CPBI SASKATCHEWAN REGIONAL CONFERENCE
Ignite & Energize: Powering the Future

PRESENTATION DESCRIPTIONS

Panel Discussion: Energize Your Organization's Future Communications

Wednesday, April 18, 2018, 8:15-9:15 a.m.

Moderator:
John Hallett, Retirement Strategist, Sun Life Financial

Panelists:
Katherine Strutt, General Manager, Saskatchewan Pension Plan
Trevor Davis, Assistant Director, Pension Programs, Public Employees Benefits Agency
Troy Milnthorp, Senior Managing Director of Corporate Funds, Saskatchewan Teachers' Federation

A distinguished panel of representatives from Saskatchewan pension and benefits organizations will discuss best practices as it relates to communicating plan benefits to members and other important stakeholders. The goal of the panel is to share experiences and challenges that are facing pension and benefits industry today from a Saskatchewan perspective. The discussion will surround what they have done, both successfully and unsuccessfully, to engage their membership through traditional and modern communication channels. This will be an informative experience that will allow you to ask questions of leaders within the Saskatchewan pension and benefits industry.

BREAKOUT #1: Wednesday, April 18, 2018, 9:30-10:30 a.m.

Recent Legal Developments in Saskatchewan

Murray Campbell, Partner, Lawson Lundell LLP

Murray Campbell will discuss recent legal developments that affect Saskatchewan pension plans. He will review recent case law of interest to pension plan sponsors and administrators, the response to date to the Canada Pension Plan changes, and other topical issues.

Gender Identity and the Workforce: A Legal Perspective

Taylor Buckley, Lawyer, Dentons Canada LLP

How does your organization manage gender identity issues, as both a service provider and an employer? This session will discuss the legal framework applicable to these issues and best practices for organizations to approach and accommodate pension and benefit plan members and employees.

BREAKOUT #2: Wednesday, April 18, 2018, 11:00 a.m - 12:00 p.m.

Statements of Investment Beliefs: Powering Pension Investment

Jeremy Bell, Partner, George & Bell Consulting

Plan sponsors' beliefs drive investment decisions, investment policy, and investment performance. And, investment performance is the most significant determinant of pension plan financial health. Pension plan sponsors should formally document their beliefs and should regularly review, challenge, and update their beliefs.

Jeremy Bell will present on the key features of Statements of Investment Beliefs and the key questions to ask when reviewing Statements of Investment Beliefs, including examples of commonly held beliefs that could be reconsidered or challenged in a review.

Understanding Today, Preparing for Tomorrow

Anjila Arora, Director, Pharmaceutical Benefits, Sun Life Financial

The drug landscape is fast paced: costs are being driven by innovations in drug development, aging populations, and increasing drug utilization. Anjila Arora, pharmacist at heart, is driving Sun Life's Pharmaceutical Benefits team in keeping a close eye on what's helping shape tomorrow's pharma story and impacting drug plan sustainability. Anjila will discuss the following trends: the rise of specialty drugs to treat rare and common diseases, the effects of chronic conditions, and the notion of Health 3.0.

Flirting With Disaster

Wednesday, April 18, 2018, 1:00-2:00 p.m.

George Kourounis, Award-Winning Explorer, Renowned Global Adventurer, Host of *Angry Planet*

Most people try to minimize the amount of risk they face in their lives. George Kourounis explains why this way of thinking rarely produces great results, and how your comfort zone is a terrible place to be. It is only when we embrace our fears and use them as a motivating force instead of crippling us into inaction, that we are really able to achieve great things that we never thought possible. In this thought-provoking and anecdotal talk, Kourounis relates how he has been able to manage risk, fear, and reward in some of the most hostile and dangerous environments where risk takes on true life-or-death meaning. These lessons can be directly transposed onto daily decision-making in all areas of our lives.

BREAKOUT #3: Wednesday, April 18, 2018, 2:15-3:15 p.m.

A Perfect Match: The Right Target Date Fund for Your Plan

Zaheed Jiwani, Principal, Eckler Ltd.

Target Date Funds (TDFs) are the core investment vehicle for the majority of plans and plan members in Canada. But with an increasing variety of TDFs available, how should a plan sponsor make sure they have the right one? This presentation will dispel some common myths around TDFs and give plan sponsors a better understanding of the most important factors to consider.

The Co-operators: Our Journey to Making the Workplace a Pathway to Positive Mental Health

Stacey Kennedy, Program Director, Mental Health Initiative, The Co-operators
Jodi Van Dam, Director, HR Consulting Services, The Co-operators

Mental Health issues are on the rise. With one in five Canadians living with mental illness, it's time for organizations to focus on promoting and supporting the mental health of their employees. Explore The Co-operators journey towards tackling the stigmas associated with mental health, support through open dialog and innovative approaches aimed at prevention that will enable people to be their best selves at home, work and within their communities.

BREAKOUT #4: Wednesday, April 18, 2018, 3:45-4:45 p.m.

Alternative Investments: What is the Best Acquisition Path?

Louis R. Martel, Managing Director & Chief Strategist, Client Strategy & Innovation, Greystone Managed Investments Inc.

Ted R. Welter, Managing Director & Chief Investment Officer, Alternative Investments, Greystone Managed Investments Inc.

For some time, we have been advised about the benefits of investing in alternative strategies. The activities in this field have been tremendous and the alternative investment landscape has seen a material evolution. Now, we have more investment options which dictate a more thorough governance and decision-making process. In this presentation, Louis and Ted will share different ways to invest in these strategies, their respective benefits and risks, and the optimal approach to monitor such investments.

Drug Plan Sustainability and Employee Engagement

Helen Stevenson, Founder & CEO, Reformulary Group Inc.

Following the theme of "Ignite & Energize: Powering the Future", Helen will discuss the following:

- *Igniting* a discussion around drug plan sustainability;
- *Energizing* and engaging employees to make smart choices, with engagement tools;
- *The Power*… to embrace change and fuel the success of drug plans; and
- *The Future*… employees can change their behaviour by becoming informed and empowered, and taking ownership over the sustainability of their own plan.

Creating Customer Centric Cultures

Thursday, April 19, 2018, 8:00-9:00 a.m.

Leon Ferguson, Vice President, Bridges Health

In today's fast-paced, immediate results-orientated business world, companies are constantly faced with finding solutions and balancing what works to keep both internal and external customers happy. They are constantly faced with common questions such as:

1. What is the balance that is required to achieve satisfaction for the employees and ensure overall satisfaction is met for the customers?
2. What do we need to have to ensure we are positioning ourselves for a strong culture and successful customer service?
3. Where do we start?
4. How much will this cost us?

This interactive conversation will cover some of the areas that have yielded development and sustainability of strong and powerful teams, cultures, and long-term customer relationships.

Learn how Bridges Health became what it is today – a multiple award-winning company that prides itself on strong culture and customer service.

In this context, the importance of the following elements will be explored:

- **Core Fundamentals** – Keep these tools in good shape and always use them.
- **Effective Listening and Communication** – Be present in the conversation.
- **Resiliency** – Enjoy the journey.
- **Appreciation** – This is not just an external customer process.
- **Leader and Team Support** – Take care of your team and they will take care of you.
- **Have Fun** – Manifest health, positive thinking, and fun, and great things will happen.

BREAKOUT #5: Thursday, April 19, 2018, 9:15-10:15 a.m.

The Trustees’ Playbook: Ignite & Energize Your Team to Power Future Success

Deron Waldock, Partner, McCarthy Tetrault

It’s a simple phrase that has become ubiquitous within the New England Patriots organization: “Do Your Job". The three-word mantra which is the driving force behind legendary coach Bill Belichick exemplifies the standard that all players from Tom Brady to the last man to make the team must abide by. Belichick’s players don’t want to let each other down. They don’t want to be the weak link. They don’t want to be the cause of something not going the way it was supposed to go. Can the same be said of the players on your pension board or committee? Deron Waldock opens the pages to the trustees' playbook to help your governance team understand their role and responsibilities with an eye to helping you ignite and energize performance to power your team’s future success.

Seeing Beyond an Unseen Disability: Accommodating Mental Illness in the Workplace

Amy Groothuis, Civil Litigator, Miller Thomson LLP
Jeff N. Grubb, Office Managing Partner, Miller Thomson LLP

This presentation will explore an employer's obligation to accommodate an employee's mental illness or disability. It will describe what the law requires of an employer in order to successfully accommodate an employee's disability, as well as the corresponding responsibilities placed on an employee seeking accommodation, specifically with respect to providing sufficient medical documentation. We will discuss differences or nuances that arise when accommodating an unseen disability. Finally, we will provide some commentary on best practices for employers in managing requests for accommodation, including how best to work collaboratively and successfully with employees experiencing mental illness.

BREAKOUT #6: Thursday, April 19, 2018, 10:45-11:45 a.m.

The Changing Face of Retirement in a Defined Contribution World

Luis Ramirez, Principal, Mercer
Samantha Cleyn, Principal and Senior Investment Consultant, Mercer

Earlier in 2017, the World Economic Forum reported on an expected retirement savings gap of $400 trillion globally by 2050. Although Canada is anticipated to make up less than 5% of that, that still equates to a long-term savings gap in 2015 of $2.7 trillion or 174% of GDP. At the same time, the global average life expectancy at birth just a few generations ago was only 34 years, today it is 71 – with roughly half of those born today in the developed world expected to live past 100. In this session, we explore these issues and how this will affect the future in a defined contribution world, global trends and tools plan sponsors can utilize to help improve member outcomes.

The Medicalization of Unhappiness

Peter Gove, Innovation Leader, Health Management, Green Shield Canada

Employees can be stressed, depressed, and anxious for a number of reasons, one of which might be a very poor work life balance. In many cases, this population might receive medication to help. Medication clearly does not address the causal relationship between poor balance and symptoms.

Focus on the 90%

Thursday, April 19, 2018, 12:30-1:30 p.m.

Darci Lang, Motivator & Organizational Change Expert

Prepare to be inspired by Darci's message! Darci uses one simple tool — a magnifying glass — to reframe how we view our jobs, our co-workers, our clients, and our families. This powerful presentation is an incredible opportunity for your group to examine where each person is focusing their magnifying glass. There will always be 10%'s and the power we give to those 10%'s affects every aspect of our lives. Using this one simple tool, Darci demonstrates how anyone can change their focus and make interactions with others more positive and productive. Challenges occur within every environment. It's how we approach these challenges that set each of us apart. By using our magnifying glass to focus on the 90%, we can focus on where we want to be, how we can get there together in a supportive manner and still have something left for our families at the end of the day.

SPEAKER BIOGRAPHIES

John Hallett
Retirement Strategist, Sun Life Financial

With over 40 years of experience in pensions, John Hallett has worked in all facets of the industry, has held a variety of positions and has been a part of many key initiatives and changes within the Canadian pension landscape.

In his current position, John will drive new conversations with plan sponsors and industry professionals to create a culture of retirement income, focused on creating healthier plan designs and increased employee retirement readiness – both of which can contribute to an employer's workforce management objectives.

In his prior position, John oversaw the daily operations of eight pension plans and one annuity fund, including the largest defined contribution pension plan by assets in Canada. In his time at the Public Employees Benefits Agency (PEBA), John was a key player at introducing several customer focused services and supports which are routinely adjusted to ensure the plans administered under his leadership remain first rate.

John is also an active member of the Association of Canadian Pension Management (ACPM), a member of the ACPM Board and a member of the ACPM Prairie Council. John was also a member of ACPM's sub-committee on Decumulation, The Next Critical Frontier. He remains active in arranging for the delivery of the Pension Plan Administration Certificate and Administration of Capital Accumulation Plans programs within Saskatchewan through Humber College. Prior to joining PEBA, John worked with Crown Life Insurance Company in Toronto in the pension industry.

Katherine Strutt
General Manager, Saskatchewan Pension Plan

Katherine Strutt has been the general manager of the Saskatchewan Pension Plan (SPP) since 1993. She was born and raised in Saskatchewan and received a B.Comm from the University of Saskatchewan. Prior to joining SPP in 1990, she worked in financial and senior administrative positions in banking and municipal government.

SPEAKER BIOGRAPHIES

Trevor Davis
Assistant Director, Pension Programs, Public Employees Benefits Agency

Trevor Davis is the Assistant Director of Pension Programs with the Public Employees Benefits Agency (PEBA). Prior to his position within the Pension Programs area, Trevor was responsible for leading strategic communications at PEBA; in that role, he ensured that all activities and actions taken by the communications area aligned with the direction and priorities of the plan boards and senior management.

Trevor was previously a communications leader within the Government of Alberta and spent time in the Ministries of Human Services, Children Services, and Solicitor General. In addition, he spent two years with Alberta Pensions Services and worked on many key deliverables with individual pension plan boards. Trevor has a wealth of experience in overseeing communications portfolios in his various roles and has had a significant focus in issues management, strategic communications planning, and stakeholder consultation.

Troy Milnthorp, Senior Managing Director of Corporate Funds, Saskatchewan Teachers' Federation

Troy Milnthorp is the Senior Managing Director of Corporate Funds at the Saskatchewan Teachers' Federation (STF) where he oversees the pension, benefits, and investments for teachers in Saskatchewan. Prior to joining the STF, Troy spent 16 years working as a pension actuary on various clients in the prairies. Although he has been away from the consulting world for over a year now, his passion still remains with helping employees and sponsors better understand their retirement needs.

Murray Campbell
Partner, Lawson Lundell, LLP

Murray Campbell is a partner with the Vancouver office of Lawson Lundell LLP. He practices exclusively in the pension and employee benefits area, and is the head of Lawson Lundell LLP's Pension and Employee Benefits Group. Murray acts for boards of trustees and other sponsors of pension and benefit plans in the private and public sectors in British Columbia, Saskatchewan and Alberta. He regularly advises boards of trustees and other plan sponsors on all legal and regulatory issues which arise in the administration of a pension or benefit plan. He regularly chairs and speaks at conferences for boards of trustees and other plan sponsors.

Taylor Buckley
Lawyer, Dentons Canada LLP

Taylor Buckley is a lawyer who practices in the Pensions, Benefits, Executive Compensation, and Labour and Employment groups at Dentons Canada LLP in Vancouver. He assists clients with their human resources needs, including pension and benefits administration, employee savings and incentive programs, employment standards compliance, hiring and terminating employees and workers' compensation, human rights, privacy, and occupational health and safety matters.

Jeremy Bell
Partner, George and Bell Consulting

Jeremy Bell has worked in the pension, benefits and investment fields for 17 years. He advises clients on actuarial and investment matters related to pension and benefit plans.

Jeremy has enjoyed varied experiences in the actuarial and investment fields. Most recently, as Chief Actuary and Chief Investment Officer of Healthcare Benefit Trust he was responsible for setting contribution rates and reserves and overseeing the investments of the $1 billion health and welfare trust.

Prior to his role at Healthcare Benefit Trust, he was the Western Region leader of Investment Consulting for an international consulting firm. In this role, he advised institutional investors (i.e., pension, disability, automobile insurance, and foundations) with assets totaling $30 billion on asset mix, investment managers and investment policies and procedures. In a previous role at another international consulting firm, he consulted on liability and regulatory issues for pension plans.

In 2010, Jeremy provided testimony to the Senate of Canada's Committee on Banking, Trade and Commerce on a proposed law affecting long-term disability claims on assets in the event of their company's bankruptcy.

Jeremy is a frequent speaker at industry events. Recent speaking engagements include: International Foundation of Employee Benefit Plans, Canadian Pension & Benefits Institute, Directors College, and the Canadian Institute of Actuaries.

Jeremy is a Fellow of the Canadian Institute of Actuaries and is also a Chartered Financial Analyst charter holder. He graduated from the University of Victoria in 2000 with a Bachelor of Science in Honours Mathematics. He earned the Jubilee Medal from the University of Victoria, awarded to the student with the highest graduating grade point average in the Faculty of Science.

Anjila Arora
Director, Pharmaceutical Benefits at Sun Life Financial

Anjila Arora is Director, Pharmaceutical Benefits at Sun Life Financial. In her role, she helps develop pharmaceutical benefits strategy and supports business development teams in Central and Western Canada. She is a trained pharmacist and holds a Bachelor's of Science degree in Pharmacy and a Hospital Pharmacy Residency, respectively obtained from the University of Saskatchewan and the Regina Health District. Prior to joining Sun Life Financial in March 2017, Anjila spent a number of years in the pharmaceutical industry with the last 9 years in market access and prior to that as a clinical pharmacist in a hospital setting. Most recently she was at Galderma Canada as Manager, Market Access.

George Kourounis
Award-Winning Explorer, Renowned Global Adventurer, Host of *Angry Planet*

George Kourounis travels to the most remote and inhospitable places on Earth to document extremes of nature and climate. He frequently finds himself up close to the world's most fearsome forces: vicious tornadoes, the eyes of hurricanes, and inside erupting volcanoes. Best known for his international TV smash, *Angry Planet*, Kourounis is a fantastic speaker and a vivid storyteller.

George Kourounis is an award-winning explorer, renowned global adventurer, one of the world's most active storm chasers, and also a television presenter. Based in Toronto, his efforts to document nature's most extreme conditions have taken him all over the globe, into places most normal people are fleeing from. Whether it's a tornado outbreak in Kansas, a monster hurricane in the Gulf of Mexico, forest fires in Alberta or Australia, or descending deep inside an active volcano in the Congo, he's typically in the middle of the action—with his camera rolling. His adventures have been seen around the world on the Discovery Channel, National Geographic, BBC-TV, CNN, Science Channel, and of course, his own adventure TV program, *Angry Planet*, which has been broadcast in over 100 countries on The Weather Network, Travel Channel, and others.

His unique and unbelievable explorations have fascinated audiences worldwide, and have often resulted in accomplishing world's firsts. While leading a scientific expedition for *National Geographic*, searching for microbial life forms in extreme places, George became the first person to ever set foot at the bottom of the Darvaza flaming gas crater, a fiery pit that has been burning for over 45 years in the Turkmenistan desert. More people have stood on the surface of the moon.

Kourounis started chasing tornadoes and other storms over 20 years ago and has continued to expand his explorations to include all types of extreme natural phenomena. By sharing these adventures with the world, his goal is to inspire people to embrace their own curiosity and break out of their routines and do something that they consider a little bit scary.

Kourounis is a regional director for The Explorers Club. He is also a fellow of the Royal Canadian Geographical Society, a member of the Canadian Council For Geographic Education and the Society Of Environmental Journalists. He was nominated for Gemini awards for his work hosting *Angry Planet*. In addition, George has given 4 TEDx talks and has addressed the United Nations Environmental Emergencies Forum. In 2014, he won the Stefansson Medal from the Explorers Club Canadian Chapter for his "outstanding contributions to science and to public education". Recently, he was named one of Canada's greatest explorers by *Canadian Geographic* magazine.

Zaheed Jiwani, Principal, Eckler Ltd.

Zaheed is a Principal in Eckler's defined contribution consulting group. With almost 20 years in the institutional investment industry, Zaheed is able to provide a unique perspective, drawing on his experience in consulting, asset management and record-keeping.

Prior to joining Eckler, Zaheed lead the defined contribution business at an asset management firm, where he helped design and build a target-date fund suite incorporating alternative asset classes. Prior to that, Zaheed lead the defined contribution consulting practice at another consulting firm, where he also consulted to defined contribution and defined benefit clients.

Zaheed works with clients in a variety of areas, including governance, investments, record-keeper selection and plan design. His strength is dissecting complex problems, developing relevant solutions and distilling everything into a format that is easy to understand. Zaheed regularly contributes to the industry through conference speaking engagements, authoring articles and sitting on the Benefits Canada Advisory Board.

Zaheed graduated from the University of Toronto with a Bachelor of Science degree with a Specialist in Actuarial Science and holds the Chartered Financial Analyst designation (2001).

Stacey Kennedy
Program Director, Mental Health Initiative, The Co-operators

Stacey Kennedy has been with The Co-operators Group Limited for the past 5 years, the last two of which have been in the role of Program Director for the organization's Mental Health Initiative. Over the past 20 years, she has a history of success in leading-large scale initiatives in a diverse range of industries, which have included insurance, pharmaceutical, healthcare, technology and retail sectors. Stacey holds certifications in Workplace Mental Health Leadership, Workplace Wellness, Change Management, and she is a certified Psychological Health & Safety Advisor.

Jodi Van Dam
Director, HR Consulting Services, The Co-operators

Jodi Van Dam has spent her 20 year career at The Co-operators and most recently has held the role of Director of HR Consulting Services. Over the past several years, The Co-operators has been focusing on mental health, and Jodi and her team have been raising awareness with their leaders and employees. Jodi completed her Workplace Mental Health Leadership Certificate and has been actively supporting mental health initiatives in her organization.

Louis R. Martel, Managing Director & Chief Strategist, Client Strategy & Innovation, Greystone Managed Investments Inc.

Louis Martel is Managing Director & Chief Strategist, Client Strategy & Innovation, with Greystone Managed Investments Inc. Louis joined Greystone in 2006, though he was, in effect, “present at the creation” of Greystone in 1988. At the time, Louis served several of Greystone’s founding clients during his days as a pension consultant for a national benefit consulting firm. He has closely followed the firm’s progress ever since. In his current role, Louis is responsible for working closely with Greystone’s national client base, as well as identifying investment strategies that meet clients’ future needs.

It is his years of actuarial experience and client focus that provide Louis with the depth of pension plan knowledge regarding governance, investment options and current plan challenges that make him uniquely qualified for this role.

Louis has over 30 years of experience, and has worked for three national benefit consulting firms in roles ranging from pension consultant and retirement practice leader to manager of pension consulting teams. Prior to joining Greystone, he most recently was Senior Vice-President and retirement practice leader for Aon’s Toronto office.

As an industry expert, Louis is frequently called on as a speaker before national audiences, such as CPBI and the International Foundation, and he is interviewed for various benefits magazines.

Louis is a graduate of Laval University, a fellow of the Canadian Institute of Actuaries as well as a Fellow of the Society of Actuaries. He received his CFA Charter in 1998 and has completed the Institute of Corporate Director’s Course, earning his ICD.D designation.

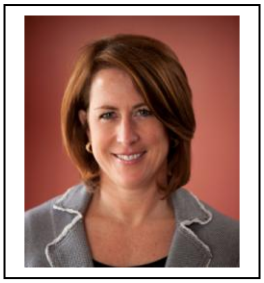
Ted R. Welter, Managing Director & Chief Investment Officer, Alternative Investments, Greystone Managed Investments Inc.

Ted Welter is the Chief Investment Officer, Alternative Investments, at Greystone Managed Investments Inc. In this role, he provides leadership in real estate, mortgages and infrastructure-related investment management activities, product development and portfolio management. Ted is a member of the senior management team. In his role as Chief Investment Officer, Alternatives and as Managing Director, he is one of Greystone's key investment professionals and is responsible for setting and guiding the strategic direction of the firm.

Ted joined Greystone in 1995 as Vice-President of Real Estate before transitioning into the role as Managing Director, Real Estate & Mortgages, and his current role as Chief Investment Officer, Alternative Investments. Prior to Greystone, Ted obtained a wide array of business and professional experience, spending over 20 years with several Canadian-based real estate companies, where he held various positions of increasing responsibility.

Ted is a strong advocate of Greystone's "client's interests come first" philosophy. He attributes the firm's success to teamwork, accountability and an unwavering commitment to understanding their clients' needs and objectives.

Helen Stevenson
Founder & CEO, Reformulary Group Inc.



Helen Stevenson is the former Assistant Deputy Minister of Health and Executive Officer who oversaw the Province of Ontario's $4 billion drug program which led to prescription drug reform with Bill 102, saving Ontarians an unprecedented $1.5 billion and helping spark reform across Canada. After her time in government, Helen founded Reformulary Group Inc.

Leon Ferguson
Vice President, Bridges Health

Leon Ferguson is the Vice President at Bridges Health.

Leon is an experienced senior leader in the core business sectors including health, manufacturing, distribution, and service, with award winning companies such as Bridges Health. His past career endeavors include Crestline Coach, where he was Director of Sales, Service, and Distribution and was part of the senior team while the company was awarded one of the 50 Best Managed Companies in Canada.

Leon brings over 15 successful years of leadership, excelling in creating powerful teams, enhancing cultures, ensuring proactive efficient processes are in place, and building systems and structures which allow for robust growth both in sales and in operations. This results in increased profits, improved culture, and overall satisfaction for internal and external customers.

Leon's leadership experience includes all levels of business including executive, risk mitigation, mergers and acquisitions, business development, human resources, operations and financial management.

His goal is always to build and support teams in achieving overall health and satisfaction for themselves, the organization, and the customers. His unique approach based on "team" environments has been one of his main ingredients in positive outcomes.

Deron Waldock, Partner, McCarthy Tetrault

Deron Waldock is a partner in McCarthy Tetrault's National Pensions, Benefits & Executive Compensation Group in Toronto. He provides strategic legal advice to employers with respect to pension plans, profit sharing plans, registered retirement savings plans, welfare benefits plans, retirement compensation arrangements, and other areas of executive compensation. He has broad and deep experience with respect to the treatment of plans on purchase or sale of a business and corporate reorganizations (including CCAA) and provides advice as to entitlement to use of surplus assets.

With more than 20 years' experience in connection with the design, administration, operation, and compliance of pension plans, Deron's clients count on him to deliver results and find creative approaches to their pensions and benefits challenges and deliver results. He is noted in particular for his enthusiastic creativity in devising common sense solutions to complex challenges by disaggregating and reassembling the problem to investigate every possibility and deliver practical, real world advice and guidance.

Amy Groothuis, Civil Litigator, Miller Thomson LLP

Amy Groothuis is a Civil Litigator with a focus on labour and employment law. She acts for public and private sector employers, and provides proactive, preventive employment advice to clients on their rights and obligations regarding employment standards, occupational health and safety, human rights, and workers' compensation. She represents management in all manners of labour relation disputes and grievances.

Prior to joining Miller Thomson, Amy spent eight years practicing law in the Northwest Territories and Nunavut, both as General Counsel to the territorial workers' compensation board, and in private practice, where she acted on behalf of management in a variety of settings and industries.

Jeff N. Grubb, Office Managing Partner, Miller Thomson LLP

Jeff N. Grubb is Miller Thomson's Office Managing Partner in Saskatchewan and practices primarily in the area of civil litigation, including labour and employment law. Jeff offers strategic and sage advice to employer clients endeavouring to manage their personnel in a responsible and productive manner. He represents employers (in both unionized and non-unionized workplaces) in all employment related matters.

Luis Ramirez, Principal, Mercer

Luis Ramirez is a Principal in the Investment Consulting team at Mercer. He is responsible for providing pension and investment advice to clients and business development in the Canadian Prairie marketplace. Luis is based in Calgary, Alberta.

Luis has over 24 years of experience in financial services working with both large and small companies in Canada and the United States. He has worked with some of Canada's largest companies on defined contribution, retirement, investment, and savings plans and has consulted to numerous pension and investment committees.

Luis helps clients with investment selection and monitoring, defined contribution record keeper selection and review, asset allocation, fiduciary / governance best practices, company stock, Investment Policy Statements, charter documents for retirement and savings plans, and "all in" fee analysis.

Prior to joining Mercer in 2015, Luis was in a similar role with Aon Hewitt, and has held previous roles including Regional Director for Sun Life Financial's Western Canadian Group Retirement operations and 14 years with Fidelity Investments Group Pensions.

Luis holds a Bachelor of Arts in Labour Management Relations from the University of Toronto and is Chair of the Canadian Pension and Benefits Institute's (CPBI) Southern Alberta Region.

Samantha Cleyn, Principal and Senior Investment Consultant, Mercer

Samantha Cleyn is a Principal and Senior Investment Consultant in Mercer's Wealth business in Montreal. She joined Mercer in early 2016 from Pavilion Advisory Group where she held the role of Research Consultant and Research Team Lead. In her career, she has worked closely with many large Canadian plan sponsors on a project-basis to conduct manager searches as well as provide asset class education, attend finalist presentations, and advise on manager selection, suitability, and structure optimization decisions. In her role at Mercer, Samantha continues to work with many larger plans with external manager programs in this capacity or as a manager search specialist resource. In her more than 13 years in the industry, she has conducted over 1,000 investment managers meetings across the globe and conducted close to 150 manager search projects across various equity, fixed income and alternative asset classes.

Samantha is a member of the Executive Leadership Team for Wealth in Montreal and a manager to a team of Associates and Analysts. She is a member of both the DB and DC teams and a voting member of Mercer's Canadian Manager and DC Ratings Committees.

She currently consults to a number of foundations, corporate and public DB plans and DC plans where she provides general investment consulting services including plans in Saskatchewan. Clients value her considerable knowledge and perspective on investment managers and their strategies and consider her an expert in the selection and monitoring of investments.

Samantha holds a bachelor's and master's degree from Concordia University's John Molson School of Business and is a CFA Charterholder.

Peter Gove, Innovation Leader, Health Management, Green Shield Canada

Peter Gove is Innovation Leader of Health Management with Green Shield Canada (GSC). He has oversight for initiatives under GSC's Change4Life™ banner. Prior to coming to GSC, Peter was responsible for the national disability management and life insurance claims program for a large Canadian life insurance company.

Mr. Gove has a master's degree in social work and is a registered social worker. Continuing his education, he started a PhD program in Applied Health Science at the University of Waterloo. He has presented internationally in the areas of health management and disability management and was the recipient of the 2014 Vision and Values Award presented by the Canadian Life and Health Insurance Association.

Darci Lang, Motivator & Organizational Change Expert

Darci Lang is an inspiring motivational speaker who specializes in assisting organizations by creating a new philosophy within the workforce – Focus on the 90% – affecting change, solutions, innovation, and leadership. She challenges participants to look in the mirror and reflect on the positives in life: what we have, what we can change, and how our focus affects those around us, at work and in our personal lives.

Darci's down-to-earth, humorous, narrative style connects her to people from all walks and all stages of life. By the time she was 24 years old, she was an entrepreneur, owning a tuxedo rental store, a bridal show and, as she transformed into a motivational speaker, the demand for her philosophy – Focus on the 90% – increased. This focus shaped her life, from humble beginnings in her dad's Volkswagen garage, waiting on tables and working retail; then taking a company from bankruptcy to an award-winning business! She has faced challenges, but always "thinks outside the box".

Today, Darci has been speaking for 22 years and everything she shares in her presentations, she has lived. At the age of 45, Darci is a professional speaker, a best-selling author, a blogger, a wife, and a mom to two teenage children. She walks the fine line of balancing home, family, and work. Using her magnifying glass, she sees a way to Focus on the 90%s in her world, and she can inspire anyone to do the same. Adopting her positive attitude can change lives! She has won the Saskatchewan Woman Entrepreneur of the Year Award, Achieving Business Excellence Award, been a finalist in the Canadian Woman Entrepreneur of the Year Awards and nine other nationally recognized business excellence awards. She truly is someone who "Walks the Talk".