



CPBI Saskatchewan Presents:

BENEFITS BEYOND THE BASICS



October 28, 2025 | Sheraton Cavalier, Saskatoon, SK

Join us for a full program addressing in-depth aspects of group benefits plans, current trends and emerging issues. This 1-day seminar will provide a comprehensive framework that will enhance your understanding of benefits, act as a primer for the CEBS program, and offer valuable continuing education credits for the Insurance Council of Saskatchewan. This is also an excellent opportunity to network with fellow participants and event speakers. Attendees will also receive a certificate of completion.

EVENT AGENDA

Registration & Breakfast	8:00 AM
Opening Remarks	8:40 AM
Session 1	8:45 AM
Break	9:45 AM
Session 2	10:00 AM
Break	11:00 AM
Session 3	11:15 AM
Lunch	12:15 PM
Session 4	1:00 PM
Break	2:00 PM
Session 5	2:15 PM
Break	3:15 PM
Session 6	3:30 PM
Closing Remarks	4:30 PM

BENEFITS - BEYOND THE BASICS AGENDA

October 28, 2025

8:00 AM

Registration & Breakfast

8:40 AM

Opening Remarks

8:45 AM

Session 1: Roles and Responsibilities

This session examines the roles and responsibilities of insurance carriers, employers, and employees. You will be provided with information on what your rights and expectations are as the policyholder, administrator, employee. The focus will be on what's in (or not included in) the insurance contract and why those provisions are there. This presentation will set the stage for the rest of the seminar.



Shileen Pederson

9:45 AM

Break

10:00 AM

Session 2: Claims Administration

This session provides an overview of claims administration for short/long term disability, and health and dental. What happens when a plan member makes a claim? What technological advances have been made? How can claim administration be made more efficient? The session will also outline the plan member's experience, the plan sponsor's expectations, who is paid and when, and how carriers protect the future of the plan and control costs.



Shileen Pederson & Lyn McGaughey

11:00 AM

Break

11:15 AM

Session 3: Total Compensation/Total Rewards

What are total rewards and why they are important to organizations? This presentation will answer these questions, explore the types of total rewards models, and discuss how to implement a program that aligns with market conditions.



Shannan Corey

12:15 PM

Lunch

**BENEFITS BEYOND THE BASICS
EVENT AGENDA**



BENEFITS - BEYOND THE BASICS AGENDA

October 28, 2025

1:00 PM

Session 4: Funding

How are premiums set? What is the role of a group's experience rating? How is a plan's cash flow monitored? How is the insurance company selected? What criteria should be employed? When should the plan sponsor self-insure? This session examines these and other issues relating to the financial management of benefits plans.

 **Andrew Thorburn**

2:00 PM

Break

2:15 PM

Session 5: Emerging Issues

Absenteeism, presenteeism, mobile technology, wellness programs, millennials, managed drug formularies... the buzz words surround us. But what does that mean for the world of benefits? Are we headed for a benefit meltdown or what will the next 5 years bring? This provocative session will kick start your thinking as we look into the future.

 **Grant Boissonneault**

3:15 PM

Break

3:30 PM

Session 6: Flex Benefits: The Past, Present & Future

This session will focus on the fundamentals of flexible benefits including details on considerations in the design, administration, and pricing of flexible arrangements. The session will include a discussion on an array of design options in adding flexibility to a plan, including flexible spending accounts, modular plans and cafeteria style plans.

 **Larissa Bayet & Melissa Loos**

4:30 PM

Closing Remarks

SPEAKER BIOGRAPHIES



SHILEEN PEDERSON

Saskatchewan Teachers' Federation

Shileen Pederson is the Director of Benefits at the Saskatchewan Teachers' Federation, where she oversees the design and administration of benefit programs serving educators across the province. With over 15 years of experience and a CEBS designation, Shileen brings deep expertise in benefits governance, insurance contract interpretation, and stakeholder relations. She is committed to ensuring plan sustainability and member-focused service delivery.



LYN MCGAUGHEY

Atlas York

Lyn McGaughey is a Certified Employee Benefit Specialist and independent advisor with Atlas York Insurance, bringing over 20 years of experience in financial services and group benefits. She has held leadership roles including creating the Wealth Management Department at Kamsack Credit Union and managing a regional benefits team for a major Canadian insurer. Lyn is deeply involved in her community, currently serving as Vice-Chair of the CPBI Regional Council and contributing to several CPBI and NSBA committees. Her past leadership includes roles with Advocis and Discover Saskatoon, where she served as Chair and Audit Committee member. Lyn is passionate about helping businesses thrive and embraces the ever-evolving nature of the benefits industry.



SHANNAN COREY

Saskatchewan Pension Plan

Shannan Corey is an accomplished professional with 30 years of industry experience, including over 28 in consulting and 5 as a Director of Total Rewards in the private sector. With a background in math, an Associate Actuary designation, and a CPHR, she brings a well-rounded skill set to her work. Since June 2021, Shannan has served as Executive Director of the Saskatchewan Pension Plan, pursuing her passion for enhancing retirement security and member services. Her board experience with the Co-operative Superannuation Society Pension Plan and the Saskatchewan Teachers' Federation Pension & Benefits Board reflects her commitment to innovation, operational excellence, and community values.



SPEAKER BIOGRAPHIES



ANDREW THORBURN

Co-operators

Andrew is the Manager, Group Benefits Sales for Western Canada with The Co-Operators. He brings over 25 years of Group Benefits experience to the role, 20 of which were in Sales and Sales Management. He has been with The Co-Operators for 15 years and has previously worked for a few of Canada's other leading insurance companies as well. Andrew is an active volunteer with various industry organizations and previously held the title of President for the Calgary chapter of Advocis. When not working, Andrew enjoys playing sports such as hockey and golf, but his favourite pastime is spending time with his family.



GRANT BOISSONNEAULT

Aon

Grant is Assistant Vice President, Client Relationship, with Aon's Western Canadian Health Solutions practice. He leads client consulting and relationship management, helping plan sponsors build sustainable, strategic benefits programs. With over 20 years of industry experience, including senior roles in sales, strategy, and product development at national insurers, Grant specializes in drug plan management, innovative benefits solutions, disability claim management, and executive compensation. He holds a BA (Honours) from Carleton University and a Group Benefits Associate (GBA) designation.



LARISSA BAYET

Saskatchewan Blue Cross

Larissa Bayet is a Product Trainer at Saskatchewan Blue Cross with over seven years in the medical insurance industry. She specializes in translating complex benefits into accessible, actionable knowledge for internal teams and external partners.

With a background in health and wellness spanning more than a decade, Larissa combines deep product expertise with a passion for technology, communication, and whole-health outcomes. She holds certifications in personal training, prenatal/postpartum coaching, and organizational mindfulness, and is committed to building personalized health solutions that meet real-world needs.

SPEAKER BIOGRAPHIES



MELISSA LOOS
Manulife

Melissa Loos, an experienced Account Executive at Manulife with 17 years of industry expertise. Melissa joined Manulife in 2017 and holds designations as a Group Benefits Associate and a Certified Digital Marketing Professional. Melissa's dedication to her clients shines through her commitment to continuing education. She is always seeking new paths to achieve the best outcomes for her clients, placing their experience at the forefront of her work. Her passion for ongoing learning ensures that she is equipped with the latest knowledge and tools to provide top-tier service and support to her clients. In her personal life you'll find Melissa making the most of family time with her 3 kids. For fun you will catch her on the golf course, playing volleyball, hiking or her newest hobby running.

NAME
company

Bio

OUR SPONSORS:

AON

canada **life**

co-operators

Desjardins
Insurance

Equitable

IA
Financial Group

GreenShield

Manulife

Mercer

möbius
BENEFIT ADMINISTRATORS INC.

SASKATCHEWAN BLUE CROSS

sandbox
mutual insurance

SASKATCHEWAN PENSION PLAN

Sun Life

WIEGERS
FINANCIAL & BENEFITS

Wawanesa Life

BENEFITS BEYOND THE BASICS
EVENT AGENDA

