conference in Saskatoon in 1997 and two National Conferences in Regina in 1990 and 2000. The members of the CPBI who served with him on the Regional Council consider him a mentor, a strong advocate for the CPBI and a dynamic volunteer. His simplicity, his enthusiasm and his commitment to realizing the vision, values, mission and strategic objectives of the CPBI are what we celebrate with pride.

The success of the Canadian Pension & Benefits Institute, as a not-for-profit organization whose mandate is to provide members across Canada with opportunities for education and networking, depends in large part on its dedicated volunteers. They contribute their time and generously share their knowledge and expertise with other CPBI members all through the year. To celebrate excellence, to honour commitment and to fully appreciate the dedication and loyalty of our volunteers, who contribute to the fulfilment of the vision, mission and mandate of CPBI, we are proud to present the National Volunteer Award, Celebrating Excellence and Commitment, to David Kapeluck.

Profiles of the National and Regional Volunteer Appreciation Awards are featured on the CPBI website. For more information, I invite you to visit www.cpbi-icra.ca.

CPBI Regional Volunteer Award - 2008_1/4

CELEBRATING EXCELLENCE AND COMMITMENT

On April 12, 2008 at the CPBI's quarterly Board of Directors meeting, the Board approved the recipients of the Regional Volunteer of the Year Awards. These names have been selected by the CPBI Regional Chairpersons in consultation with the respective CPBI Regional Council. It was decided that Ryan Johnston, Atlantic Region; Wendy Brodtkin, Ontario Region; Gale Feindel, Manitoba Region; Narinder Kempa, Saskatchewan Region; Larry Findlay, Southern Alberta Region; Tony Martin, Northern Alberta Region and Anthony E. May, Pacific Region would be the first recipients of this award.



Ryan Johnston
Director, Human Resources
Holland College
CPBI Atlantic Region

Ryan Johnston is the Director, Human Resources at Holland College in Prince Edward Island. Prior to this position, he worked for the University of Prince Edward Island (UPEI) for 11 years as Manager of Employee Services, where his responsibilities covered the areas of Employee Services, Pension & Benefits Administration, Health & Safety and Payroll. Ryan graduated from UPEI in 1995 with a Business Degree and Public Administration Diploma. He has also studied at Confederation College in Thunder Bay, Ontario, where he obtained his pilot's license.

Ryan is an exemplary CPBI council member, having served for many years with dedication and diligence. He is currently the Past Chair of the CPBI Atlantic Council. Among his many roles, he chaired the 2004 Atlantic Regional Conference and is currently co-chairing the 2008 Atlantic Regional Conference. During his tenure as Chair, he spearheaded many of the events in the Atlantic Region and was involved in all of them. He is respectful of all committee members and has been a significant driver of the CPBI in the region for nearly a decade.



Wendy Brodtkin
Director Canada, Business Development and Client Relations
T Rowe Price
CPBI Ontario Region

Wendy Brodtkin is Director Canada, Business Development and Client Relations, for T Rowe Price. Wendy has more than 20 years of experience in the Canadian institutional investment industry, having worked in investment consulting, pension fund management and institutional business development. She earned an MBA from York University and holds CA and CFA designations

Wendy actively raises the profile of the Canadian Pension & Benefits Institute by drawing on her extensive network of industry contacts to participate and attend CPBI events. As the creator of the Pension Investment Forecast seminar, she has been successful at attracting high-profile speakers for the panel, has acted as moderator and has promoted the event by making calls and sending emails to her contacts to sell tables. She spends considerable amounts of time throughout the year on advance planning for the Forecast event. Furthermore, Wendy's past contributions as Chair of the Ontario Regional Council were instrumental in getting our National Board on track with the new and much-improved governance structure.

CPBI Regional Volunteer Award - 2008_2/4



Gale L. Feindel
Retired
CPBI Manitoba Region

Gale Feindel was the Senior Pension Analyst for the Manitoba Pension Commission. She retired in 2002 after a 26-year career dealing with the promotion and enforcement of provincial pension legislation directed at employer-sponsored pension plans. She is the author of many retirement-planning publications, as well as technical publications for use by employers, insurance companies, trust companies and actuarial consulting firms. She has made numerous presentations to employee/employer pension industry groups throughout Manitoba during her career.

Gale is a long-time member of the CPBI and has been an executive member of the Manitoba Regional Council a number of times throughout the years. Her most recent position with the CPBI was Chair of the 2007 National Conference held in Winnipeg from June 13-15, 2007. The position involved many hours of planning and organization; the hiring of event managers, working with event venue planners and hotels, establishing committees, devising a program, speaker selections and an extensive liaison with the National Office to encourage a maximum attendance (close to 500 attended). In addition to the program, the planning process included a golf day and a partner program. The speakers were of high quality, the entertainment was much enjoyed and, judging by the attendance and the financial results attained, the overall conference was an outstanding success.

Gale is currently Co-Chair of the CPBI Manitoba Regional Golf Tournament to be held in Winnipeg in June 2008.



Narinder Kempa
Manager, Business Operations
Co-operators Life Insurance Company
CPBI Saskatchewan Region

Narinder is Manager of Business Operations for the Co-operators Life Insurance Company's Group Division in Regina, Saskatchewan. She has been contributing to the life insurance industry for over 20 years, both on the insurer and agency side and has worked with the Public Employees Benefits Agency, Great-West Life, and Canada Life. In her present position at the Co-operators, Narinder is responsible for providing leadership and direction to functional areas within group benefits. In addition to her ongoing responsibilities for product and program development and vendor relationships, Narinder is presently managing the conversion to the Co-operators' new state-of-the-art single platform for health, dental and drug claims adjudication.

Narinder served on the Saskatchewan Regional Council from 2003-2007. During these four years, she worked on the Program Committee and participated in program development by suggesting and contacting speakers and organizing events. In the fall of 2004, she moved to the Marketing and Communications Committee. It was during this time that she began to work on the development of a program framework and a policy for sponsorship. In the spring of 2005, Narinder took on the position of Chair of the Marketing and Communications Committee. Prior to her involvement on behalf of the Saskatchewan Region, there was no sponsorship of any kind for events. The region is now proud to have sponsors for all our events, in the Gold, Silver and Bronze categories. These sponsors bring critical extra funding into the region and allow the CPBI Saskatchewan Region to offer quality speaker events and educational sessions. The Region also hosts a volunteer recognition event on the evening before the Annual Meeting & Seminar. These additions have helped profile CPBI Saskatchewan and the overall organization by bringing awareness of the CPBI's mission and values.



Larry Findlay
President & CEO
Whynot Holdings
CPBI Southern Alberta Region

Larry Findlay recently retired from a long career with the City of Calgary, where he held a senior position in their Pension & Benefits Department. He now operates a small consulting company offering pension and benefits consulting services to businesses and trustee clients.

Larry has been a member of the CPBI for over 20 years and has been a continuous member of the Council for the Southern Alberta Region for nearly as long. During this time, he has served on and chaired numerous regional committees, acted as Treasurer for Southern Alberta and the general Alberta Region (prior to its division into two regions) and served on various national committees. As Treasurer, Larry was instrumental in developing spreadsheets and putting into place a number of the controls and processes that are currently used in the Southern Alberta Region. These contributions have since been recognized and adopted by other regions and nationally. Larry is now the representative for Southern and Northern Alberta on the CPBI Board of Directors.

On numerous occasions during his time on the Southern Alberta Council, Larry has acted as a moderator or speaker for breakfast seminars, education initiatives and conferences both regional and national. Over the last 20 years, Calgary has hosted various national and regional conferences and Larry has been involved in all of them, providing planning, organizational, moderator and accounting services. Larry is committed to increasing membership and the visibility of the CPBI within the pension and benefits industry. He contributes countless hours of his time to the CPBI, attends most functions and rarely misses meetings. He often donates the door prizes for the breakfast seminars from his own wine cellar!



Tony Martin
Senior Manager, Major Accounts
Alberta Blue Cross
CPBI Northern Alberta Region

Tony Martin is the Senior Manager, Major Accounts for the Alberta Blue Cross. He has served on the Northern Alberta Regional Council many years and was the Chair of the CPBI Northern Alberta Region in 1997. After completing service on the regional council, Tony moved on to serve on the CPBI Board of Directors representing Alberta in 2001 for a term of two years, followed by a second term of two years. He was a member of the Northern Alberta Marketing & Communications Committee and was instrumental in creating the membership brochure that is currently used by that region. During Tony's term on the Board of Directors, the institute began to create three-year business plans, the Alberta Region split (amicably) into the Northern Region and the Southern Alberta Region, the Annual Joint Meeting of the CPBI Board of Directors and Regional Chairs was implemented, the CPBI website was redesigned and a database was implemented to manage our members.



Anthony E. May

Account Executive, Corporate Accounts
Manulife Financial
CPBI Pacific Region

Anthony May has been an Account Executive with Manulife Financial and its predecessor companies for approximately 10 years. Throughout his 30 years of industry experience, he has established an excellent track record for acquiring new business and for maintaining customer loyalty through his commitment to service. He has been an active member of the sanofi-aventis Healthcare Survey Advisor Board, Past Chair of the CPBI Pacific Regional Council, Past Chair of the Canadian Council on Integrated Health (CCIH), a founding member of the Certified Employee Benefits Specialist (CEBS) Advisory Council and a former CEBS instructor.

As Past Chair of the Pacific Regional Council and Chair of the Conference Planning Committee, Anthony has contributed many hours of volunteer time to the organization. His leadership, wit and friendly smile have been a constant for over 15 years. Long after Anthony left his official jobs as Vice-Chair, Chair and Past Chair of the Pacific Region, he continued to volunteer on the Conference Planning Committee and has successfully organized many of the CPBI's golf tournaments over the years



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