

2019 ACPM NATIONAL CONFERENCE



SHIFTING CURRENTS

Navigating Retirement Diversity

CONFERENCE PROGRAM

www.acpm.com

VANCOUVER, BC
Fairmont Hotel Vancouver
SEPTEMBER 10-12, 2019

DIAMOND SPONSOR





Now more than ever, diversity impacts nearly every facet of our lives. This increased range of opinions, needs and realities are extending to all life stages and is changing how we think about each other, how we communicate and how we plan for retirement. The **2019 ACPM National Conference** will look at the challenges and opportunities that are available to us today and in the future.

WELCOME TO VANCOUVER!

Located in the traditional territories of the Coast Salish peoples, Vancouver was named for Captain George Vancouver, who sailed into the harbour in 1792. Nestled between the Rockies and the Pacific, this west-coast city is a favourite among Canadians and tourists alike. Similar to Toronto and Montreal, Canada's third largest city is a multicultural gem with a wide variety of things to do and see. Quintessentially an outdoor-sport-lover's paradise, you can cycle along the Stanley Park Seawall in the morning, ski in Whistler in the afternoon, and enjoy a local cool beverage with the catch of the day at one of Gastown's pubs or bistros in the evening. Also renowned as Hollywood Northwest, Vancouver is a hub for movie and TV productions (i.e. *Twilight*, *Once Upon A Time*). So keep your eye out, as you never know who you might see!

TUESDAY

SEPTEMBER 10, 2019

7:30 AM – 4:30 PM

FURRY CREEK GOLF & COUNTRY CLUB ACTIVITY

Enjoy a full day of golf and networking at **Furry Creek Golf and Country Club**, British Columbia's most scenic golf course. Located on Howe Sound Bay, Furry Creek is named after trapper-turned-pro prospector Oliver Furry, who in 1893 discovered riches in copper, silver and gold in the surrounding mountains. This amazing course — designed by Robert Muir Graves and starting at 350 feet above sea level — offers a challenging yet scenic experience for even the most seasoned player.

Registration includes green fees, travel to / from the hotel.

12:00 PM – 8:00 PM

REGISTRATION AT THE FAIRMONT HOTEL VANCOUVER



6:30 PM – 8:00 PM

WELCOME RECEPTION FAIRMONT HOTEL VANCOUVER

The conference commences with the **Welcome Reception** in the "Castle in the City," your home-away-from-home for the next few days. This event also gives you the opportunity to network with old and new friends alike. Having just completed a \$55 million renovation, the stunning Fairmont Hotel Vancouver, which celebrated its 80th anniversary this past Spring, is close to all the major local attractions like Robson Street shopping, the Vancouver Aquarium, Canada Place and Science World.

We look forward to meeting you!





WEDNESDAY

SEPTEMBER 11, 2019

7:00 AM – 5:00 PM | REGISTRATION
FAIRMONT HOTEL VANCOUVER

7:15 AM – 8:15 AM | BREAKFAST

7:15 AM – 8:15 AM | NEWCOMER'S BREAKFAST

Welcome to ACPM! This exclusive *“By Invitation Only”* breakfast is perfect for new members and first-time conference attendees to network with the Board Chair and Directors, key volunteers and national office staff. Learn more about the benefits of membership, how to get more involved with the organization and how ACPM advocates for an effective and sustainable retirement income system in Canada.

8:15 AM – 8:30 AM | OPENING CEREMONIES

SPEAKERS

SUSAN NICKERSON
Chair, Board of Directors, ACPM

KEN BURNS
Chair, National Conference Planning Committee, ACPM

8:30 AM – 10:00 AM | OPENING PLENARY

The Three-Legged Stool: Is It Still Standing?

SPEAKERS

FRANK WIGINTON, *Eckler*

DR. ROBERT L. BROWN (RET.)
Professor Emeritus, University of Waterloo

FRÉDÉRIC LÉTOURNEAU, *National Bank*

MODERATOR > ANDREA PERRY, *Northern Trust*

Join this spirited, thought-provoking debate, highlighting the diversity of opinions as it relates to the current three-legged stool retirement model in Canada and the potential need for changes. Learn more about:

- › Which leg of the stool could (or should) take on more or less responsibility as it relates to the retirement system? How will the currents shift?
- › Where does the accountability fall if the stool is broken?
- › Are there other models out there that could be considered?
- › Is the three-legged stool still the appropriate model?
- › Is it the most efficient approach to providing retirement income to Canadians?

10:00 AM – 10:30 AM

REFRESHMENT BREAK / SPONSOR SHOWCASE

10:30 AM – 11:30 AM | CONCURRENT SESSIONS

WORKSHOP 1

Financial Wellness: What's the Prognosis and Prescription for Our Diverse Workforce?

SPEAKER

FRANK WIGINTON, *Eckler*

MODERATOR > KAREN BURNETT, *Willis Towers Watson*

The financial environment individuals face today is multi-faceted. It's constantly evolving, it's sophisticated and new products are being created at a fast pace. Employees are asked to manage their workplace retirement program, mortgage, debt, insurance needs, and the list goes on. Add to the fact that the daunting task of individuals making financial decisions are in workplaces that are more diverse than ever. Employees of different genders, ages, cultures and languages have diverse needs and ways in which they understand information best. In this workshop, you will hear the latest research describing how employees feel about their financial wellness and what gaps may exist.

WORKSHOP 2

Moving from DB to DC: The Insider Perspective

SPEAKERS

CAROL CRAIG, *Telus*

DAVID LAWSON, *Telus*

ED LEE, *Morneau Shepell*

MODERATOR > GLEN OIKAWA, *Aon*

There are many HR-related questions for sponsors who have moved from a DB plan to a DC plan to consider, including how DB and DC employees should be treated within the same organization and how to recruit talent in a DB or DC dominated sector. There are also finance-related questions for the closed DB plan such as whether economic risk should be taken that may create surpluses, and what the optimal method is to get to the exit point for the DB plan. This session will touch upon how organizations are dealing with this evolving landscape while exploring the many alternatives available. Hear from an experienced consultant and a plan sponsor in how to make the shift from DB to DC as you weigh the best options for your organization.



WEDNESDAY

SEPTEMBER 11, 2019

11:30 AM – 12:00 PM

ACPM ANNUAL GENERAL MEETING

NOTE: This meeting is exclusive to ACPM members.

SPEAKERS

SUSAN NICKERSON, *Chair, Board of Directors, ACPM*
ELEANOR MARSHALL, *Chair, Audit & Finance, ACPM*
ROSS DUNLOP, *Chair, Governance & Nominating, ACPM*

12:00 PM – 1:30 PM | **LUNCHEON AND SPEAKER**

LISA ONO, *Manager of Public Affairs & Programming
Granville Island*



In the 1970's, Granville Island began its successful transformation from an industrial wasteland to one of the most beloved public spaces in Vancouver. As a premier artistic and cultural hub in

an urban, waterfront location, steeped in a rich industrial and maritime heritage, this unique destination attracts millions of visitors each year from Vancouver and around the world. Learn more about one of the most unique locations in Vancouver from Lisa Ono, Manager of Public Affairs & Programming and experience this unique urban oasis in the heart of Vancouver.

2:00 PM – 3:15 PM

PLENARY II

Pension Coverage is Falling. Is There a Retirement Crisis Rising?

SPEAKERS

JÉRÔME COUTURE, *Rio Tinto*
FINN POSCHMANN, *Fraser Institute*
ALISON BREWIN, *The Vantage Point*

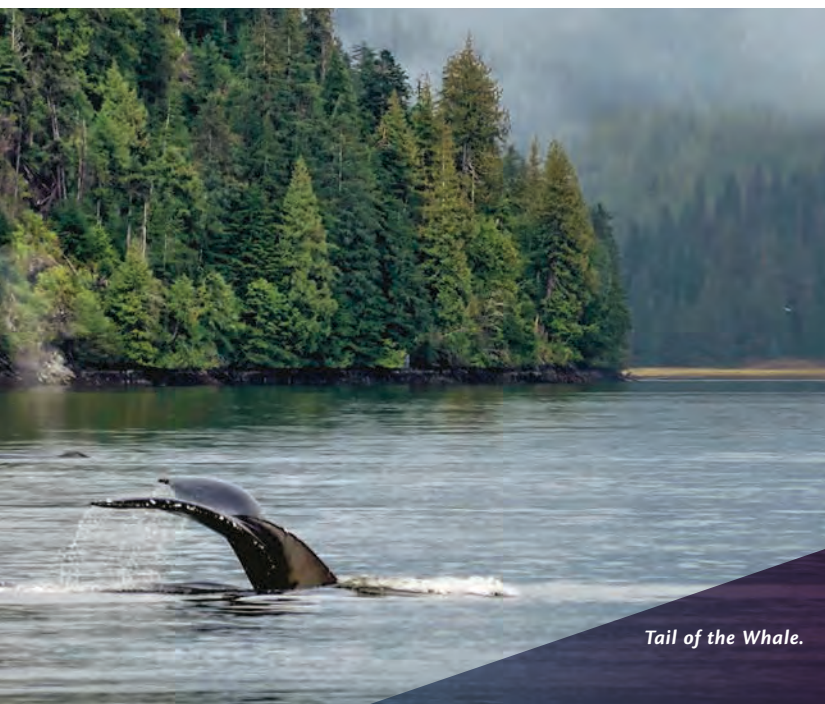
MODERATOR ▶ MARK FIRMAN,
Davies Ward Phillips & Vineberg

In 2015, defined benefit pension coverage declined to less than one third of the 1970s level in the private sector. The decline in DB however has not necessarily led to an increase in defined contribution plans. In fact, DC and other retirement savings arrangements have also steadily declined over the same period of time. How will Canada's diverse workforce impact the trend of declining pension coverage in the years ahead? Our panelists will speak to the growing challenges of providing pension benefits within the private and non-profit sectors while discussing potential solutions from other sectors.

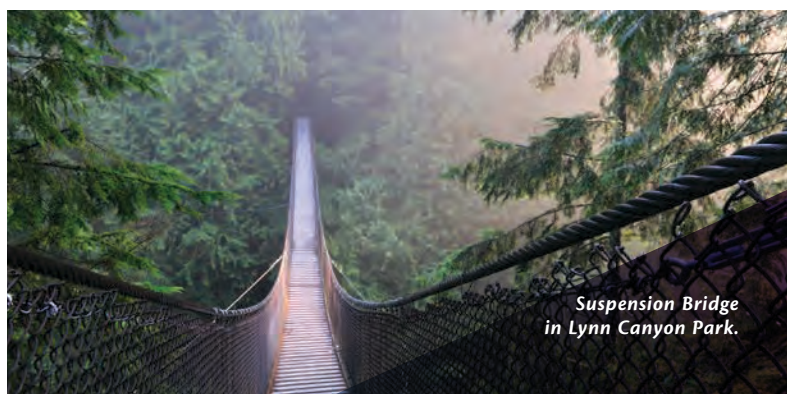
3:15 PM – 3:45 PM

REFRESHMENT BREAK / SPONSOR SHOWCASE

*'Playground of the Gods'
on Burnaby Mountain.*



Tail of the Whale.



*Suspension Bridge
in Lynn Canyon Park.*



WEDNESDAY

SEPTEMBER 11, 2019

Starting at 6:00 PM

TRANSPORTATION TO: CRAFT BEER MARKET VANCOUVER

[Meet at the Hotel Lobby of the Fairmont Hotel Vancouver].

3:45 PM – 4:45 PM | CONCURRENT SESSIONS

WORKSHOP 3

Capital Accumulation Plans: How to Balance Flexibility with Retirement Adequacy?

SPEAKERS

JEAN-GREGOIRE MORAND, *Normandin Beaudry*

JOHN BELLAND, *Zellstoff Celgar*

MODERATOR › **DAVID MORTON**, *Willis Towers Watson*

A diverse, non-homogeneous population leads to a diversity of retirement needs. One way to address this issue with Capital Accumulation Plans is to increase their flexibility, which in turn, might increase the likelihood of people running out of money at retirement. As new plan designs evolve to focus on the members' ability to save and to take into consideration their varying needs to access funds depending on their stage of life, how can plan sponsors make sure the importance of retirement savings is not underestimated? This workshop will focus on how to increase flexibility in Capital Accumulation Plans, while ensuring an adequate retirement income.

WORKSHOP 4

If Investing is a Marathon, Not a Sprint, Are You Training for the Right Race?

SPEAKERS

RAJIV SILGARDO, *UBC IMANT*

BRADLEY BONDY, *Ellement Consulting*

MODERATOR › **PERRY TEPERSON**, *Leith Wheeler*

This session will identify challenges and solutions to a successful investment program. Challenges include a focus on the short term, not asking the right questions and not understanding the roles of the parties involved in the investment program. Solutions may include better governance, trustee / investment committee recruitment and education, understanding risk management, how to manage underperforming asset classes or investment managers and managing service providers. A panel discussion will provide practical insights to assist you in improving your investment process to achieve your objectives.

6:30 PM – 10:30 PM

WEDNESDAY EVENING RECEPTION DINNER, AND POST-SOCIAL

CRAFT BEER MARKET VANCOUVER

The craft beer invasion is taking Canada by storm! And Vancouver has become one of its biggest producers. We're in luck this evening as we'll be able to sample local gems at the aptly named Craft Beer Market, which boasts the largest selection of draft beer in Canada. This local favourite's huge beer menu offers everything from the cheap-and-cheerful labels we all know (Bud, Blue, etc.), to interesting ales, lagers, stouts and more obscure brews like saisons, sours and radlers.

For those who aren't beer drinkers, Craft does offer gluten-free beer, ciders, wine, mixed and soft drinks. This great pub also boasts an excellent food menu, too. Located in False Creek, an inlet in the heart of Vancouver, ***our venue will be as spectacular as the fare!***

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THURSDAY

SEPTEMBER 12, 2019

7:30 AM – 4:30 PM | **REGISTRATION / INFORMATION**
FAIRMONT HOTEL VANCOUVER

7:30 AM – 8:30 AM | **BREAKFAST**

8:30 AM – 9:30 AM
CENTRE STAGE

ATTENTION INQUIRING MINDS!

Now is your chance to ask the ACPM Executive Committee everything you've ever wanted to know about the Canadian retirement income industry. Feel free to express your thoughts, frustrations and aspirations for our industry. Your input is important and will help us shape the future of ACPM policy positions.

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9:30 AM – 10:00 AM
REFRESHMENT BREAK / SPONSOR SHOWCASE



10:00 AM – 11:15 AM | **PLENARY III**

Adapting Retirement Programs to a Diverse Workforce

SPEAKERS

WANDA MORRIS (RET.), *CARP*

KIM DUXBURY, *Sun Life Financial*

MODERATOR ▶ **DARRYL MABINI**,
Healthcare of Ontario Pension Plan (HOOPP)

As businesses adapt to globalization, there is an increasing trend towards building a diverse workplace. Many experts believe that a diverse workforce in terms of gender, age, and cultural background for example, can contribute more creative ideas and give organizations a competitive edge. Traditional retirement savings offerings might not currently meet the need of a diverse workforce and have to change. Recognizing that not all needs are obvious, this plenary will discuss the importance of understanding the different needs of a diverse workforce and what sponsors and employers should consider for their retirement savings offerings.

11:45 AM – 1:45 PM | **LUNCHEON AND SPEAKERS**

The Quest for Sustainability in Pension Plans with Contingent Benefits

BARRY GROS, *University of British Columbia Staff Pension Plan*

BARBARA SANDERS, *Simon Fraser University*

Increasingly, we are seeing collective pension plans where some or all of the benefits depend on the financial position of the plan. Examples include TBPs, SRPs, MEPPs and JSPPs with conditional indexing. Along with this development, we have seen “sustainability” added to the pension lexicon. But what does this word mean? What's being done to achieve it? And how is it communicated to plan members? This session provides a sneak preview into research to be published later this fall that involved confidential interviews with members of the pension community across the country in search of answers to these questions.





THURSDAY

SEPTEMBER 12, 2019

2:00 PM – 3:00 PM | CONCURRENT SESSIONS

WORKSHOP 5

Lost in Translation – Pension Communication Challenges for a Diverse Workforce

SPEAKERS

CATHERINE COYLE, *Mercer*

CAREY ARSENAULT,

Council of Atlantic Premiers Pension Plan / Atlantic Lottery

MODERATOR > TRACY WALZTHONI,

Council of Atlantic Premiers Pension Plan / Atlantic Lottery

Across the country workforces are becoming more diverse. With plan member diversities such as gender, age demographics, career stage, culture and language, communicating to the workforce regarding retirement savings is challenging. Regardless of plan type (DB, DC, RRSPs, etc.), communication is part of the overall member experience both before and after retirement. This session offers learnings on how plan sponsors are addressing these challenges and the communication tools being offered by service providers.

WORKSHOP 6

The Growth of Responsible Investing – Integrating ESG in Your Investment Strategy

SPEAKERS

KRIS FREDERICKSON, *Suncor Energy Inc.*

ELI ANGEN, *Ontario Teachers' Pension Plan*

MODERATOR > MAXINE SMALLEY, *Connor, Clark & Lunn*

Institutional investors employing ESG strategies are still in the minority globally, but interest in ESG is increasing and expectations about ESG investment applications are expanding and becoming more sophisticated. Recent changes in pension regulations have raised the profile of ESG for many Canadian pension plans. However, there is a range of approaches when it comes to implementing ESG. Learn about the challenges and opportunities and why ESG is likely to become mainstream in the years ahead.

3:00 PM – 3:30 PM

REFRESHMENT BREAK / SPONSOR SHOWCASE

3:30 PM – 4:45 PM | SPOTLIGHT ON... JANICE STEIN

JANICE STEIN is the Belzberg Professor of Conflict Management in the Department of Political Science and the Founding Director of the Munk School of Global Affairs and Public Policy at the University of Toronto. Ms. Stein is a Fellow of the Royal Society of Canada and an Honorary Foreign Member of the American Academy of Arts and Sciences. She was awarded the Molson Prize by the Canada Council for an outstanding contribution by a social scientist to public debate, has received an Honorary Doctorate of Laws from four universities, and is a member of the Order of Canada and the Order of Ontario. A well-known guest on CBC, BBC and TVO, Ms. Stein analyzes the big global trends of tomorrow to help make sense of the world today.



4:45 PM – 4:50 PM | CLOSING CEREMONIES

6:30 PM – 7:30 PM | GALA RECEPTION

FAIRMONT HOTEL VANCOUVER

Before you pack up and return home for another year, join us to raise a glass to another great conference! This pre-closing gala reception is another opportunity to share a cool beverage with industry friends and colleagues.

7:30 PM – 9:30 PM

GALA DINNER AND ENTERTAINMENT

THE PIANO MAN

Now that the conference is coming to a close, it's time to party West-coast style! Save your finest for this exciting evening that starts with a fabulous dinner featuring British Columbia's top cuisine.

The festivities will be capped off with *The Piano Man*, an unforgettable 8-piece tribute band to Elton John and Billy Joel. Whether you're a Rocket Man or an Uptown Girl, expect to dance the night away!

Thank you to our generous sponsor > DESJARDINS INSURANCE





COMPANION PROGRAM

A complete Companion Program is available as a complement to the conference. Companion program activities depart from the host hotel, the Fairmont Hotel Vancouver, Vancouver, BC.

The Companion Program includes:

- Conference Welcome Reception at the Fairmont Hotel Vancouver
- Two Hot Buffet Breakfasts
- Gourmet Cooking class at the Fairmont Hotel Vancouver
- Wednesday Evening Reception, Dinner and Post-Social
- Visit to the Vancouver Aquarium
- Thursday Gala Reception, Dinner and Entertainment

WEDNESDAY, September 11, 2019 | 11:00 AM – 2:00 PM



GOURMET COOKING CLASS AT THE FAIRMONT HOTEL VANCOUVER

Ahi Tuna Poke Bowl, the Executive Chef's favorite lunch in all the world!

Come to school and leave with a full tummy! At this class, we will teach you how to prepare and cook one of the chef's favorite lunch bowls. This lunch selection

is easily adaptable and the beauty of this dish is you can add whatever you like to it. If you want more protein, add prawns, for more vegetable, add bean sprouts, for a more exotic feeling, add mango or coconut. Chef will teach you how to cut, mix and match flavors and most importantly, send you away with a bellyful of goodness!

THURSDAY, September 12, 2019 | 10:00 AM – 3:00 PM
VISIT TO THE VANCOUVER AQUARIUM

The Vancouver Aquarium, an Ocean Wise® initiative, is home to thousands of incredible ocean species and amazing aquatic life. It's also Ocean Wise headquarters, where our scientists, educators and conservation experts do their work, not only to protect our oceans but to inspire others to join us in our mission. Since opening in 1956, the Vancouver Aquarium has connected more than 40 million people from around the world to our oceans and all the wonders within them!

Lunch included.

B.C. Shoreline



ADDITIONAL CONFERENCE INFORMATION

CONFERENCE HOTEL — The 2019 ACPM National Conference host hotel is the Fairmont Hotel Vancouver in Vancouver, BC. All registration and conference sessions will take place at the hotel. Delegates are responsible for making their own arrangements. Please visit the ACPM Conference website (www.acpm.com) for complete hotel details and information on guestroom reservations.

ATTIRE — The dress code for the conference is business casual. The Wednesday night events are casual. Business/dinner attire is optional but recommended for the Thursday Gala events.

CONFERENCE ID — Conference ID Badges must be worn to all Conference-related activities. ID Badges will be required for entry to all business and social activities for Delegates and Companions. Please do not lend your ID Badge to anyone. If your ID Badge is misplaced, please proceed to Registration as soon as possible.

DIETARY CONCERNS AND DELEGATE LUNCHEONS

Any dietary concern must be included on the registration form during registration. Any dietary concerns reported during the conference might not be accommodated. Delegate luncheons are part of the general conference program and are available only to registered Delegates.

CONTINUING EDUCATION — All seminars presented during the ACPM National Conference are eligible for Continuing Professional Development (CPD) hours. For additional information, please contact the provincial office of your professional association.

PLENARY SESSIONS AND WORKSHOPS

We have an informative and valuable program planned for you. To stay on time, and in respect for speakers and presenters, we request that you arrive at Plenary and Workshop sessions and that you take your seat several minutes in advance of the opening remarks. You may attend the Workshop of your choice; no pre-registration is necessary.

MOBILE PHONES — As a courtesy to other conference attendees and speakers, we request that you turn off (or switch to silent mode) all personal communication devices during the conference sessions. Mobile phone calls should be taken outside of the conference session rooms and dining rooms.

CANCELLATION POLICY — A full refund on the conference portion of the fee, excluding golf and other activity fees is available for cancellations that are received in writing no later than **Friday, July 19, 2019**. Cancellations received in writing between July 20 and August 16 will result in a 50% refund of the conference registration fee, excluding golf fee. **No refund for any component of the conference is possible after Friday, August 16.** Substitution of a delegate is permitted; however, such arrangements must be initiated by the originally registered Delegate. ACPM assumes no liability for changes in program, social activities, event dates or venue.

Please note that the Hotel has its own cancellation policy for guestrooms, which is independent of the ACPM's policy and is as follows: **Cancellations received 72 hours prior to arrival will be refunded fully. Cancellations received less than 72 hours prior to arrival will incur a cancellation fee equivalent to a one-night stay.** Please contact the Hotel directly to request your cancellation if you have made the original booking.

A SPECIAL THANK YOU TO OUR VALUED SPONSORS

We wish to express our sincere appreciation to all of our Sponsors. It is with their valuable support that ACPM has consistently been able to offer exceptional programming for conference delegates year after year. Please take the time to meet our Sponsor representatives throughout the conference and feel free to join us in saying, *"Thank you for making it happen!"*

SPECIAL THANK YOU TO OUR DIAMOND SPONSOR

