



CANADIAN PENSION & BENEFITS INSTITUTE

Annual Report

2009



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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



As the end of my term as Chair of the CPBI Board of Directors approaches, it gives me great pleasure and personal satisfaction to reflect on the past two years. Our results are a solid testimony to the great things that committed councils and committees can achieve together.

I'm proud of our accomplishments. We've reached our goals, set new ones, and have made continuous learning a core value of our organization. As we enter the next phase at CPBI, we have a new energetic outlook that will ensure that the year ahead is equally, if not more, successful. Part of that energy will come from our new CEO Peter Casquinha. I am thrilled that Peter has joined us and I look forward to working with him.

As a new global era dawns, CPBI continually adjusts and adapts to optimally serve our members. As I leave my current position on the Board, I am enthusiastic about the growth opportunities for our new CEO and our incoming Chair Kevin Press. Under their leadership, committed volunteers and staff will take CPBI to the next level of success in an already thriving organization.

On behalf of my Board colleagues, I thank Iris Almeida-Cote, our past CEO, for her contribution to CPBI. We wish her the very best in her new professional challenges.

Thanks are in order to our Alberta Regional Councils and the National Office team for the outstanding success of FORUM 2009 in Calgary. This first-rate event for members across Canada exceeded expectations in both attendance and sponsorship. We are now engaged to ensure FORUM 2010 in Halifax mirrors this success. With CPBI's 50th anniversary on the horizon, we also look forward to commemorating and celebrating this milestone with our members.

I also thank the members of the Board of Directors for their efforts and continued dedication, particularly Barb Degenstien, Saskatchewan Region Director, who leaves the Board in November. Special thanks to our Regional Chairs, Council members, Volunteers, Regional Administrators and the National Office staff for their ongoing commitment and professionalism.

It has been a genuine pleasure working with you.

Sincerely,

Burk Humphrey
Chairperson, CPBI Board of Directors

Message from the Acting Executive Director

2009 has been a year of major accomplishments for CPBI. Through the pages of this annual report, I invite you to relive each one of them and celebrate the dedication of the CPBI volunteers and staff.

The programs delivered across the Regions are strong evidence of the excellence of the planning and execution of everyone involved. Regional Conferences in the Atlantic, Quebec and Pacific Regions surpassed expectations. I express my sincere thanks to all present and former chairs of our eight Regional Councils, our Council Members, our Volunteers and our Regional Administrators for your hard work and effort. Your commitment to CPBI is a source of inspiration for all of us.

Our national event, FORUM 2009, was an outstanding success. Special thanks to FORUM 2009 chairpersons Peggy Corner and Larry Findlay. These results would not have been achieved without the members of the Alberta Regions' organizing Committees. Their creativity, spirit, and teamwork with our National Office made our national event memorable and valuable to all who attended. Thank you!

Membership continues to be our main focus. We have established new programs and services for our members. In partnership with Benefits Canada, we launched a series of webinars offered at no cost to our members. The first edition of Tribune, the CPBI National e-newsletter, debuted this past spring. All members received their 2009 CPBI membership card to access the many benefits it provides.

The contingency reserve is now fully funded; CPBI is well prepared to address any potential unforeseen challenges that may arise. We conclude the 2009 financial year in a healthy financial position, thanks to the incredible contributions made by our many members who volunteered many hours of their time and shared their expertise with us.

On behalf of my National Office colleagues, I thank Iris Almeida-Côté, our past CEO, for all her hard work and dedication. We wish Iris every success in her future endeavours. I also thank the members of our Board of Directors for their support and confidence, especially our Chairperson Burk Humphrey. During a time of transition, Burk maintained a solid support system that has ensured our ongoing success.

As we move forward and begin planning for FORUM 2010 (in Halifax on June 21, 22 and 23) and our 50th Anniversary Celebration, I rely more than ever on the energy and dedication that drives the National Office team. I have confidence in their ability to achieve objectives and meet deadlines. Under the new leadership of our incoming Chairperson, Kevin Press, and our new CEO, Peter Casquinha, I know we will meet and surpass all goals and objectives set for 2010.

It has truly been a pleasure and a privilege to work with you. I look forward to the coming year, and making the 50th anniversary of CPBI a memorable milestone.

Sincerely,

Lena A. Jaoude
Acting Executive Director

Board of Directors

Burk Humphrey
Chairperson

Kevin Press
Vice-Chairperson / Secretary and Ontario Delegate

Gretchen Van Riesen
Director-at-large

Regional Delegates

Peter Buntain
Atlantic Region

Barbara Degenstien
Saskatchewan Region

Normand Vachon
Quebec Region

Larry Findlay
Alberta Regions

David Tompkins
Manitoba Region

Cheryl Neighbour
Pacific Region

National Office

Lena A. Jaoude
Acting Executive Director

Marc Tessier
Manager, Finance

Dominic Tremblay
Manager, Membership Services

Valerie Windsor
Administrative Assistant

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CPBI Atlantic

Officers

David Tutty
Chairperson

Kevin Higgins
Vice-Chairperson
Secretary / Treasurer

Ryan Johnston
Past Chairperson

Council members

Helen L. Anderson
Don Ash
Kim Blinn
Derek Gerard
Michael Goodridge
Sherry Lee Gregory
Carolyn MacDonald
Cathy Rankin
Len Tompkins
Dale Weldon

National Board
Representative
Peter Buntain

Administrator
Maria Hayes

CPBI Quebec

Officers

Brigitte Gascon
Chairperson

Sophie Cournoyer
Vice-Chairperson

Éric Montminy
Past Chairperson

Dominic Vallée
Secretary

Jacques Fontaine
Treasurer

Council members

Cyril Bendahan
Marthe Cloutier
Stéphane Corriveau
Robert Desbiens
Johanne Goulet
Luc Grandchamp
Gilles P. Grenier
Nathalie Jutras
Patrick Lamontagne
Jean-François Massé
Anik Paquet
Cédric Pouliot
Michel Préfontaine
Jocelyn Tremblay
Francis Veilleux

National Board
Representative
Normand Vachon

Administrators
Myriam Beaudry
Michel Blanchette

CPBI Ontario

Officers

Michael Worb
Chairperson

Susan Slattery
Vice-Chairperson

Sonia Mak
Past Chairperson

Jordan Freemont
Secretary / Treasurer

Council members

Ian Allen
Wendy Brodtkin
Diane Gee
Duane Green
Louise Greig
Carmen Hogan
Joe Hornyak
Lisa Mills
Barry Noble
Julie Seewald
Georgia Siabanis
Joyce Stephenson
Garth Thomas
Scott Warner
Brian White
Kevin Willis

National Board
Representative
Kevin Press

Administrator
Jackie Ablett

CPBI Manitoba

Officers

Kim Siddall
Chairperson

Bob Ripley
Treasurer

Council members

David Ablett
Patricia Clunie
Jo-Ann Day
Shelly Dear
Gale Feindel
Allan F. Foran
Joey Harris
Linda Kubinec
Alice La-Ngo
Lori Mark
Donna McPherson
Ralph Ramore
Edith Samuels
Ron Youngson

National Board
Representative
David Tompkins

Administrator
Dale Davidson

CPBI Saskatchewan

Officers

Tracey McLean
Chairperson

Janet Folk
Past Chairperson

Bob Wilhelms
Treasurer

Alana Shearer-
Kleefeld
Secretary

Council members

John Hallett
Richard Heusdens
Bob Hunko
Trina Kistner
Kay Robertson
Marg Romanow
Jane Thomas
Christine Taylor
Doug Volk

National Board
Representative
Barbara Degenstien

Administrator
Karen Lovelace

CPBI Southern Alberta

Officers

Clark Dehler
Chairperson

Kristin Smith
Vice-Chairperson

Dave Ericson
Past Chairperson

Linda Lockwood
Treasurer

Council members

Karen Hall
Jason Kolysher
Ken MacDonald
Carole McCabe
Ron Sawatzky
Alfred Schorath
Steve Sproule
Dino Trudeau
Joanna Walewski
Bernie Ward

National Board
Representative
Larry Findlay

Administrator
Jamie North

CPBI Northern Alberta

Officers

Bob Thiessen
Chairperson

Sharon Vogrinetz
Treasurer

Kevin Olineck
Secretary

Council members

Chris Archibald
Holly Bevan
Doug Gillis
Richard Holmes
Tom O'Reilly
David M.
Schneider
Elaine Shannon

National Board
Representative
Larry Findlay

Administrator
Steven Leard

CPBI Pacific

Officers

Karen Tomkins
Chairperson

Susan Danzer
Vice-Chairperson

Doug Hatlelid
Past Chairperson

Cheryl Neighbour
Treasurer

Council members

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

National Board
Representative
Cheryl Neighbour

Administrator
Lélean MacFarlane

CPBI National Office – Achievements in 2009 ... 1/3

2009 was a busy year for the National Office, as you'll see from our achievements listed here:

FINANCE

ACCOUNTING

In November 2008, based on the auditor's recommendation to the Audit and Finance Committee, CPBI National Office recruited an in-house finance manager to oversee all accounting and bookkeeping for the National Office and CPBI Regions.

In December 2008, a full day meeting of the Audit and Finance Committee and Regional Treasurers was held to deliver training on accounting principles and monthly reporting.

FINANCIAL INSTITUTION

To facilitate the monthly reporting and year-end audit, the Board of Directors decided that the National Office and Regions will use the services of one financial institution. The Royal Bank of Canada (RBC) was chosen. After a long and comprehensive process, all CPBI accounts are now with RBC. This allowed for smoother accounting and more efficient national and regional reporting.

CONTINGENCY RESERVE

In August 2008, the Board of Directors approved the Contingency Reserve Policy, which provides operational capital for the National Office and/or the Regions to continue operating after a financial catastrophe or major loss. By May 2009, the National Office and the Regions contributed their second and last instalments to the contingency reserve fund.

As of June 2009, the CPBI now has a reserve fund to serve as a self-insuring fund in case of a crisis.

AUDIT

The financial statement audit of CPBI for the period July 1st 2008 to June 30th 2009 was undertaken by PricewaterhouseCoopers LLP. An unqualified opinion was issued. The results and recommendations are published in this Annual Report.

MEMBERSHIP

New this year, CPBI members received membership cards with a 2009 calendar, plus information on the Members-only section of the CPBI website. The card is practical, informative, and we've received positive member feedback.

As part of our Membership Value program, CPBI continues to deliver significant rewards with ADVANTAGE and MemberPerks. MemberPerks offers exclusive discounts and services to CPBI members from over 250 companies.

MEMBERS' DIRECTORY 2009 EDITION

As the National Office began our membership renewal campaign, we also began work on the 2009 edition of our Members' Directory. Having successfully reached our 2008 goals, we have also surpassed expectations by exceeding our 2009 advertising revenue targets. The Directory can be considered as a revenue generating project.

WEBINARS

In 2009 CPBI joined forces with popular industry publication Benefits Canada to offer free webinars to CPBI members. The first webinar was launched on April 8th and focused on Trends in pension investing. Over 100 CPBI members logged in to hear Chris Kautzky from Hewitt Associates discuss the new investment landscape and what plan sponsors are really thinking in today's environment. The April webinar was the first of a series of three. The remaining two will be offered to CPBI members in the fall of 2009.

ENVIRONMENTAL SCAN

Top minds from the pension, benefits and institutional investment fields contributed to the Environmental Scan, an activity undertaken to ensure that Regional Chairs and Board members share in a common body of knowledge relating to new issues and trends in the industry, as they endeavour to establish the next three-year CPBI Strategic Business Plan and budget.

On March 16th, Len Tompkins, President and Consultant of Benefit Plan Administrators (Atlantic) Limited and long-time Atlantic Regional Council member, will speak to Regional Chairs and Board members about trends and issues in the institutional investment field via teleconference. On March 18th, Ian Markham, Director, Pension Innovation at Watson Wyatt Canada, will address the pension industry. On March 20th, Brian Lindenberg, Worldwide Partner with Mercer, will provide insight into the issues and trends emerging in the employee benefits market.

CPBI FORUM 2009

FORUM 2009 was the highlight of the 2008-2009 National programming. Held in Calgary, Alberta, May 25-27, at the Calgary Telus Convention Center, this year's theme was "Harnessing Global Energy". The energy at the FORUM is always electric and educational, and our very successful FORUM 2009 was no exception.

FORUM 2009 began with a golf tournament at Sirocco Golf Club. Set on 940 acres of family-owned land in Pine Creek Valley, Sirocco delivered an exceptional Golf Day experience with its natural beauty and breathtaking vistas. The sun shone all day, making for perfect golf weather. Several prizes were won and our members are still talking about it!

FORUM delegates attended presentations by renowned national and international speakers. FORUM 2009 also hosted a variety of Lunch Speakers and entertainers that truly amazed and thrilled all attendees! On Tuesday May 26th, entertainer Paul Huschilt delighted with his hilarious, high-energy "Seven Humour Habits for Workplace Wellness". At the closure lunch of the conference, Rick Mercer, also known as "Canada's Unofficial Opposition", talked about his television show and his ability to celebrate all that is great in our country with his unique style of comedy.

The success of the FORUM 2009 was made possible with the hard work and dedication of the Alberta Regions Organizing Committee and our generous sponsors. We thank everyone involved in this excellent event.

PREPARING FOR THE CPBI FORUM 2010

FORUM 2009 participants were invited to set their sails and sights toward Halifax for FORUM 2010. Next June 21st, 22nd and 23rd are destined to be amazing as Halifax—well known throughout Canada for its trademark East Coast charm and hospitality—welcomes FORUM 2010 attendees!

CPBI VOLUNTEERS AWARDS

The 2nd Annual CPBI Regional Volunteer of the Year Awards was a hit! The incredible contributions from individuals coast-to-coast encourage the growth of an already vibrant and diverse membership.

This year's winner was Scott Sweatman of Pacific Region. During a period of growth and change, Scott's vision for CPBI was clear and he was determined to make it a reality. Hearty Congratulations, Scott, for your enthusiasm, efforts and hard work!

REGIONAL COLLABORATION

Two working groups were formed comprising representatives from each region. The Sponsorship Working Group and the Membership Working Group were coordinated by the National Office, teaming representatives from each Region.

Suggested wording: The Sponsorship Working Group developed a solid action plan to deliver greater value and experience for sponsors, through a coordinated national approach.

Suggested wording: The Membership Working Group provided a clearer picture of our members; knowing their professional backgrounds helps to foster loyalty and retention. A growth strategy featuring Student, Recent Graduate, and Plan Sponsor membership categories was developed and presented to the Board for consideration.

GOVERNANCE & BOARD

As part of our commitment to good governance, the CPBI Governance Committee met in Toronto in November 2008. Representatives from Quebec, Ontario, Saskatchewan and the Pacific Region continued work on determining roles and responsibilities of the CPBI Board, CEO and Regional Councils.

The meeting report was shared with each region and approved at the May 2009 CPBI Board of Directors meeting. As a result, the Board is committed to move forward on Risk Management, Privacy Policy and Contingency Reserve issues.

In 2008/2009, the Board implemented three policies: Partnership between CPBI & Like-Minded Organizations, Contingency Reserve Policy and a Conflict of Interest Policy

In 2008/2009, the CPBI Board of Directors and committees met ten times. Dates and locations appear here:

DATE	MEETING	LOCATION
August 7, 2008	Board Meeting	Teleconference
September 4, 2008	Board Meeting	Toronto
September 5, 2008	Joint meeting	Toronto
September 11, 2008	Board Meeting	Teleconference
February 12, 2009	Board Meeting	Teleconference
March 2, 2009	Board Meeting	Teleconference
March 11, 2009	Board Meeting	Teleconference
May 23, 2009	Board Meeting	Calgary
May 24, 2009	Joint Meeting	Calgary
June 18, 2009	Board Meeting	Teleconference

Atlantic Region

The Atlantic Region continues to thrive with a wealth of passionate volunteers committed to delivering first rate education programs and social functions for the benefit of our members. This team, in combination with the amazing talent of our second-to-none Regional Administrator Maria Hayes, can be likened to a force of nature. The return for their enthusiasm and dedication is the ever increasing popularity of our organization. We have experienced growth of more than eight percent as of June 30, 2009, and this remarkable group never ceases to inspire us.

We began the year in September with our 2008 Regional Conference under the theme “Beaches, Bridges and Baby Boomers” that took place in Brudenell, Prince Edward Island from September 26th to the 26th. The conference sold out and we look forward to repeating its success next September at St. Andrews by-the-Sea in New Brunswick, where our theme will be “Hard Times-Creative Measures.”

Our “Economic Forecast” luncheon in January and our two-day program in February focusing on Benefits, were very well attended. In May, our members had a once-in-a-lifetime opportunity for a substantial discount to attend a speaking engagement by President Bill Clinton and Frank McKenna in St. John’s, Newfoundland and Halifax, Nova Scotia.

Looking beyond our regional conference, we are planning a full slate of programming for the fall: a Benefits session in Nova Scotia, Prince Edward Island, and Newfoundland in October, a Risk Management day in November in Nova Scotia, and our annual December Christmas reception in Halifax.

Our plan for the early portion of 2010 includes a reprise of the “Economic Forecast” luncheon and events focusing on both investments and pension issues. There is already significant energy devoted to FORUM in June 2010, when we look forward to hosting members from across the country in Halifax. We hope to see you there!

David Tutty
Chair, CPBI Atlantic Region



Quebec Region

Inspired by our previous years of success, the Quebec Region offered members a year packed with education sessions and networking opportunities.

We launched the 2008-2009 season with our Regional Conference at the Hilton du Lac Lemy in the Gatineau area from September 8th to 10th. The conference theme OSEZ! (DARE!) was chosen to inspire, encourage, and most importantly to dare to do things differently.

In keeping with our theme, we dared to present sessions in different formats, like the opening panel featuring Michel Arsenault, Léopold Lauzon, Michel Lizée and none other than our friend, Stephan Bureau. This panel triggered numerous discussions among our participants and received accolades all around. Over 600 members and their spouses participated, enjoying a lively program featuring speakers like Jean Lemire, Larry Smith, and Michel Venne sharing visions of our industry.

The incredible efforts of the entire conference team made this event a bona fide success. I thank Luc Grandchamp and his team for their professionalism and Robert Desbien for a well-received program.

Throughout the year, our Region offered numerous activities in Montreal and Quebec, allowing our members and participants to keep abreast of industry happenings. Despite a slight drop in attendance, our lunch seminars still garnered more than 100 participants. This year we offered many training sessions for smaller groups. Thanks goes to Stephane Corriveau and his team for organizing the lunch seminars, and Anik Paquet and her team for delivering excellent, well-attended training sessions.

Our Economic Forecasts Evening was a tremendous success with over 850 participants attending. Three major economic strategists presented their respective visions. Hosted by René Vézina, the evening exposed participants to different points of view and interesting insights. This successful event was due to the efforts of Stéphane Corriveau, Normand Vachon, Francis Veilleux and several other members.

Our Annual Cocktail Party, exclusive to members, was held May 13th at the Opus Hotel in Montreal. Many members came to network with their peers and to celebrate their involvement with CPBI. As a way of thanking our members for their engagement and confidence in CPBI, cocktails were complimentary. Based on the ongoing success of this event, the Annual Cocktail Party will remain a Quebec Region tradition. Many thanks to Anik Paquet, who helped us discover one of the most delightful places in town!

Each year the regional council members meet for a day of strategic planning. Five goals were selected:

- 1) Continued excellence in the work done in partnership with the National Council and maintaining our level of involvement.

The Quebec Council has continued its involvement with the National Board in the development of best practices and enhancing its leadership.

The Quebec Region is often cited as an example of both sound management and strength of programming. I thank Normand Vachon, our representative at the National Board, for being the voice of our Region at the National level.



Quebec Region

I also take this opportunity to thank our past CEO, Iris Almeida-Côté, for her support, involvement and determination. Iris worked very hard to increase CPBI-ICRA brand awareness and to build a trusted, well-run organization. We wish Iris all the best as she pursues new professional challenges.

2) Increase participation in our special sessions.

This year we introduced two new sessions to our program. These presented more general topics but were efficient and well-received. The first session featuring Mr. Philippe Couillard was an undeniable success, attracting 215 participants. The second, held at our Annual Meeting, was led by Mr. Ray Lalond, VP of Marketing for the Montreal Canadiens. We thank Eric Montminy and Stephane Corriveau for planning and managing these new additions to our program.

3) The 2009 Regional Conference held in Quebec City.

Our Regional Conference, chaired by Sophie Cournoyer, took place at the Centre des Congrès de Quebec from September 14th to the 16th, 2009. Inspired by the news headlines, the conference theme was "FINI LA RECRÉ" (No More Recess). Program Manager Dominic Vallée delivered a program that surely satisfied the interests of all participants. As in the past, members attending the conference had the advantage of priority booking for hotel room reservations.

4) Creating a marketing committee to assess the feasibility of afternoon sessions in areas surrounding Montreal, to attract participants living and working outside the downtown core.

Planned sessions in the Laval region were cancelled due to lack of interest. We plan to revisit this strategy for the coming year. We believe that the content and quality of speakers for our afternoon sessions will certainly attract a large number of participants when the constraints of commuting downtown during the lunch period are eliminated.

5) Our Marketing Committee is "going green".

You may have noticed the new image of the CPBI-ICRA on our website, and the fact that we no longer distribute paper brochures at our meetings. We have also purchased a web application that will reduce paper waste when conducting our surveys. I am pleased with our progress; we know there is more work to do, but we are confident in our commitment to "go green".

A sincere THANK YOU to the members of the Quebec Regional Council. They worked tirelessly to make 2008-2009 another very successful year.

Special thanks to Ms. Johanne Coulet, Luc Grandchamp, and Jocelyn Tremblay, who have left the Regional Council. It's important that I thank our past Regional Chair Eric Montminy for his collaboration and accessibility. Eric stepped down from his position in April. He was a Chair of great value and I am grateful to him for all that he accomplished.

Thank you to all our members and to the CPBI National Board for your confidence and trust over this past year.

Brigitte Gascon
Chair, CPBI Quebec Region



Ontario Region

2008 – 2009 was a year of successful events and activities for members and our industry in the Ontario Region.

We began our programme year in November with “The Benefit Landscape”, a breakfast seminar that attracted close to 100 participants, followed in December with a seminar on the recently released Expert Commission on Pension Plan report. Well over 100 people attended.

On January 14, 2009, the popular annual Pension Investment Forecast was held at The Fairmont Royal York in Toronto. Approximately 350 members and non-members participated. Plan sponsors were invited as speakers and shared strategies for dealing with investment-related issues. The popularity of the event and the excellent feedback we received made it an easy decision to host another Pension Investment Forecast in 2010.

Our annual 2009 CPBI Benefit Ball was held on February 5, 2009 at The Liberty Grand. More than 300 guests from the pension, benefits and investment industries interacted and networked in the excitement of “Bollywood”, enjoying a gourmet dinner and the authentic dance and music. In addition to providing a networking opportunity, the event showcased the generosity of our industry, raising a net amount of \$44,000 for The Crohn’s and Colitis Foundation of Canada.

The Ontario Region Annual Meeting was held April 14, 2009 at the Royal Ontario Museum. The meeting was preceded by a tour of the newest exhibit “Book of the Dead.” New members, namely Duane Green and Kevin Willis, joined the Council. Welcome aboard! Special thanks to the contributions from outgoing members Karen Matsubayashi, Joel McGurrin, Georgia Siabanis and David Lester. The incoming Chair outlined a focus on plan sponsor involvement, and alliances with professional organizations like the Human Resources Professional Association (HRPA).

Regular activities offered members and participants information and insight relating to fundamental principles and current relevant issues affecting the pension, benefits and investment industries. The Fundamentals Program, designed for newcomers, offered five lectures in two series on pensions, benefits and investments.

“Update”, our e-newsletter, continues keeping members posted on events and activities organized by the Council throughout the year. Five issues were distributed.

Our London and Ottawa Chapters also had a productive year of activities. London hosted a networking event in February as well as seminars in June 2009 and October 2008. Ottawa hosted five seminars, a charity golf tournament, and their annual networking cocktail reception in 2008/2009.

Building on the success of 2008/2009, we are excited to announce our partial roster of 2009/2010 activities:

Ontario Region

September 2009 Seminar on the recently released Supreme Court decision on the Kerry Case
October 2009 Ontario Regional Conference at Blue Mountain Resort
January 2010 Annual Pension Investment Forecast at the Fairmont Royal York

More details on these and other events will follow in the months to come.

I sincerely thank all members, participants, sponsors, volunteers, Council Members and our administrator, Jackie Ablett. I look forward to their continued support to ensure another year of success for the Ontario Region!

Michael Worb
Chair, CPBI Ontario Region



2009 was another remarkable year for CPBI in Manitoba with success on many tactical levels. The Manitoba Council was driven to sustain the exceptional educational and networking opportunities our members have come to expect. In terms of industry experience and areas of specialty, our organization sought to harness the experience and enthusiasm of our diverse membership demographic. By reaching out to our members to determine their vision, we set the tone for continued momentum in key professional development, programming and networking drivers.

In late 2008 our Membership Committee, chaired by Donna McPherson, developed a survey in partnership with Kaplan and Associates. Sent to existing and past members in our region, participants were asked to share their opinions on event quality, value proposition and whether we were providing them with the sort of programming and events they were seeking. We had good response and received insightful feedback. The survey findings were presented to the membership at an interactive breakfast session in April. Both the survey results and ensuing discussion will form the basis of our programming direction for the coming year.

The cornerstone of our educational offering to our membership continues to be our Breakfast Seminar Series. The Program Committee, chaired by Edith Samuels, presented a full roster of engaging speakers and events:

Sept 2008	The sanofi-aventis Healthcare Survey 2008 Presenter: Chris Bonnett
Oct 2008	Recent Developments Affecting Registered Saving Plans Presenter: David Ablett
Nov 2008	Defined Benefit Pension Plans Presenter: Tyler Smith
Nov 2008	Humber Trustee Development Program
Jan 2009	Marriage Breakdown & Collaborative Law Presenters: Anu Osborne, Judy Haid, Darryl Robinson
Feb 2009	The Impact of Mental Illness in the Workplace Presenter: Bill Wilkerson
March 2009	Employee Wellness – Building the Business Case Presenter: Karen Seward
April 2009	Overview of Membership Survey Results & Feedback Session Presenter: Gerry Kaplan

Having shared with you the success of the 2008-2009, watch out for the announcement of our 2009-2010 activities. Here are some of our upcoming events:

Sept 2009	Where the Jobs Are! Looking to the Future of Canada's Labour Supply Presenter: Andrew Ramlo
Oct 2009	Economic Outlook Presenter: Louis Martel
Nov 2009	Details to be confirmed



Manitoba Region

In June we held our charity golf tournament, with proceeds going to the Rainbow Society. The golf committee, co-chaired by Gale Feindel and David Ablett, delivered a very enjoyable event. Planning for next year's tournament is underway.

Administratively, our Region shored up our contingency and business continuity planning. Implementation of an online system for event payment is on schedule to be operational before the end of 2009.

We are pleased with our continued financial health as an organization, both on a Regional and National level.

CPBI Manitoba operates effectively because of the efforts of a number of dedicated people. Dale Davidson, our outstanding Regional Administrator, is an invaluable member of our team. The Manitoba Regional Council works tremendously hard to maintain a positive membership experience at the regional level. We are enthusiastic in our commitment to fulfill the CPBI mission. We thank the National Office and our Manitoba membership for their continued support, and look forward to continued success in 2010!

Kim Siddall
Chair, CPBI Manitoba Region



Saskatchewan Region

The 2008/2009 program year was busy and productive for the Saskatchewan Regional Council of the CPBI. Our Region presented diverse breakfast and luncheon sessions to our members, along with several professional development workshops. We are pleased that attendance at events has increased dramatically over the past year; we thank our members and sponsors for their continued support of our events.

The programming season started September 10, 2008, with Christopher Cartwright, Vice President of The Financial Education Institute of Canada, speaking on Trends in Pension Planning. This well-attended session was followed by:

- | | |
|------------------------|---|
| September 26, 2008 | Socially Responsible Investing from a Shareholder Perspective
Michael Jantzi, Jantzi Research |
| October 14 & 16, 2008 | The Heat is On – The War for Talent in Saskatchewan's Tight Labour Market
Kaylynn Schroeder, Cameco Corporation |
| November 18 & 19, 2008 | Questions About Pensions We Are Afraid to Ask
David Larsen, AON Consultin |
| January 21 & 22, 2009 | Economic Forecast: The State of Our Economy and Investment Markets
Louis Martel, Greystone Managed Investments, Inc. |
| February 10 & 11, 2009 | Employment Discrimination and Duty to Accommodate
Bill Rafoss, Saskatchewan Human Rights Commission |
| March 17 & 18, 2009 | Employee Wellness – Building a Business Case
Michael Kennedy, Shepell-fgi |

The most successful Spring Seminar and Annual Meeting of CPBI Saskatchewan to date was held April 28 and 29, 2009 at the Delta Regina. Five speakers shared their knowledge and expertise on topics ranging from Pension Plan Management, Total Rewards, Workforce Diversity and Human Resource Strategies. This was followed by an Education Day on April 30th, with four retirement planning experts.

Our ongoing successful partnership with Humber College provided an opportunity for industry professionals to attend an Advanced Trustee Development Program and the Pension Plan Administration Certificate (PPAC) 2 and 3.

The Region launched its first electronic newsletter to members in January 2009. The newsletter, containing information about CPBI activities, will be published a minimum of three times per year. Congratulations to the members of the Communications Committee for developing a polished publication, and thanks to the National Office team for assisting with some of the graphics.

Sponsorship is an important source of revenue for our region and CPBI Saskatchewan attracted two new sponsors over the past year. This accomplishment contributed to the top-caliber seminars offered throughout the year. The Sponsorship and Marketing Committee members work tirelessly to promote the organization at the regional level.

Following the Annual Meeting each May, the Regional Council holds a day-long planning session. This year the Council concentrated on goal setting for the upcoming year: communication, policy review, and continued high quality



Saskatchewan Region

programming.

On behalf of the Saskatchewan Council, we extend our thanks and appreciation to our Regional Administrator, Karen Lovelace, whose hard work and positive attitude have contributed greatly to our Region's success. We are pleased that Karen will continue this role in 2010.

We want to acknowledge the members of the Saskatchewan Regional Council, who devote considerable time and energy in making CPBI the premier forum for pension and benefit industry professionals regionally and nationally.

Tracy Mclean
Chair, CPBI Saskatchewan region



Southern Alberta Region

It is with great pride that I write the annual report on behalf of the Southern Alberta Council.

With a keen focus to the CPBI mission of providing our “members the opportunity to participate in high quality, cost effective education and networking forums focused on the exchange of information and analysis of best practices related to pensions, employee benefits and investments”, the Program Committee held a series of 10 monthly sessions that highlighted a variety of speakers from both the local and national stage. 434 participants comprised of both members and non-members attended these sessions.

These sessions were well attended throughout the year, here are some highlights from the past year.

In April, the Education Committee hosted our annual full day education series. The title of this year’s program was “Keeping up with Benefits”, and focused on trends occurring in today’s benefit environment – from the basics to the advanced. While attendance was not quite what we had hoped, it was a strong program presented by some excellent speakers and was well received by those in attendance.

We were honoured to partner with the National Office and the Northern Alberta Chapter to host FORUM 2009. We thank all those who participated in the conference and enjoyed what Calgary and the surrounding area had to offer.

The Social Committee held our 4th Annual Golf Tournament in July. Participation was up from last year and the weather cooperated, for the most part. Once again, it was a great event enjoyed by all.

The ingenuity of the members of the Membership Committee resulted in a membership campaign that was a smashing success. Through their efforts we welcomed 24 new members! Welcome to all those new members and thank you to those members that helped with the campaign.

Through our electronic newsletter, members are kept informed of the local and national events. The newsletter is produced and distributed by the Communications Committee on a quarterly basis and emailed to members.

Thank you to our Finance Committee, who has the task of preparing our budget and keeping the Chapter’s financial records in order.

We had the honour to present our 2009 Regional Volunteer of the Year award to Joan Hollihan. As an active volunteer who has held various roles over the years, Joan was recognized for the many contributions she has made and continues to make to CPBI. An inspiration to all!

And many thanks to Jamie North, our Regional Administrator, who ensures that all our members and non-members have a positive experience at our events.

We also extend our thanks to our many dedicated, energetic volunteer committee and board members, whose efforts make quality education and successful networking events possible in our Region. We appreciate their continued support.

Clark Dehler
Chair, Southern Alberta



Northern Alberta Region

September 2008 to June 2009 was a successful period for CPBI in Northern Alberta. Members enjoyed a variety of educational and networking sessions, delivered by fully qualified speakers. Our local membership also experienced attending the FORUM 2009 in our home province.

Despite ever-increasing time demands on everyone, the Northern Alberta Regional Council met seven times to plan and review the CPBI schedule. Reflecting the Broad interests and backgrounds of our members, we organized six breakfast seminars:

- Best Practices for Boards and Committees
- Communication of your Benefits Program
- Investment Forecast
- Investment Fundamentals
- Joint Alberta/BC Pension Reform Panel
- Work-Life Conflict

We also held a special one-day series of interactive seminars in April 2009 with a focus on health and wellness issues.

Seminar participants are encouraged to provide feedback after each seminar to ensure that Northern Alberta Regional Council maintains a high level of quality and fosters continuous improvement. As a benefit to CPBI members, we offer continuing education credits for CPBI members for certain seminars.

The Northern Alberta Regional Council partnered with the Southern Alberta Regional Council and the CPBI National Office to present FORUM 2009 in Calgary from May 25th to 27th.

For 2009/2010, we will develop more seminars of the quality that our members have come to expect. They rely on their membership to deliver stimulating presentations on relevant topics that provide opportunities to meet with others in their industry. Future planned seminars include: Parental Leave for Pensions and Benefits (October); Wellness (November); an Investment Forecast panel (December); Investment Fund Manager Selection (January); HR Strategies in the Changing Workforce (February); How Employees Take Advantage of their Benefits Programs (March); Total Rewards (April); Legal Issues for Pensions and Benefits (May); and Disability Claims Management (June). Our season opening seminar will be Retirement Planning on September 16.

We are also planning a pension basics five-day series of interactive seminars in the fall/winter of 2009/2010 targeting human resources professionals, pension committee members and pension boards and trustees

We will continue our dialogue with CPBI members to explore other meaningful opportunities for the coming year. We are committed to promoting ongoing education, networking opportunities and the development of pension and benefit professionals.

We thank each member and sponsor for their support in 2008/2009. We also thank our Regional Administrator, Steven Leard of Marketwhys Corp, for his reliable assistance in ensuring our seminars run smoothly. The Northern Alberta Regional Council is also sincerely grateful for all volunteer efforts.

In 2009/10, we look forward to new opportunities. We welcome programming suggestions from our membership, and encourage volunteering personal time and talents towards CPBI's continued success in Alberta.

Bob Thiessen
Chair, CPBI Northern Alberta Region



Pacific Region

The CPBI Pacific Region enjoyed another very successful year in 2008-2009.

2008 Western Region Conference

The main 'event' hosted by the Pacific Region during the past year was the October 2008 Western Region Conference, held in Kelowna, B.C. The conference kicked off with a choice of pre-conference activities, a golf game and a wine tour, making it very challenging for many delegates to choose! Each conference day began with a keynote speaker. Thursday's speaker, Jock Finlayson, tackled the subject "What's Next for the West? Economic Prospects for Western Canada". On Friday, Wendy Poirier, Ashley Witts and Linda Ydreos delivered the result of Towers Perrin's Global Workforce Study. Delegates were also able to select from a wide range of concurrent educational sessions on pension, benefit, and investment. Great food and entertaining, humorous lunch and dinner speakers rounded out a great experience for conference delegates. The Pacific Region thanks Conference Co-Chairs Peter Ridge, Dan McGinnis, and their Committee for their hard work in ensuring a successful conference.

Committee Activities

The CPBI Pacific Region acknowledges the key role that its Committees play in delivering programming to members and non-members alike. We are very pleased to welcome a number of new Committee volunteers and look forward to their participation.

The Breakfast Committee sessions, Chaired by Lori Moffat, continue to be the cornerstone of our educational programming. This year, the Breakfast Committee arranged six Breakfast sessions and one lunch session. Because of the volatile economic climate, the annual 'Investment Update' topic was offered twice; and well received on both occasions. The remaining sessions include our annual legal update, our wellness session, our disability session, and our pension session.

The Continuing Education Committee, Chaired by Judy Payne, hosted five half-day educational sessions. These sessions allow for in-depth education on specific subjects, and include both basic and advanced topics. Sessions are held in several locations across the province in order to serve members living outside the Vancouver area. Following the conclusion of the 2008-2009 sessions, Judy Payne stepped down as Committee Chair. The Pacific Region Council acknowledges her work as Chair and is pleased that she will remain on the Committee. We also thank Sinden Malinowski for stepping forward to fill this role for 2009-2010.

The Roundtable Committee, Chaired by Karen Tomkins, offers nine sessions each year aimed at providing basic benefits education to plan administrators and individuals new to the industry. To offer these sessions at no cost, we rely on the good will of organizations in the pension and benefits industry to donate boardroom space and sponsor lunch. Our Roundtable sessions attracted a good turnout, and covered a wide range of topics. Following the conclusion of the 2008-2009 sessions, Karen Tomkins stepped down as Committee Chair. The Pacific Region Council thanks Kelly Steiger for stepping forward for 2009-2010.

The Marketing Committee, Chaired by Susan Danzer, published two issues of The Beneficiary newsletter, designed to keep members updated on CPBI activities. In addition, the Marketing Committee arranged a summer social event where participants enjoyed 'The Tempest' at Vancouver's annual 'Bard on the Beach' Shakespeare festival. A Member Ski Day had been planned, but was cancelled due to booking challenges. The Marketing Committee looks forward to offering a



Pacific Region

variety of activities in 2009-2010.

National Activities

Cheryl Neighbour continues to represent the Pacific Region on the National Board of Directors. Karen Tomkins, Pacific Region Chair, and Susan Danzer, Vice-Chair, participated in the two National Board and Regional Representative meetings during 2008-2009. These meetings provided an opportunity for interaction with Council Members from the other Regions, and for input into the activities of the National organization.

In addition, the CPBI Pacific Region was represented on National Committees by John McGrath, Sponsorship Committee, Susan Danzer, Membership Committee, and Karen Tomkins, Governance Committee.

Karen Tomkins
Chair, CPBI Pacific Region



CELEBRATING EXCELLENCE AND COMMITMENT



CPBI National Volunteer of the Year Award presented to Scott Sweatman

On May 26, 2009 during a special ceremony organized at the CPBI FORUM 2009 Burk Humphrey, Chairperson of the Board of Directors , presented the National Volunteer of the Year Award to Scott Sweatman from the CPBI Pacific Region.

Scott Sweatman practices in the Pension & Employee Benefits and Tax Groups of Blake, Cassels & Graydon. Scott recently co-chaired the Joint Expert Panel on Pension Standards in Alberta and British Columbia.

Scott first became involved with CPBI as a young lawyer and has been a CPBI member for more than 15 years. Scott served on the Pacific Region Council for a number of years before becoming Chair of the Pacific Region, a member of the CPBI Board of Directors and ultimately Chair of the Board in 2003-05. Throughout the years, Scott frequently volunteered to speak at conferences, breakfast sessions, conference workshops and continuing education sessions. With tremendous vision and dedication, Scott is a perfect example of the CPBI mission in action.

Furthermore Scott was also selected by the Pacific Regional Council as the winner of the CPBI Regional Award.

CPBI Regional Volunteer Award - 2009...1/3

CELEBRATING EXCELLENCE AND COMMITMENT

Since 1960, the Canadian Pension & Benefits Institute has provided a wealth of education and networking opportunities for pensions, benefits and institutional investment professionals. The CPBI's impressive calendar of events and extensive library of resources is possible thanks to many dedicated volunteers located throughout the CPBI's eight Regions across Canada.

Every year, the CPBI honours the commitment of our volunteers by awarding Regional and National Volunteer Awards - Celebrating Excellence and Commitment. Both active and past council members are eligible for the award. The recipients are individuals who have assisted the organization to achieve its mission and have provided exceptional support to their Region.



Sherry Lee Gregory
CPBI Atlantic Region
Director, Relationship Management
RBC Dexia Investor Services

Sherry's positive attitude and energy are only equalled by her time commitment and willingness to support CPBI.

An Atlantic Region council member since 1990, Sherry Lee Gregory is Director of Relationship Management at RBC Dexia's Halifax offices.

A CPBI member for more than 15 years, Sherry is a dedicated supporter of CPBI conferences and events, co-chairing both the first Atlantic Regional Conference and 2005 National Conference in Newfoundland. She has also served as a National Board representative for the Atlantic Region, as Vice Chairperson in 2003-04 and ultimately as Chair of the Board of Directors in 2005-06. From moderating sessions and serving on event committees to attending National Board meetings, Sherry's personal commitment has been essential to the CPBI's notable growth and success in the Atlantic Region and is a glowing example of the Institute's mission in action.



Sonia T. Mak
CPBI Ontario Region
Partner
Borden Ladner Gervais LLP

Sonia is tireless in her calm and thoughtful leadership as Chair of the CPBI Ontario Regional Council

Sonia T. Mak is a lawyer by profession and a partner of Borden Ladner Gervais LLP, specializing in pension and benefits law. She was admitted to the Law Society of Hong Kong as a solicitor in 1985 and to the Law Society of England as a solicitor in 1988 before being called to the Ontario Bar in 1992.

A CPBI member since 2002, Sonia has also served on the Ontario Regional Council since then. She was also a member of the Program and Fundamentals committees, Chair of the 2006 and 2008 CPBI Benefit Ball Committees, instrumental in organizing FORUM 2008, two past Ontario Regional Conferences, and the list goes on. This year, as Ontario Regional Council Chair, Sonia has shown endless determination; she is described by fellow CPBI members as "responsible, accessible and committed."

CPBI Regional Volunteer Award - 2009... 2/3



Pat Clunie
CPBI Manitoba Region
Director, HR Business Partner
MTS Allstream

Pat is an energetic, knowledgeable and balanced voice in support of the CPBI's mission.

Pat Clunie holds a B.Comm. (Honours) from the University of Manitoba, as well as CEBS and CPP designations. She is currently the Director, HR Business Partner at MTS Allstream Inc., and works with corporate groups to develop and meet their business objectives by delivering HR strategies, solutions and services. Prior to assuming her current role, Pat worked in various compensation and benefits roles in the telecommunications, financial and grain industries as well as in the public sector.

A member of the CPBI since 2001, Pat has been a member of the Manitoba Regional Council since 2003, having served both as Treasurer and the National Board Representative. Always quick to offer her time and talents, Pat is a balanced voice on the Council and a valued member of the CPBI.



Marg Romanow
Benefits Officer
Saskatchewan Union of Nurses

Marg is incredibly passionate about benefits issues; the contributions she has made are incalculable.

Marg Romanow is a Registered Nurse with CEBS certification, currently a Benefits Officer with the Saskatchewan Union of Nurses. In addition to having more than a decade of practical nursing experience, Marg has worked with the Saskatchewan Union of Nurses for over 20 years addressing pension and benefits issues.

A CPBI member since 1994, Marg has served faithfully on the Saskatchewan Regional Council for many years. She has fulfilled a number of roles during her tenure: Secretary, Vice-Chair and Chair of the Regional Council in 2001-02. She was the National Representative for Saskatchewan from 2003 to 2005. Marg is tireless in her involvement with CPBI: seeking out speakers, taking on key positions and always providing a positive voice in support of the CPBI's mandate.



Peggy Corner
Director, Benefit Information Services
Alberta Teachers' Retirement Fund

Peggy is incredibly experienced and helpful. Her interest in the success of the CPBI runs deep.

As Director of Benefit Information Services, Peggy Corner is responsible for the ongoing management of benefit delivery at the Alberta Teachers' Retirement Fund. Peggy holds a B.Sc. degree, a Certified Employee Benefits Specialist designation, and a Management Certificate. She has also completed the Corporate Executive Program at the University of Alberta School of Business.

A CPBI member for over 15 years, Peggy has been an essential part of the Alberta Council for many years and in many capacities. Peggy's involvement has ranged from Secretary, to Sponsorship to Vice Chair and eventually Chairperson of the Alberta Regional Council from 2001 to 2003. She also served on the Institute's Board of Directors from 2005 to 2007, and continues to provide essential support and guidance in the growth of the CPBI in Northern Alberta.



Joan Hollihan
Principal
Mercer (Canada) Limited

Joan is known for her exceptional way of pitching in to get things done quickly and generating very effective results.

Joan Hollihan has been employed for over twenty three years in the benefits and pension consulting industry, and has worked for two international consulting firms in Calgary. She graduated from the University of Calgary with a B.Comm, Finance.

A CPBI member for more than 15 years, Joan has been heavily involved for several years in the Southern Alberta Region. She has chaired and co-chaired several committees, and was the Chair of the Regional Council in 2004. Joan has served on the Western Regional Conference committees and moderated many seminars and education days. Joan has led the way in the industry, constantly working on CPBI's behalf. Most recently, she was Co-Chair of the FORUM 2009 Program Committee. Promoting CPBI wherever possible, Joan encourages clients and colleagues alike to become members.



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