

"Great variety of topics. Delivered at an appropriate level of understanding for growth potential of participants."

"I came to get a more complete picture of the governance process and I took away good ideas."

"Quality of topics, materials, presentations, speakers were strong."



June 14, 15 & 16, 2010, Toronto

Optional workshops

PERFORMING A GOVERNANCE AUDIT IN AN ERA OF ECONOMIC CRISIS

Peter Gorham, Partner, **Morneau Sobeco**

DESIGNING AND IMPLEMENTING A PENSION GOVERNANCE SYSTEM

Jayne Casanova, Principal & Practice Lead, Pension Governance, **Advisory Capital Group Canada Inc.**

Participating organizations

ADVISORY CAPITAL GROUP CANADA INC.
BLAKE CASSELS & GRAYDON LLP
CANADIAN FORCES PERSONNEL SUPPORT AGENCY
CAW-CANADA
CHARLIE EIGL & ASSOCIATES
FASKEN MARTINEAU DUMOULIN LLP
FINANCIAL SERVICES COMMISSION OF ONTARIO
GOODMANS LLP
HEALTHCARE OF ONTARIO PENSION PLAN
HICKS MORLEY HAMILTON STEWART STORIE LLP
MANULIFE FINANCIAL

MERCER (CANADA) LIMITED
MORNEAU SOBECO
ONTARIO MUNICIPAL EMPLOYEES RETIREMENT SYSTEM
OPSEU PENSION TRUST
RBC DEXIA INVESTOR SERVICES TRUST
ROBIN POND INVESTMENT CONSULTANT
RUSSELL INVESTMENTS CANADA LTD.
SOCAN
TORONTO TRANSIT COMMISSION
TOWERS WATSON

Conference highlights

- Discover what governance lessons plan sponsors have learned from the recession
- Hear how some of the country's largest pension funds and sponsors -- including the OPSEU Pension Trust, Toronto Transit Commission, SOCAN and others -- coped with the recession
- Learn about best practices in pension communication from Manulife Financial
- Discover key aspects and the decision-making process involved in building an effective governance system from the Toronto Transit Commission
- Learn about pension governance approaches at the Healthcare of Ontario Pension Plan and OMERS
- Learn from the Canadian Forces Personnel Support Agency how to incorporate risk management into the governance plan
- Hear about the latest thinking and future directions on pension regulations from the Financial Services Commission of Ontario

Dear colleague,

Worrisome pension shortfalls and dwindling retirement portfolios in the wake of the recession have left the public clamoring for someone – anyone – involved in pension oversight to pay with their heads. Indeed, pension governance has been the focal point for much of the drama that has ensued during the recent recession.

However the economic downturn has also proven to be a harsh but effective teacher, and it has served to focus many plan sponsors' attention on improving their pension governance approach.

Join these leading plan sponsors and pension experts for an up-to-the-minute look at governance lessons learned from the recession.

- Toronto Transit Commission
- OPSEU Pension Trust
- Ontario Municipal Employees Retirement System
- SOCAN
- Canadian Forces Personnel Support Agency
- Manulife Financial
- Towers Watson
- Mercer (Canada) Limited
- Morneau Sobeco
- CAW-Canada
- Financial Services Commission of Ontario

As they discuss:

- How to foster effective accountability and governance practices
- Best practices in pension education and communication
- Key fiduciary duties of pension trustees
- Building an effective governance system
- Conducting a governance audit
- Effective documentation and compliance reporting
- Ensuring transparency and full accountability
- Improved financial risk profiling

The conference brings together plan sponsors and key experts for practical discussions on tackling the most important pension governance issues arising from the recent economic downturn.

With this level of practical experience and insight, this is one event you cannot afford to miss. Register now by calling (416) 665-6868 or 1-800-363-9722.

P.S. - Don't miss our optional workshops where you'll learn about Performing a Governance Audit and Designing and Implementing a Pension Governance System.

Who should attend

Pension committee members
Members of pension boards of trustees
Members of plan sponsor boards of directors
Human Resources vice-presidents, directors and managers
Compensation and benefits directors and managers
Corporate counsel
Financial officers & controllers
Accountants and actuaries
Communications officers
Senior management and senior executives
Risk management executives
Consultants

Audio/Video segments clickable slide by slide
Papers and overheads also included
Print any of the material for your own use



SPONSORSHIP OPPORTUNITIES

Maximize your company's visibility in front of key decision-makers in your target market! Federated Press events are attended by those with the seniority and authority to change the way their organizations operate. For sponsors this means an unparalleled opportunity to raise your profile before a manageable group of senior decision makers. There are a wide range of sponsorship packages, which can be customized to fit your budget and marketing objectives.
Contact Nayla Costandi at: 1-800-363-0722 ext.244 for more information.

SESSION 1

Monday, June 14th

MEETING OBLIGATIONS AND RESPONSIBILITIES

Florence Holden, Principal,
Towers Watson

9:00-9:45

PANEL DISCUSSION: ASSESSING THE STATE OF YOUR PENSION GOVERNANCE PLAN

*Chair: Florence Holden, Principal, Towers Watson
Hamish Dunlop, VP, Policy, Governance and Communications,
OPSEU Pension Trust
Diane Petrucci, Operational Auditor, SOCAN
Marlene Puffer, Trustee, Healthcare of Ontario Pension Plan
Leslie Thompson, Independent Corporate Director & Board Member,
Ontario Municipal Employees Retirement System*

The recent recession has forced many pension plans to reevaluate their pension governance approach in an effort to learn from past experience. This panel discussion will highlight key aspects and the decision-making process involved in devising and assessing an effective governance plan.

- Overcoming obstacles to good governance
- Planning your governance structure: success criteria and future challenges
- Maintaining communications to plan members and beneficiaries as part of fiduciary responsibilities
- SOCAN's experience with pension governance plan assessment

9:45-10:30

FIDUCIARY DUTIES: SAFEGUARDING PENSION FUNDS IN AN ERA OF FINANCIAL UNCERTAINTY

Caroline L. Helbronner, Blake Cassels & Graydon LLP

Plan members look to the trustee to ensure that the plan is well run and that their benefits are secure. From collection of contributions to investment of assets and payment of benefits, the trustee is responsible for the proper running of the pension plan. This discussion will detail the key fiduciary duties of the trustee.

- Acting in the best interests of the plan beneficiaries: a definition
- The duty of impartiality: what it means in a trustee context
- Acting in line with the trust deed and rules
- Communicating to members their rights and entitlements
- Ensuring that:
 - Required contributions are remitted to the plan on time
 - Funds are invested prudently
 - Benefits are paid timely and correctly
 - Benefits paid are in line with the plan terms and the law

10:30-11:00 NETWORKING BREAK

11:00-11:45

CREATING A GOVERNANCE STRUCTURE IN THE CURRENT ECONOMIC CRISIS

Florence Holden, Principal, Towers Watson

Establishing the right pension governance structure begins with an effective design and implementation strategy. Identifying the corporate style and structure of the organization, the needs of pension members, economic constraints and the different attributes of various types and sizes of retirement plans involved, are just some of the factors that need to be considered. This discussion details these key aspects and the decision-making process involved in building an effective governance system.

- Planning your governance structure: success criteria and future challenges
- Integrating member representation
- Maintaining communications to plan members and beneficiaries as part of fiduciary responsibilities
- Incorporating CAPSA guidelines into your design

11:45-12:30

BEST PRACTICES FOR MEMBER EDUCATION AND COMMUNICATION DURING THE ECONOMIC CRISIS

Clark Steffy, Senior Account Executive, Manulife Financial

Providing plan members with timely and practical information has traditionally been a crucial part of pension governance, a requirement that has only become more critical in the current economic downturn. CAP governance committees need to demonstrate an ongoing commitment to providing members with access to information and education – and they need to ensure that the information provided is reasonable. This discussion details common investment behaviors and levels of knowledge and the implications for member education and communication.

- The investment choice and risk tolerance mismatch
- Do plan members chase performance in up markets?
- Do plan members panic in down markets?
- Do plan members know enough to manage their investments?
- Are member education efforts effective?
- Improving plan member education

12:30-1:30 LUNCH

SESSION 2

Monday, June 14th

DESIGNING AND IMPLEMENTING GOVERNANCE STRATEGIES

Florence Holden, Principal,
Towers Watson

1:30-2:15

PENSION FUNDING: PRACTICAL TOOLS TO ADDRESS FUNDING SHORTFALLS

Charlie Eigl, Principal, Charlie Eigl & Associates (former VP Finance, OPSEU Pension Trust)

This discussion will provide a primer on the relationship between funding and plan design and explore the financial tools used to manage a plan's return to full funding. Pension committee members and trustees will also learn additional tools to help sustain the funded status of a defined benefit pension plan.

- Buying time until markets recover
- Asset smoothing
- Margins of conservatism
- Other strategies
- Managing deficits and surplus over an economic cycle
- Risk sharing
- Contribution stabilization funds
- Pulling it all together: the funding policy

2:15-3:00

PENSION GOVERNANCE AND COMPLIANCE REPORTING

Anne Mahmoodallah, Manager of Compliance Reporting, RBC Dexia Investor Services Trust

Complying with evolving pension investment regulation can place a heavy burden on pension administrators and investment committees. While improper transactions cannot always be prevented, guideline breaches can be promptly reported on. This discussion details the issues involved in meeting investment compliance requirements.

- The current regulatory environment and investment compliance issues
- How to meet investment compliance requirements?
- Areas of concern for investment compliance in pension plans
- Fulfilling your responsibility for investment compliance

3:00-3:30 NETWORKING BREAK

3:30-4:15

CROSS-BORDER AND MULTI-JURISDICTIONAL PENSION PLAN GOVERNANCE

Vicki Stokoe, Global Governance Consulting Leader, Mercer (Canada) Limited

Pension governance and regulation is complex at the best of times, but when an organization sponsors plans in multiple countries, new challenges arise. To develop and implement an effective approach to oversight and management of pension plans worldwide, firms need to understand and address differing legislative regimes, local standards, cultures and languages. This discussion details multi-jurisdictional governance issues.

- Development of a global governance structure: OECD international governance guidelines and other best practices
- The interaction between local plan governance and global plan governance: plan governance vs. corporate governance
- Degrees of delegation: strategy and policy, management and oversight, implementation and operations
- Managing investment risk on a multi-jurisdictional scale: global risk budgeting and local asset allocation
- The experience from the subsidiary's perspective: reacting to governance standards and procedures imposed by head office

4:15-5:00

A UNION PERSPECTIVE ON PENSION PLAN GOVERNANCE

Jo-Ann Hannah, National Representative, CAW-Canada

As one of the largest private sector unions in Canada (with over 225,000 members), the CAW-Canada has made employer-sponsored pensions a priority in bargaining. The CAW-Canada has successfully negotiated and maintained pension plans with small employers as well as large corporations such as Air Canada, Rio Tinto (Alcan), General Motors, and CN Rail. The session will cover:

- Different approaches among unions on pension plan governance
- Pension governance issues in the current era of funding shortfalls
- How unions and plan sponsors can work together in the interests of plan members

SESSION 3

Tuesday, June 15th

PENSION FUND MANAGEMENT PRESENT AND BEYOND

Ross A. Gascho, Partner,
Fasken Martineau DuMoulin LLP

9:00-9:45

MANAGING PENSION PLAN RISKS

Bob Smith, Associate Director General Personnel and Family Support Services, Canadian Forces Personnel Support Agency

Although investment risks grab all the headlines, effective pension governance requires measuring and monitoring a variety of risks, some of which may have more serious implications than investment risks. This discussion details the key risks – including investment risks – and how to incorporate them into the governance plan.

- Identifying the common and not-so-common risks facing a plan
- Managing and mitigating risk
- Pension risks: operations, strategic, investment
- Developing better measures and predictors of risk

9:45-10:30

ESSENTIAL PENSION BOARD SKILLS: A KEY TO RESTORING PENSION PLANS TO FINANCIAL HEALTH

Bruce Curwood, Director, Institutional Solutions, Russell Investments Canada Ltd.

Financial difficulties facing pension plans continue to be of concern to employers and members alike. Restoring these plans to financial health has, therefore, brought good governance and better risk management practices to the forefront. It is therefore critical that those trustees with fiduciary responsibility for the fund be the right individuals with the right characteristics. This discussion details current views on essential skills, characteristics and practices of a well functioning pension board process, including:

- Composition of the board
- The key role of the Chair and CIO
- Better governance structure
- Improved governance process

10:30-11:00 NETWORKING BREAK

11:00-11:45

TTC PENSION PLAN CASE STUDY: EFFECTIVE ACCOUNTABILITY FOR PENSION MANAGEMENT

Brian M. Leck, General Counsel, Toronto Transit Commission

A properly constructed governance process coupled with periodic governance audits should allow plan sponsors to identify potential sources of obligation and deal with them before they result in liability. This discussion details how the Toronto Transit Commission's pension plan fosters effective accountability and governance practices.

- Implications of the recent draft of CAPSA pension plan governance principles, guidelines and self-assessment questionnaire
- Integrating pension governance into corporate governance
- Fiduciary duties and responsibilities
- Establishing internal procedures for managing pensions
- Monitoring the fund on an ongoing basis

11:45-12:30

MEASURES PROPOSED BY GOVERNMENTS TO HELP PENSION PLANS REELING FROM THE FINANCIAL CRISIS

Ross A. Gascho, Partner, Fasken Martineau DuMoulin LLP

With depressed financial markets and the downturn in the global economy converging to diminish the value of pension plans across the country, institutional and individual investors alike are looking to government to help pension plans that have suffered losses. This discussion details what measures federal and provincial governments have taken and are expected to take to help plans recover.

- Government measures adopted, proposed and anticipated
- Temporary vs. permanent measures
- Impact of government measure on Canadian pension plans
- What can the past few years tell us about what to expect in the future?

12:30-1:30 LUNCH

SESSION 4
Tuesday, June 15th

COMMUNICATIONS AND NEW APPROACHES FOR THE FUTURE

Robin Pond,
Independent Investment Consultant

1:30-2:15

THE EVOLUTION OF INVESTMENT FUND GOVERNANCE

*Robin Pond, Independent Investment Consultant,
Robin Pond & Associates*

Industry standards with regard to what constitutes prudent investment management of pension funds are continuously evolving. Increasing awareness and more stringent standards raise the bar for plan trustees and administrators. This presentation will examine evolving standards for investments and pension fund governance.

- A brief history of pension fund governance
- The role of the pension fund as an active investor
- The plan sponsor/plan administrator dichotomy
- The nature of pension investment decision-making
- Implementing appropriate investment performance objectives
- Delegating responsibilities to third parties
- Controlling pension fund assets

2:15-3:00

PENSION REGULATION: WHAT YOU NEED TO KNOW

*Lynda Ellis, Senior Manager, Pension Policy,
Financial Services Commission of Ontario*

In a rapidly changing regulatory environment it is important for pension committee members to have a thorough understanding of the current regulatory landscape as it affects legal requirements for pension plans and administrators. This discussion details the key elements of the legislative and regulatory environment in which pension plans operate.

- The role of federal and provincial Pension Benefits Acts
- The role of the Income Tax Act
- The roles of federal and provincial pension regulators
- National regulatory initiatives and the role of the Canadian Association of Pension Supervisory Authorities (CAPSA)
- CAPSA guidelines as they relate to plan trustees or pension committee members
- Future trends and concerns for plan trustees and pension committee members

3:00-3:30 NETWORKING BREAK

3:30-4:00

MANAGING CONFLICTS OF INTEREST IN PENSION PLAN GOVERNANCE

Lois Gottlieb, Senior Consultant, Morneau Sobeco

Establishing guidelines and procedures for managing potential conflicts is a critical step towards meeting the fiduciary obligations of the pension fund administrator while respecting the business interests of plan sponsors. This discussion details key conflicts that can arise and how to develop the appropriate tools within the governance framework to properly manage them.

- Identifying conflicts of interest, both perceived and actual
- Defining the roles and responsibilities of the pension administration team and the plan sponsor in addressing conflicts of interest
- Establishing policies, guidelines and procedures for monitoring, managing and resolving conflicts
- Addressing the less common conflict situations

4:00-4:30

LIABILITY AND THE FIDUCIARY

John Prezioso, Associate, Hicks Morley Hamilton Stewart Storie LLP

The legal issues facing plan fiduciaries today are complex and making a mistake can have serious consequences not only for the plan sponsor, but also for pension committee/board of trustees personally. This discussion details the legal framework governing the role of the plan fiduciary, with a view to helping both new and experienced pension committee members and plan trustees make better decisions.

- A plan sponsor's "two hats"
- The fiduciary standard of care
- Legal pitfalls in daily plan operation
- The oversight role of a pension committee/board of trustees
- What happens when a fiduciary breaches its standard of care?
- Protecting yourself from personal liability: essential skills
- Legal requirements for ongoing fiduciary training

4:30-5:00

IMPACT OF INSOLVENCY ON PENSION GOVERNANCE

Susan Rowland, Counsel, Goodmans LLP

When a company hinges on bankruptcy - which is becoming increasingly prevalent with the current economic downturn - pension plans and their members are often dealt a fatal blow. The governance implications can be extreme. As such, pension plan trustees and administrators in an insolvency situation need to understand their fiduciary and legal obligations in order to avoid liability.

- Obligations of pension plan trustees and administrators in insolvency situations
- Steps to take to avoid liability
- Successful strategies for restructuring the pension plan
- Pension plan funding requirements during insolvency
- Claims of plan members vs. claims of other creditors

OPTIONAL WORKSHOP A

Wednesday, June 16th - 9:00-noon

PERFORMING A GOVERNANCE AUDIT IN AN ERA OF ECONOMIC CRISIS

Peter Gorham, Partner, Morneau Sobeco

Performing a governance audit can play a key role in ensuring conformity and uncovering governance deficiencies, particularly in an environment of economic crisis. With the increased scrutiny of pension practices, executing a governance audit can help plan sponsors and administrators meet their growing fiduciary obligations regarding pension governance. This comprehensive workshop will lead you through a practical hands-on approach to performing a governance audit. In addition, breakout sessions will take you through some of the issues you may face in reviewing a plan's governance:

- The reasons behind a governance audit: purposes, types and parameters
- Managing the costs of an audit
- Initiating an audit: when should the plan sponsor or administrator get involved?
- Who should do the audit?
- Roles of the actuary and lawyer
- Internal vs. external auditors
- Privacy, privilege and confidentiality concerns
- Identifying plan risks and potential liabilities
- The scope of the audit: what should come out of it?
- The audit report: what should be included?
- Correcting deficiencies

Peter Gorham is an actuary with Morneau Sobeco in Toronto. His main area of practice is the design, funding, expensing and administration of pension and benefit plans, where he has accumulated over 35 years in the pension industry. He is a partner in the Toronto pension practice where he consults on both defined benefit and defined contribution plans. He loves teaching and is constantly looking for new ways to communicate complex actuarial issues in understandable ways. Peter is recognized as a leader in Canada on issues with pension governance.

OPTIONAL WORKSHOP B

Wednesday, June 16th - 1:30-4:30

DESIGNING AND IMPLEMENTING A PENSION GOVERNANCE SYSTEM

Jayne Casanova, Principal & Practice Lead, Pension Governance, Advisory Capital Group Canada Inc.

A good pension governance system requires proper delegation, a solid policy framework and effective oversight. This is a highly interactive workshop where participants are encouraged to explore issues and find practical solutions that may be applied within their own organization, including:

- Who should do what, the art of delegation
- The five plan functions that must be allocated
- The three classes of policies (governance, functional and process) and why they are important
- Oversight and performance monitoring mechanisms
- Consistency with CAPSA and CAP pension governance principles
- Types of documents needed to implement a pension governance system
- The case of defined contribution plans

Jayne Casanova is the Principal & Practice Lead, Pension Governance, at Advisory Capital Group Canada Inc. Jayne has worked in the pension industry since 1986, with William Mercer, Foster Higgins, Sobeco Ernst & Young, Morneau Sobeco and Watson Wyatt. Jayne has broad experience in providing legal technical support to consultants and clients in such areas as pension, tax, human rights and employment standards legislation, as well as plan wind-ups, conversions and mergers. Jayne is also responsible for the development and delivery of pension governance and audit services and has spent approximately 70% of her time in providing pension governance services since 1992.

"Great variety of topics. Delivered at an appropriate level of understanding for growth potential of participants."

"I came to get a more complete picture of the governance process and I took away good ideas."

"Quality of topics, materials, presentations, speakers were strong."



Learning from the crisis - best practices for improving pension governance post-recession

June 14, 15 & 16, 2010, Toronto

METROPOLITAN HOTEL, 108 CHESTNUT STREET, TORONTO, ONTARIO, M5G 1R3

TO REGISTER FOR PENSION GOVERNANCE

Delegate Name _____
 Delegate Title _____
 Approving Manager Name _____
 Approving Manager Title _____
 Department _____
 Organization _____
 Address _____
 City _____ Province _____ Postal Code _____
 Telephone _____ Fax _____ e-mail _____

PAYMENT OPTIONS

Cheque enclosed (payable to Federated Press) for: \$ _____
 GST Registration # R101755163
 Please bill my credit card: AMEX VISA Mastercard
 Credit Card # _____ Expiration date: ___/___/___
 Signature : _____

REGISTRATION COSTS

	Book & Pay by Mar 15/10	Book & Pay by Apr 12/10	Regular Price
<input type="checkbox"/> Conference + all workshops	\$2795	\$2895	\$2995
<input type="checkbox"/> Conference + 1 workshop (<input type="checkbox"/> A or <input type="checkbox"/> B)	\$2320	\$2420	\$2520
<input type="checkbox"/> Conference + CD-ROM (\$150)	\$1925	\$2025	\$2125
<input type="checkbox"/> Conference only	\$1775	\$1875	\$1975
<input type="checkbox"/> CD-ROM only			\$499

* Breakfasts, luncheons, morning and afternoon coffee breaks are included in the registration fees. Please add 5% GST to all prices. / PBN#101755163PG0001

CD-ROM: The modern way to benefit from leading-edge conference information. Weren't able to attend this Federated Press conference? Though you cannot replace the experience of attending, you can benefit from the leading-edge information provided at the conferences, including all the written materials and video presentations by purchasing the Proceeding CD ROM. Our conference CD-ROMs create the experience of actually being at a lecture or conference.

Mail completed form with payment to:

Federated Press
 P.O. Box 4005, Station "A"
 Toronto, Ontario
 M5W 2Z8

FederatedPress



1-800-363-0722
 Toronto:
 (416) 665-6868

info@federatedpress.com

(416) 665-7733

WHEN CALLING, PLEASE MENTION PRIORITY CODE: PGT1006/E

Payment must be received prior to June 7, 2009

UNCONDITIONAL UPGRADE POLICY

If you have registered for a similar or simultaneous event and wish to attend this Federated Press event instead, we are so sure that you will find this conference of more value that we will refund any cancellation fee up to \$300.00

GROUP DISCOUNT

If you register four people at the same time you will be entitled to a discount. To take advantage of this special offer, payment for all delegates must be made with one cheque or credit card charge. Contact Sandra Frattolillo at: 1-800-363-0722 ext.223 for more information.

Cancellation: Please note that non-attendance at the conference does not entitle the registrant to a refund. In the event that a registrant becomes unable to attend following the deadline for cancellation, a substitute attendee may be delegated. A copy of the conference papers will be provided in any case. Please notify Federated Press of any changes as soon as possible. Federated Press assumes no liability for changes in program content or speakers. A full refund of the attendance fee will be provided upon cancellation in writing received prior to June 1, 2010. No refunds will be issued after this date.