

CANADIAN PENSION & BENEFITS INSTITUTE



Annual Report

2012





The Canadian Pension & Benefits Institute

Education and Networking

in the Pension, Benefits and Investment Industry

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About CPBI

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

Strategic Goals 2011-2014

- 1- Improve our national & local brand recognition within the pension, employee benefit and institutional investment industry
- 2- Increase sponsorship revenues
- 3- Increase event participation
- 4- Grow membership and increase retention
- 5- Be recognized for being a professionally managed national organization providing services to support regional operations

Message from the Chairman of the Board of Directors



I am very encouraged by the state of affairs of the Canadian Pension and Benefits Institute. We continue to grow during a weak economy and as organizations continue to focus on expense management. Our programs, delivered by Regional Councils and the National Office, are ranked highly by our members for their educational content and for their networking opportunities. Furthermore, our sponsors tell us they are extremely pleased to be associated with the CPBI because the CPBI events continue to provide them with great value for their sponsorship dollars. Results like these are achieved because of the dedicated volunteers in each region, the active participation of the CPBI membership and the financial support of the organizations who sponsor our local, regional and national events.

I would like this year's message from the Chair of the Board to focus on a very exciting initiative. For the first time in over 50 years, we are holding the CPBI National Conference outside of Canada. This decision of the Board was taken after much discussion and debate and I want to outline in some detail the reasons behind this decision.

I've been a member of CPBI going back to the time when CPBI only had one conference. This national conference was held in various cities across Canada on a rotating basis between Eastern, Central and Western Canada. Over the most recent 10 years or so, each CPBI region (there are 8 regions) began to offer their own regional conferences in addition to the annual national conference. These regional conferences have become very successful and we want to continue building on this success.

The success of the regional conferences has meant that when we offer a national conference in a region, we actually compete with ourselves for delegates. This is not a positive situation. It's not in the association's best interest to host a regional and a national event in the same province during the same year, a situation that has led to some regions not wanting to hold the national event in their region. The CPBI Board of Directors understands the issue and do not want to do anything that will negatively affect any regions' activities.

Based on our last membership survey, the CPBI membership made it clear that they wanted the CPBI to hold an annual national conference. Since we want to avoid competing with ourselves, the Board looked at various alternatives to holding a national conference outside of Canada. We set some guidelines based on input from each board member and also from some of the Regional Councils executives. The criteria that we chose included affordable and convenient travel destinations, affordable facilities that meet our high standards and locations that are clearly suitable for a business meeting (i.e. non-resort oriented).

The Board of Directors gave the go ahead to the CPBI National Office to make arrangements for the 2013 conference in Chicago. These arrangements are well underway and the negotiations have produced some pleasant surprises. For example, this conference is going to cost less than a national conference in a Canadian city. The hotel room rates are less, the food and beverage is very reasonable and because there are so many options for travel to Chicago, getting there will also be at reduced fares. We are also finding that the list of high calibre speakers is expanded because of this location.

A small number of organizations have a "not outside Canada" guideline for conference attendance. I hope that these organizations will reconsider this approach based on the reasons outlined above.

Sincerely,

Peter Buntain
Chair, CPBI Board of Directors

Message from the Chief Executive Officer



As I look back over the past year, I can't help but be proud and thankful of the committed group of volunteers that are responsible for the CPBI's success. Thousands of industry professionals attended the various Regional Council events across Canada. Furthermore, many benefitted from attending FORUM 2012 in Montreal this past May and the Saskatchewan Regional Conference in Regina this past spring as well as the Ontario Conference in Ottawa, Quebec Regional Conference in Gatineau and the Atlantic Conference in Charlottetown last fall. This was made possible because hundreds of volunteers amongst our membership gave their time to the organization and delivered numerous activities that benefitted our industry this past year.

In this year's Annual Report, you will find regional pages detailing the many activities that took place and what you may expect as we plan for the year ahead.

One of the goals in the Institute's strategic plan is to increase our activities and brand awareness to a larger group of industry professionals. We continue to do so and this past year, we introduced a new National Webinar Program which offers timely and topical presentations to our members across the country. Increasing membership benefits is also an ongoing objective and we have increased our partnerships with other organizations so that Institute members may derive additional benefits from their CPBI membership. We now offer interesting cost-savings to those members involved with the HRP, CEBS and Humber College.

We are here to serve our membership and indeed that is our "raison d'être". We have now been doing so for over 50 years. I am very happy that our 2011-2012 Board of Directors has approved and launched a new initiative, the CPBI HALL OF FAME. Starting next year, we will begin to induct past and present members who have contributed in making the CPBI the successful organization that it is today. I am looking forward to recognizing our first inductees who will be announced at FORUM 2013. The list will grow over the years as this becomes a very appropriate medium for thanking and recognizing members who have made a difference to our association and to our industry.

I would also like to take this opportunity to congratulate the 2012 CPBI Regional Volunteer Award recipients. Their commitment and contributions to the CPBI and to our industry are greatly appreciated. You can read about them on the dedicated pages in this report.

Some of the CPBI officers on the various National and Regional committees will be stepping down from their roles; I know you will join me in thanking them for their time and energy. And I look forward to working with the new volunteers who will continue the tradition and organize the numerous activities across Canada that will benefit their colleagues. The staff at National Office and I are here to assist you.

I would be remiss if I didn't thank the programming committee for a very successful FORUM 2012, chaired by Claude Leblanc from Standard Life and member of the CPBI Board of Directors, for putting together an innovative and exciting program with top-notch speakers. Those gathered in Montreal this past May greatly appreciated their experience.

Finally, it should be mentioned that CPBI has closed another fiscal year with positive financial results. This is largely due to the contribution of our many members who volunteered many hours of their busy schedules and to our various activity sponsors, as well as to the stewardship of our Board of Directors. This will certainly allow us, this coming year, to move forward with new educational activities to meet our members' needs as well as increase the marketing initiatives to bring more industry professionals into our membership ranks.

I look forward to seeing you at one of our Regional Conferences this fall or in Chicago at FORUM 2013, from May 27th to the 29th.

Sincerely,

Peter G. Casquinha
Chief Executive Officer, CPBI

CPBI Board of Directors



Peter Buntain
Chairperson



Cheryl Neighbour
Vice-Chairperson/Secretary, Treasurer and Pacific Region



Kevin Press
Past-Chairperson



Gretchen Van Riesen
Director at large



Claude Leblanc
Director at large



Ryan Johnston
Atlantic Region



Brigitte Gascon
Quebec Region



Jordan Fremont
Ontario Region



Kim Siddall
Manitoba Region



Bob Wilhelms
Saskatchewan Region



Larry Findlay
Alberta Regions

Peter Casquinha
Chief Executive Officer, Ex-officio member

CPBI Board Committees

Finance & Audit Committee

Cheryl Neighbour, Chair
Larry Findlay
Jordan Fremont
Ryan Johnston

Governance Committee

Gretchen Van Riesen, Chair
Peter Buntain
Kevin Press
Kim Siddall
Bob Wilhelm

Human Resources Committee

Peter Buntain, Chair
Brigitte Gascon
Cheryl Neighbour
Kevin Press
Gretchen Van Riesen

Membership Committee

Jordan Fremont, Chair
Brigitte Gascon
Claude Leblanc
Bob Wilhelms

Nominating Committee

Kevin Press, Chair
Peter Buntain
Larry Findlay
Kim Siddall

Program Committee

Kim Siddall, Chair
Ryan Johnston
Claude Leblanc
Gretchen Van Riesen
Bob Wilhelms

Recognition Committee

Kevin Press, Chair
Dale Weldon
Normand Vachon
Dave Tompkins
Marg Romanow

Ad Hoc Marketing Committee

Kevin Press, Chair
Peter Buntain
Kim Siddall

CPBI Regional Councils

CPBI Atlantic	CPBI Quebec	CPBI Ontario	CPBI Manitoba
Kevin Higgins Chairperson	Dominic Vallée Chairperson	Carmen Hogan Chairperson	David Devine Chairperson
Level Chan Vice-Chairperson	Stéphane Corriveau Cédric Pouliot Vice-Chairperson	Joyce Stephenson Vice-Chairperson	Leslie Hambleton Treasurer
David Tutty Past Chairperson	Patrick De Roy Secretary	Michael Worb Past Chairperson	
Kevin Hollis Secretary / Treasurer	Michèle Bernier Treasurer	Duane Green Secretary / Treasurer	
Council members Jeff Alexander Ross Arsenault Don Ash Nancy-Beth Foran Ron Gathercole Laurann Hanson David Harding Peter Macaulay Jeff Turnbull Dale Weldon	Council members Cyril Bendahan Lynne Beauregard Marthe Cloutier Martin Cyrenne Julie Duchesne Josée Dumoulin Nathalie Jutras Patrick Lamontagne Élyse Léger André Picard Jean-Paul Ranno Alain Sanche Frédéric Venne	Council members Ian Allen Diane Gee Louise Greig Jennifer Gregory Michelle Henry Alyssa Hodder Joe Hornyak Yves Lacroix Martin Leclair Anita Lieberman Michelle Loder Stephen Mcgregor Natasha Monkman Michael Thomas Edith Warr Brian White	Council members Robert A. Albo Dave Ablett Jo-Ann Day Liz Farler Gale Feindel Allan F. Foran Joey Harris Mike Lipinski Patti Malbasa Lori Mark Robert Ripley Tyler Smith Julie-Ann Ruchkall Ron Youngson
National Board Representative Ryan Johnston	National Board Representative Brigitte Gason	National Board Representative Jordan Fremont	National Board Representative Kim Siddall
Regional Administrator Maria Hayes	Regional Administrator Michel Blanchette	Regional Administrator Jackie Ablett	Regional Administrator Joan Turnbull

CPBI Regional Councils

CPBI Saskatchewan	CPBI Southern Alberta	CPBI Northern Alberta	CPBI Pacific
Doug Volk Chairperson	Kristin Smith Chairperson	Donna McPherson Chairperson	Susan Richards Chairperson
Alana Shearer – Kleefeld Vice-Chair	Clark Dehler Past Chairperson	Sharon Vogrinetz Treasurer/Vice- Chair	Karen Tomkins Past Chairperson/ Treasurer
Tracy Mclean Past Chairperson	Linda Lockwood Treasurer	Bob Thiessen Past Chairperson	
Glenda Schlosser Treasurer		Elaine Shannon Secretary	
Trina Kistner Secretary	Council members	Council members	Council members
Council Members Rochelle Dobni John Hallett Bob Hunko Narinder Kempa Alana Shearer – Kleefeld Reagan Lindsay Sylvia Rempel Marg Romanow Don Rowell Christine Taylor	Marc Bandola Carol Clancy Ryan Clarke Don Forbes Karen Hall Ken MacDonald Tracey Manion Cam Thickett Dino Trudeau Joanna Walewski	Chris Archibald Giselle Evans Lonnie Law Bruce Mills Tom O’Reilly Lorraine Wohland	Tom Adair Karen Bell Janine Bourque Linda Clay Fatima DiBiase Rick Gant John Gerbrecht Ken Lieu Sinden Malinowski Dave Mason John McGrath Kevin Olineck Lionel Railton Laura Samaroo Jennifer Schoen- feld Paul Stephens Keryn Todd
National Board Representative Bob Wilhelms	National Board Representative Larry Findlay	National Board Representative Larry Findlay	National Board Representative Cheryl Neighbour
Regional Administrator Karen Lovelace	Regional Administrator Jade Piraux	Regional Administrator Shelly Petovar	Regional Administrator Alana Mctavish

New Membership Class

2012 witnessed the launch of a new CPBI membership class; the Student and Recent Graduate Membership. This membership is available to full-time students or recent graduates (within 2 years of graduation). They can join CPBI at a reduced rate and volunteer in the organization at CPBI events while networking with high profile professionals working in the pension, employee benefits and investment industry. Student members have the right, duties and privileges of regular members with the exception of voting rights and are not eligible to receive a hard copy of the CPBI Members' Directory.

CPBI New Chairman and Second Director at Large

On October 27th, and during the CPBI Annual General Meeting that took place in Ottawa, the members of the CPBI elected a new chairman and a second director at large. Peter Buntain, a principal at Mercer from the Atlantic Region, will act as the new CPBI Chairman for the next 2 years. Claude Leblanc from the Quebec Region will be serving a 2 years term as Director at Large on the CPBI Board of Directors.

CPBI National Webinar

In 2012, CPBI National Office launched a new program, the CPBI National Webinars Series. This series consists of educational sessions delivered via the web. CPBI members and non-members are invited to attend these sessions from the comfort of their office. CPBI National Webinars are complimentary to CPBI members whereas non-member can attend for a small fee.

The first webinar on the amendment of the CPP, took place on February 3rd. 120 members and non-members registered for this first session and provided a very positive feedback on the delivery as well as on content. By June, CPBI National Office had already organized 4 webinars and started planning for the 2011-2013 season.

Sponsorship is available for this new program. Industry companies can submit a speaker and an educational topic to be presented via webinar, as well as choose to sponsor the webinar for a fee. As sponsors, companies receive wide visibility before, during and after the session. To know more, please contact the marketing department at the CPBI National Office at marketing@cpbi-icra.ca.

National FORUM

Under the theme «A New Day», the 2012 National CPBI FORUM took place in Montreal from May 15th to the 17th, at Le Centre Sheraton Hotel. Hundreds of industry professionals participated in this year's national conference.

The first day of FORUM 2012 featured an international morning with Jacques Attali, Sami Aoun, Don Drummond, Georges Hogue and Stephen Jarislowski who gave the attendees an overview of the world economy and its impact on Canada. General sessions featured speakers such as Eric Reguly, Globe and Mail correspondent in Rome, Shelly Glover (MP), Parliamentary Secretary to the Minister of Finance and Dr. Yvan Allaire, professor and co-author of the book «Black Market and Business Blues».

This year's plan sponsor round table session featured representatives from Google, Telus Communications and Kinross Gold Corporation. Also on the program, fourteen concurrent sessions (3 of them delivered in French) focused on the benefits, pension and investment streams.

Delegates enjoyed a night out to explore Montreal's famous restaurants and a glamorous Gala night



animated by promising young artists from the «Atelier Lyrique de l'Opéra de Montréal», who presented a collection of the various arias, duets and ensembles chosen from famous operas and popular musical comedies.

FORUM 2012 golf day took place at St-Raphaël Golf course. Located in the heart of enchanting Ile-Bizard and just minutes from Montreal, Golf Saint-Raphaël is one of the best golfing experiences in Quebec.

CPBI Hall of Fame

At its December 2011 meeting, the CPBI Board of Directors approved the creation of a Hall of Fame to recognize and honour CPBI members, past and present who have given their time and energy to the Institute and who without them, this association would not be recognized for its educational and networking national presence.

During the FORUM 2012 Gala Dinner, Kevin Press, Past-Chair of the CPBI Board of Directors announced the CPBI Hall of Fame program and invited CPBI members to put forward candidates whom they think merit this recognition.



CPBI National Office will compile all nominations received within a year and work to complete the profile of each nomination; National will then forward the compiled information to the CPBI Recognition Committee who will review all nominations and present its recommendation to the CPBI Board of Directors for a final vote. The first members to be inducted into the CPBI Hall of Fame will be recognized at the CPBI FORUM 2013.

Partnership with Like Minded Organizations

CPBI continued to offer special professional advantages to its members by partnering with other like minded organizations.

In 2012, CPBI formed a new partnership with the Human Resources Professionals Association (HRPA). Through this partnership, all CPBI members who become HRPA members will be given Allied Professional Membership status and consequently, can take advantage of all benefits that go along with an HRPA membership at the special rate of 150\$ per year.

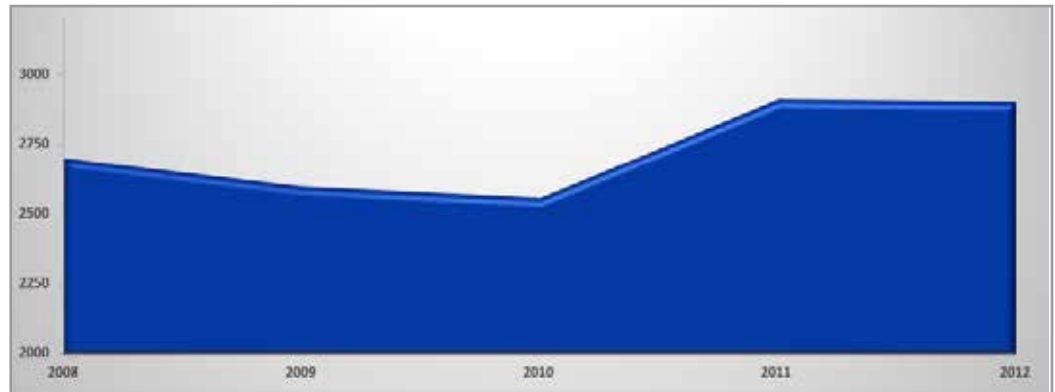
Board Meetings

During the 2012 fiscal year, the CPBI Board of Directors met at the following dates and locations

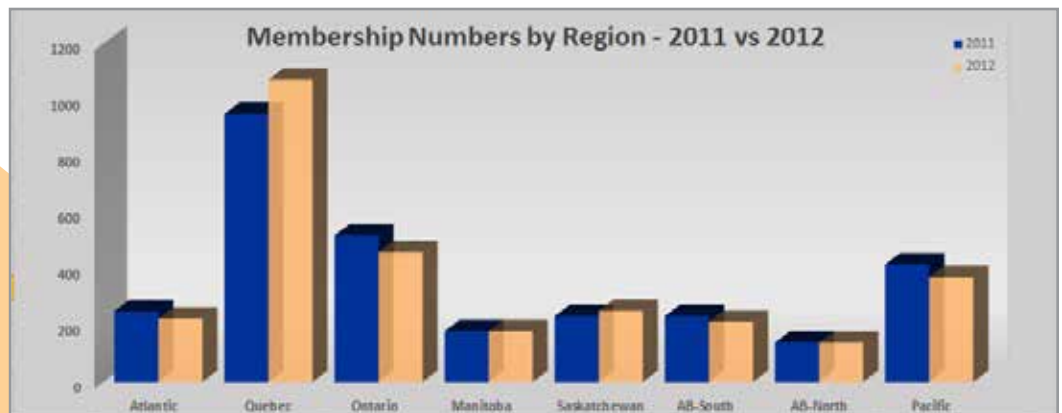
DATE	MEETING	LOCATION
October 1, 2011	Board Meeting	Toronto
December 3, 2011	Board Meeting	Montreal
February 24, 2012	Board Meeting	Banff
February 25, 2012	Board and Regional Chairs Joint Meeting	Banff
May 14, 2012	Board Meeting	Montreal

The Year In Numbers 1/2

CPBI Membership over the Past Five Years



CPBI Membership Distribution

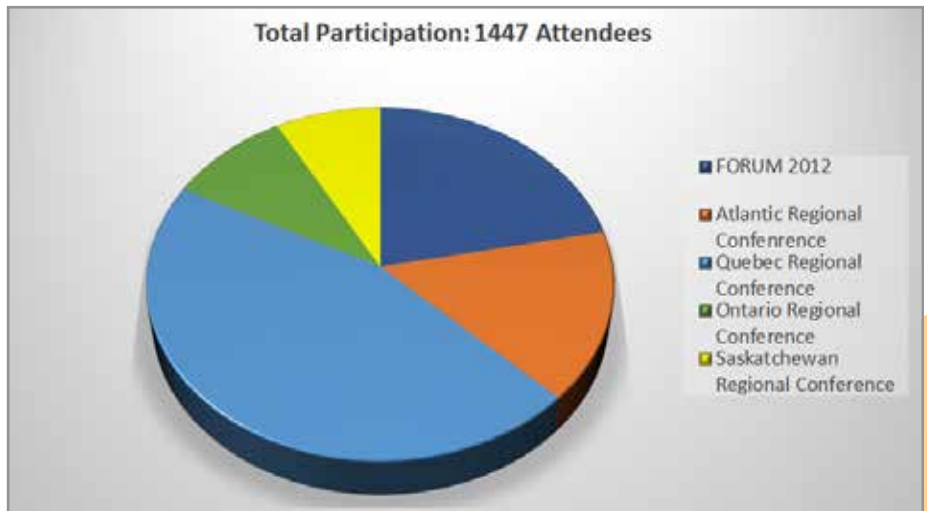


Plan Sponsors Group Memberships by Region

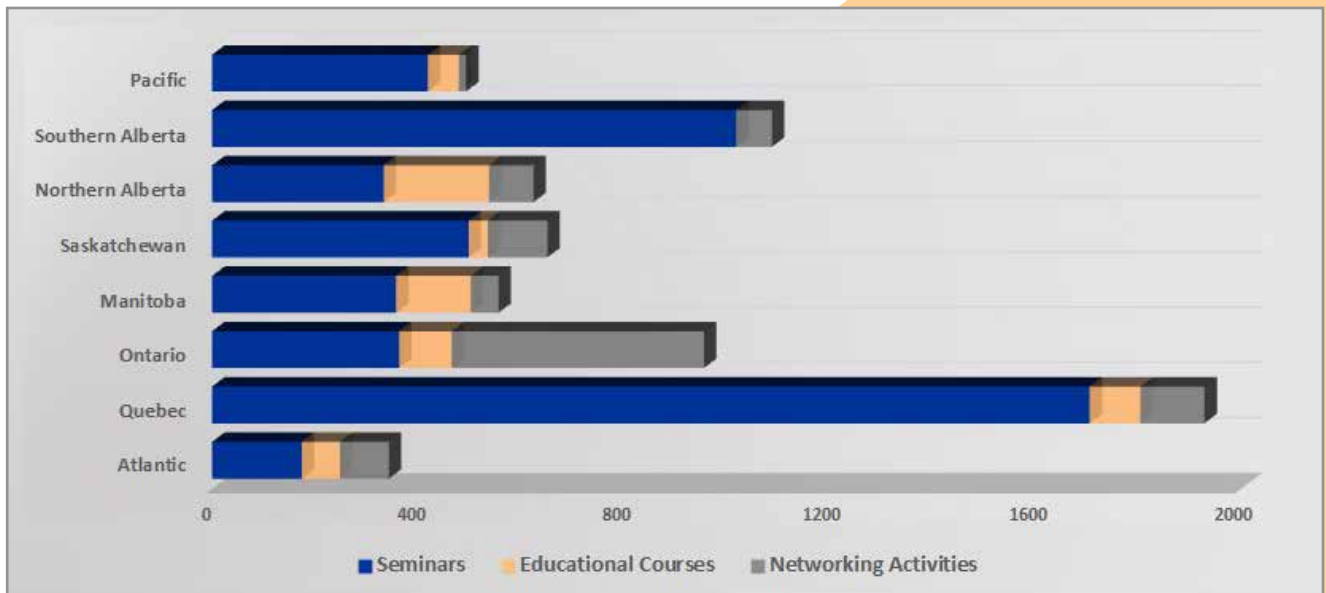


The Year In Numbers 2/2

Participation in National & Regional Conferences



Participation in Regional Events



CPBI 2012 Volunteer Awards Recipients _____ 1/3_

CELEBRATING EXCELLENCE AND COMMITMENT

The CPBI 2012 Regional Volunteer of the Year Award Recipients



CPBI Atlantic Region

Dale Weldon

Senior Consultant, Johnson Inc.

Dale Weldon has been working in the insurance industry for 26 years and has spent the last 21 years working as a senior consultant in the New Brunswick office of Johnson Inc., a national employee benefits/property and casualty firm. His primary responsibilities involve providing employee benefit consulting and third-party administration advice and direction to several large educator organizations in Atlantic Canada as well as other corporate, public and union clients in New Brunswick. A graduate of UNB's Business Administration program, he concentrated in the disciplines of accounting and marketing.

Dale has been a member of the CPBI Atlantic Council since 2001, having served in a variety of roles including National Board Representative, Vice-Chair of the Regional Council and Co-chair of the 2006 and 2009 Atlantic Regional Conferences, as well as participating on a number of National committees. As a member of a Council which encompasses four provinces, Dale has always assisted with sessions held in New Brunswick. Dale has been the Chair of the Sponsorship Committee for the Atlantic Regional Conference since 2006 and has been instrumental in the success achieved in garnering support from sponsors. He also assisted with the sponsorship committee for the 2010 National FORUM.

Dale's constant support and efforts on behalf of CPBI Atlantic have been invaluable to the region.



CPBI Ontario Region

Michael Worb, B. Comm., CLU, ChFC, CFP

CEO

Pal Benefits Inc.

Michael Worb is CEO of Pal Benefits Inc., a leading independent human resources consulting firm, providing clients with experience and expertise in the design, implementation, and management of employee benefits, retirement, and compensation plans. Michael is responsible for leading Pal towards achieving its goals in superior, unparalleled customer service and strong client relationships. He is a passionate industry leader and energetic speaker who is often called upon by business and media stakeholders to provide commentary and insights into the benefits world. Michael holds leadership positions in both the business and the community, including:

As Past Chair of CPBI's Ontario Chapter, Michael continues his involvement in this organization's support of the pension and benefits industry through education, training, and the promotion of professional standards.

As Foundation Chair, Michael's priority is to achieve the Foundation's fundraising mandate so WoodGreen Community Services can expand and fulfill its mission to "promote wellness and self-sufficiency, reduce poverty and inequality, and build sustainable communities."



CPBI Manitoba Region

Patti Malbasa

Manager of Communications and Client services
Civil Service Superannuation Board of Manitoba

Patti Malbasa worked for Turnbull & Turnbull for 17 years and then at Aon Hewitt for 10 years. In 2008, she joined the Civil Service Superannuation Board as Manager of Communications and Client services. She obtained her CEBS designation in 2005.

Patti Malbasa joined the Manitoba Regional Council in 2009 and worked with Leslie Hambleton and Lori Mark to organize the Pension Fundamentals in 2010. She served as Program Co-chair for the 2010/2011 and 2011/2012 program years.



CPBI Saskatchewan Region

Tracy McLean

Manager of Human Resources
Saskatchewan Teachers' Federation

Tracy McLean is the Manager of Human Resources at the Saskatchewan Teachers' Federation, the professional organization representing the teachers of Saskatchewan. Tracy brings over 20 years' administrative and technical expertise in the areas of governance and policy, organizational design, compensation, pensions and benefits, and financial management to the Saskatchewan Regional Council. Tracy has been a member of CPBI for 11 years and became a member of the regional council in 2005. While serving on council, Tracy has been a very active and influential member for not only council, but the Saskatchewan region in its entirety. She freely shared her marketing expertise by chairing the Marketing and Sponsorship Committee as well as chairing the Communications Committee. As the Communications Chair, Tracy established a consistent visual identity for the region which included producing electronic newsletters to enable council to deliver its message to the region's membership.

In 2007, Tracy moved into the role of Vice-Chair for a two year term before becoming the Chair of Saskatchewan Regional Council from 2009-2011. As the region's Chair, Tracy was instrumental in developing and implementing a Governance and Policy Handbook that established committee terms of references, governance processes and procedures; a legacy that will benefit council for many years to come. After completing a two year term as Chair, Tracy continues to serve on council in the capacity of past chair and continues to work tirelessly to attract quality speakers to deliver presentations on relevant issues and hot topics as the Chair of the Programs & Services Committee and as a member of the Professional Development/Education and Conference Committees.



CPBI Southern Alberta Region

Dino Trudeau

Principal,
Mercer

Dino Trudeau is a Principal, an actuary and senior consultant in the Retirement, Risk and Finance business in Mercer's Calgary office.

He advises clients on broad-based pension programs and executive supplemental arrangements. Projects include pension plan design, mitigation of plan risk, as well as the valuation and disclosures required for corporate financial reporting purposes. Dino also has supported regulated entities preparing pension information for rate hearings.

Dino joined Mercer in 2005 after 15 years of consulting experience with another major pension firm in Calgary.

Dino graduated from the University of Manitoba with a Joint Honours Bachelor degree in Statistics, and Actuarial and Management Sciences in 1990. He currently sits on council of the Southern Alberta Canadian Pension and Benefits Institute (CPBI) and is a Fellow of both the Society of Actuaries (FSA) and the Canadian Institute of Actuaries (FCIA).



CPBI Pacific Region

Susan Richards

Client Relationship Executive, Group Retirement Services, Sun Life Financial

Susan Richards is a Client Relationship Executive in Sun Life Financial's Group Retirement Services division in Vancouver, where she manages client relationships for a block of national accounts. Susan joined Sun Life Financial in 2009 after six years in the retirement consulting practices of two national human resources consulting firms, where she consulted for clients on a broad range of legal issues, including pension plan compliance, design and governance. At Sun Life Financial, Susan's clients include large organizations with a national presence, primarily based in Vancouver and Calgary. Prior to moving into the pension industry, Susan spent eight years as an analyst at a boutique economic consulting firm.

Susan has been an outstanding Chair for the Pacific Region, and has worked well beyond typical Chairing duties to ensure the smooth operation and administration of the Region's programming in 2010, 2011 and 2012. Her professionalism and capable decision-making never wavered during this trying period, and the CPBI Pacific Region flourished under her successful leadership.

At various times during her volunteer career at CPBI, Susan has served on the Marketing Committee, Roundtable Committee, Compensation Committee, and Conference Planning Committee.

Atlantic Region



Our Atlantic Regional Council has had an exciting year of programming, and we have been pleased to host the following events over the course of the past twelve months:

- In September, we held our Atlantic Regional Conference in Charlottetown, with record attendance of well over 200 delegates.
- In October, we held a pension trends lunch session in both St. John's and Halifax, and it attracted over 80 participants.
- In December, we held our annual Christmas reception/meet-and-greet in Halifax with over 40 guests joining us for some holiday cheer.
- In January, 69 participants registered for our Economic Forecast session in Halifax, with 21 attending the session in St. John's in May.
- In March, our Investment Day was held in Halifax, with close to 40 attending.
- In May, our Drug and Critical Illness session in Halifax attracted 42 people.
- In June, our CPBI Atlantic Socials in Halifax, Charlottetown and Fredericton saw close to 50 people enjoy an afternoon of food and beverage.



We are delighted that Dale Weldon was recognized with the CPBI Regional Volunteer of the Year Award for 2012. Dale has been active for many years on our council with a number of significant accomplishments behind him, including successfully chairing the sponsorship group for our Atlantic Regional Conference, co-chairing of the Atlantic Regional Conference in 2009, being our Atlantic Representative on National Council for 2010-2011, our Vice-Chair for 2011, and currently working with the National office on the Recognition Committee. He has worked tirelessly on our behalf, and we are proud to have him serve on the Atlantic Council. Congratulations Dale on receiving this much deserved honour!



Looking ahead, preparations for future programming are well underway. In September, our Regional Conference will take place in Fredericton, New Brunswick. This year's theme is "Stroke of Genius – The Art of Pension & Benefits Management" and our registration shows that we have another successful conference on our hands!

To wrap up the year, we will hold a pension event in Halifax in October/November, and our annual Christmas event will take place in early December. We will also be gearing up for our 2013 Regional Conference to be held next September, taking place in St. John's, NL. Please join us there!

Our Annual Meeting this year brings with it a couple of changes for our Council. We filled a number of vacant Council positions in 2011, and I am pleased with how well the Council has come together this year. Because of their diverse backgrounds, we have had a wider range of programming for our members this year, which has been well received based on our survey results.

Atlantic Region

We are pleased to advise of the following changes to Council:

- Level Chan will take on the role of Chair
- Kevin Hollis will take on the role of Vice-Chair
- Dave Harding will take on the role of Treasurer
- Virginia Wickstrom will be joining Council, and will take on the role of Membership and Marketing Chair

We have had two terminations from Council effective September 1st: Ron Gathercole and Ross Arsenault. We thank both Ron and Ross for their contributions to our Council. We truly appreciate all they have done.

With this being my final report as Chair, I would like to thank and congratulate all our Council members for their dedication and time to CPBI. It has been a pleasure to work with each Council member, and it is because of them that we are able to produce such successful programming in the Atlantic Region. As always, a huge thank-you to our Regional Administrator, Maria Hayes, for her continuous support of our council in achieving our programming goals. Without her, we could not do what we do!

Kevin Higgins
Chair, CPBI Atlantic Region



Quebec Region

Inspired by previous years' successes, the CPBI Quebec Region has continued to offer its members a year full of educational, training and networking activities.

As part of its strategic plan, the members of the CPBI Quebec Regional Council established specific targets primarily to maintain the CPBI brand image and to create a robust training program for both its members and non-members.

Our calendar of activities included eight training activities, seven luncheons and 2 economic forecast evenings.

Our luncheons were well delivered and greatly appreciated by participants. For the first time, a luncheon on retirement (presented by Mr. Robert Brown) was offered with on-site simultaneous translation and was also broadcasted via webinar. This event was a great success and we look forward to repeating the experience in future activities.

Our training sessions continue to be valued by participants and in order to meet the demands of the industry, we have updated the format of certain activities. Moreover, an advanced investment training session as well as a benefits training session were presented for the first time and were well received by our participants. There is no doubt that these additions meet the needs of our clientele, which is why we are further aiming to enhance our training program by adding an advanced insurance training session next year.

The success of our economic forecast evenings cannot go unnoticed. The presence of strategists and an experienced moderator were highly appreciated. Innovation remains a big challenge with the organization of these evenings and it is in this context that we began to present a video recording of the previous year's forecast, which has added a very interesting dynamic to these evenings.



Our Regional Conference was held at Lac Leamy in the beautiful Outaouais region from September 12th to the 14th and was attended by more than 690 delegates. There is no doubt that the success of this conference is due to the quality of speakers and the up-to-date topics they address. The conference also allowed delegates to network in a friendly environment. Participants therefore enjoyed a packed program in addition to very lively networking events.

Always on the lookout for new ideas, the organizing committee has further innovated by using technology to develop tools for managing online activity and golf registrations as well as table reservations. These improvements are part of a continual process towards greater efficiency. In addition, the use of video during the conference was greatly appreciated by delegates.

We also developed a marketing plan targeted at attaining greater visibility within the industry. Achieving this goal requires greater print advertisement, web presence as well as the utilization of social media networks. We have therefore signed an agreement with a magazine to advertise our various activities. Furthermore, we have repeatedly invited media reporters to participate in our activities.

Additionally, to increase the purchase of tables at our events, we introduced an "8 for 6" promotion wherein people who purchase a table for 8 people only pay the price for 6 people. This campaign was a great success and has enabled us to increase our table sales overall by 24 more tables purchases than last year.

We also organized two dinner-cocktails reserved for members only as a token of our appreciation.

Quebec Region

We held one in Montreal and, for the third consecutive year, we held the other in Quebec City which attracted 4 times the attendees compared to last year and was a huge success.

On the financial front, the Quebec Region performed a vigorous follow-up of its expenditures and a thorough management of its assets. Our finances are thus in excellent health, which is why the Quebec Regional Council proposed a pricing scheme that is advantageous compared to other organizations. A study has also been carried out regarding this choice and was presented to Council Members during their strategic planning meeting. Our financial health has also allowed us to grant discounts to our members via promotions such as the "8 for 6" table promotion mentioned earlier. A plan regarding the management of our financial surplus has also been developed in order to administer it in an orderly and efficient manner.

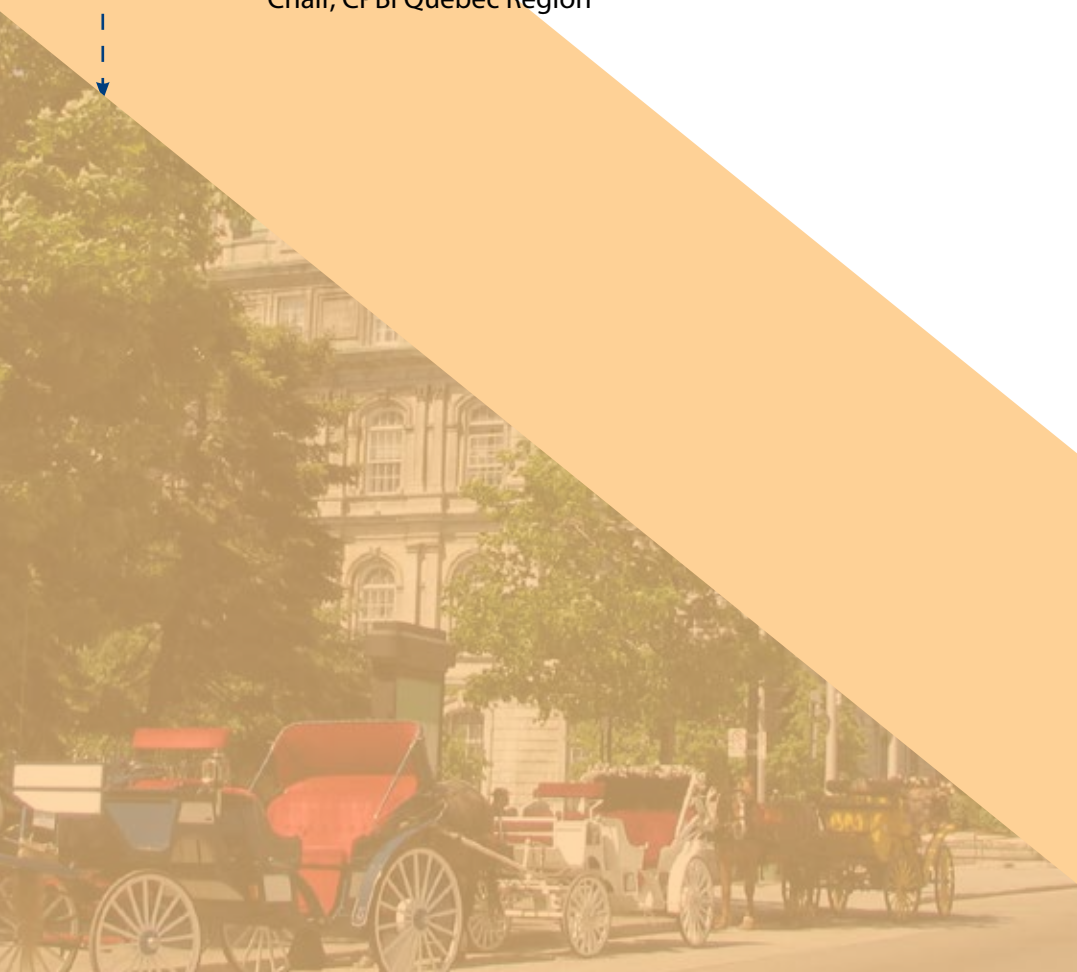
We were lucky to retain all Quebec Regional Council Members this year. I would like to thank them for their support, cooperation and involvement. Their dedication contributes significantly to the growth of the CPBI Quebec Region.

We were also very fortunate to gain some new members for our Regional Council and I would like to wish them a warm welcome. Over the years, many members have joined the Quebec Regional Council and there is no doubt that our newcomers will bring both a new vision and a revitalization of the way we communicate our knowledge.

As for me, this September 2012, I will have finished my first year as Chair of the CPBI Quebec Regional Council and it has been a year full of learning as well as very interesting challenges.

On a final note, I would like to once again thank all the Quebec Regional Council Members as well as the members of CPBI for their continued confidence which is conveyed by the success of our Region.

Dominic Vallée
Chair, CPBI Quebec Region



Ontario Region



2011-2012 was a year of successful events and new initiatives.

Beginning in October, the 2011 CPBI Ontario Regional Conference was a great success with 250 delegates, speakers, guests and plan sponsors attending. The conference was held in Ottawa – with the generous support of the Ottawa Chapter. The Welcome Reception was held at the beautiful National Gallery of Canada where delegates had private access to the gallery's exhibits. The following day and a half offered educational workshops and plenaries, networking lunches and a gala dinner. Thank you to the many volunteers who helped organize this great event.

The first of three annual signature breakfast seminars - Pension Investment Forecast - was held at The Toronto Board of Trade. This year, four seasoned investors were asked "What are the opportunities and perils facing investors in 2012?" They covered topics on global capital markets, trajectory and implications of China's economic development, how the unfolding political and cultural forces may impact the global capital markets and the benefits of research & discipline needed when searching for opportunities.

The second of this series – Benefits Outlook – offered an in-depth look at Prescription Drug Benefits and the Future of Employee Benefit Plans in Canada. This popular event attracted more than 100 members who came to hear from specialists in the pharmaceutical industry, providers and consultants.

The final seminar – Pension Summit – was held at the end of February. This event attracted nearly 100 participants who came to hear a panel of industry experts and a plan sponsor share best practices and their experiences relating to pension plan governance.

The 2012 CPBI Benefit Ball, another annual event organized by the Region, was held on February 9th at The Liberty Grand. Over 300 guests from the pension, benefits and investment industry mingled and networked. This year's theme was "Medieval Faire" and was supported by "Medieval Times" – who provided knights, a falconer, ladies in waiting and a Lord Chancellor. In addition to providing a networking opportunity, the event raised a net amount of \$46,000 for The Crohn's and Colitis Foundation of Canada.



2012 CPBI Benefit Ball



CPBI Ontario Regional Conference.

The Region's Annual Meeting was held on May 2nd, 2012 at Canoe Restaurant in downtown Toronto. We welcomed new members Nancy Burda (Sun Life Financial) and Christine Van Staden (Standard Life) who joined Council this year and welcomed back Duane Green (Franklin Templeton) who has returned for another three year term. We also bid farewell to outgoing members Ian Allen and Michelle Henry.

Ontario Region

London Chapter held their annual fall and spring seminars – both very successful. In October “The De-Risking Landscape” covered two topics: The Canadian Annuity Market and Other De-Risking Solutions and Catastrophic Drug Claims. The Spring seminar “Working Within the System” covered Pension Case Law and WSIB Overview. London also held their annual networking event where CPBI members and others from the benefits & pension community met at John Labatt Arena to cheer on local hockey teams from London and Kitchener.

Ottawa Chapter was instrumental in helping to make the 2011 Regional Conference a success. After October, volunteers went to work on their local programming. Offering the “Investment Forecast and Wellness” seminar covering three topics: Economic Forecast, Update on Pension & Disability Plans and Strategic Approach to Workplace Health & Wellness. In March, they hosted their annual cocktail reception where pension & benefits industry professionals came to network and learn about CPBI. In August, the 14th annual charity golf tournament once again raised funds to support the Royal Ottawa Foundation for Mental Health and Ottawa Salus Corporation.

Having shared with you the success of 2011-2012, watch out for the announcement of our 2012-2013 activities. In the meantime, please note the dates of some of our 2012-2013 program year:

October 17 – 19, 2012	CPBI Regional Conference in Niagara Falls
January 22, 2013	Annual Pension Investment Forecast
February 7, 2013	CPBI Benefit Ball “A Night at the Carnival”

Last but not least, I would like to sincerely thank all members, participants, sponsors, volunteers and Council members for their support and hard work during the year. It takes a lot to put these successful events together and the dedication of this group of people is much appreciated. I look forward to their continued support for another successful year!

Carmen Hogan
Chair, CPBI Ontario Region



Manitoba Region

The 2011-2012 Manitoba Regional Program had another great year. Drawing on the expertise of local professionals in the pension, benefits and investment areas and from knowledgeable individuals across the country, we provided a wide range of topics that were very well received by the membership.

Seven breakfast sessions and our Investment Fundamentals courses were scheduled from September 2011 to April 2012. They were as follows:

Breakfast Sessions:

- September 15, 2011 – **Diane Panting - “What Makes a “Best Employer”/Highly Engaged Organization”** - 46 registered, 25 members, 21 non-members
- October 20, 2011 – **Karen J. Hall & Shannon Ferguson - “DB/DC Pension Plan Conversions”** - 67 registered, 38 members, 29 non-members
- November 17, 2011 – **Angela Jorowski - “Leaving on a Jet Plane: The Ins and Outs of Travel Insurance”** - 57 registered, 42 members, 15 non-members
- January 19, 2012 – **Ruth Ann McConkey - “Economic Outlook: Expect the new Normal in 2012”** - 50 registered, 37 members, 13 non-members
- February 16, 2012 – **David Devine and Tyler Smith - “Pooled Registered Pension Plans”** – 53 registered, 43 members, 10 non-members
- March 15, 2012 – **Dr. Moira Somers - “Implementation Impasse: Why Good Clients Ignore Great Financial Advice”** - 41 registered, 25 members, 16 non-members
- April 19, 2012 - AGM & Breakfast Session – **Graham Dodd - “Next Generation Talent Management: Putting People at the Heart of Performance”** - 43 registered, 32 members, 11 non-members

Investment Fundamentals:

- Session One - April 4, 2012 – Investment Basics – Emmanuel Petroulakis – 37 registered, 9 members, 28 non-members
- Session Two - April 11, 2012 – Investment Strategy & Asset Mix – Liz Marr – 34 registered, 8 members, 26 non-members
- Session Three - April 18, 2012 – Governance & Guideline – Jarros Mickall – 38 registered, 9 members, 29 non-members
- Session Four – April 25, 2012 – The Investment Management Process – Ron Queck – 36 registered, 9 members, 27 non-members

The programs offered this year were very well received. In addition to the planned seven sessions, we held our annual golf tournament at Larters at St. Andrews. The tournament, as always, was a resounding success for both CPBI members and our charity for the tournament, Jocelyn House. We also offered two educational sessions prior to the golf tournament which were well attended. Many of the sessions were approved for Continuing Educational Credits that offer our licensed members a terrific opportunity to not only further their knowledge, but satisfy their continuing education requirements. Given the strength of these educational opportunities, CPBI Manitoba is widely recognized as the premier provider of pension and benefits related networking and education in the province.

Manitoba Region

We are happy to have added three new members to our Regional Council for the upcoming year. With the help of these individuals and building on our past successes, we are looking forward to growing our membership and having another remarkable year of educational sessions and networking opportunities.

Respectfully,

David J. Devine,
Chair, CPBI Manitoba Region



Saskatchewan Region

It was another busy and successful year for the Saskatchewan Region. Highlights from 2011-12 year included the launching of a new professional development opportunity for benefit plan administration, providing educational sessions on pertinent industry topics, and delivering our two-day Regional Conference which included an inspiring speech from a Canadian Football League Hall of Famer.

CPBI members in Saskatchewan congregate in two major centers; Regina and Saskatoon. To best serve our membership, the Saskatchewan Region offers breakfast and luncheon seminars in both cities. The seminars organized by the Education and Professional Development Committee included sessions on How Well Do Your Members Understand and Value Your Benefit Plans, the timely question Will Baby Boomers Ever Retire?, Canada and the World Economy presented by Hendrik Brakel of Export Development Canada, and a Saskatchewan Drug Plan update. Our seminar season ended with a panel discussion on the topic of Advice-Is Now the Time?, which investigated the question of plan sponsors' and employees' responsibility towards providing, gathering and obtaining advice for retirement planning. This session opened up quite a dialogue regarding who should be providing advice and where employees should be looking and asking for advice.

In October 2011, the Saskatchewan Region launched a new professional development opportunity for benefit plan administrators. This education initiative was a direct result from suggestions received from our membership asking for advanced sessions on administration for benefit plans. A two day session entitled Benefits, Beyond the Basics was held with topics that included Roles and Responsibilities, Claims Administration, Flexible Benefits and Flexible Spending Accounts, Funding, Emerging Issues and Total Compensation/Total Rewards. The two-day session was a success with the seminar being sold-out.

Pension and benefit professionals are always seeking cost-efficient educational opportunities to attend for professional development. To meet this demand, the Saskatchewan Region offers an annual regional conference.

The 2012 Saskatchewan Regional Conference built on the momentum established by the first regional conference held in 2011 and was every bit as successful. The conference offered a well-balanced agenda of learning opportunities, networking and entertainment. This year's Conference was entitled Insight & Intrigue. The event started off with an opening presentation by Lionel LaBelle, President & CEO of Saskatchewan Trade and Export Partnership (STEP) discussing the key role Saskatchewan plays in the Canadian exports and world trade. Also on the first day, conference delegates were treated to an inspiring speech from CFL Legend and Toronto Argonauts Vice-Chairman Michael "Pinball" Clemons. Pinball spoke about the importance of your role in life in addition to appreciating the contributions of others who surround you. The conference featured concurrent sessions with various pension and benefit topics which included a legal update, The Blame Game; Who is Responsible for the Current Pension Situation, flexibility and best practices for Health Spending Accounts, Total Rewards Compensation, and a session that focused on challenges the average Canadian may encounter during retirement. The Conference concluded with a discussion panel on the aging workforce and its potential impact on pension and benefit plans. In the evening, attendees were entertained by Saskatchewan's renowned blues guitarist Jack Semple at the conference social event. The Conference Committee will be working harder than ever this year to organize next year's annual conference and host it in Saska-



Saskatchewan Region

toon for the first time on April 17 & 18, 2013. The CPBI Saskatchewan Regional Council invites all CPBI members across Canada to join us in Saskatoon in 2013. Come experience our Saskatchewan hospitality.

The Saskatchewan region continues to partner with Humber College to offer the Pension Plan Administration Certificate (PPAC) program to our membership. Capitalizing on the success of the highly popular PPAC program, the Education and Professional Development Committee will be working with Humber College to assess the demand to bring additional Humber programs such as the Trustee Development Program (TDP) and Administration of Capital Accumulation Plans (ACAP) to Saskatchewan during 2012-13.

Saskatchewan has one of the most steady and active memberships in Canada. We continually strive to keep our membership informed and look at opportunities to broaden our membership base. Our membership, as well as subscribed non-members, receive regular newsletters and email blasts that keep our audience informed of our activities and forthcoming events. In 2012-13, the Sponsorship and Membership Committee will be exploring new ideas and developing a marketing plan to assist in expanding our CPBI membership throughout Saskatchewan.

This concludes my first year as Chair of the Saskatchewan Regional Council and it was very rewarding. There is no way Council could accomplish what it does without the dedication of our Administration and members of Council. Much appreciation is extended to all Saskatchewan Regional Council members and to Karen Lovelace, our Regional Administrator, all of whom devote considerable time and effort contributing to our Region's success. It is the work of these professionals that makes my job easy. Also, many thanks to the hardworking National office staff and Board of Directors for their guidance and assistance.

Doug Volk, Chair
Chair, CPBI Saskatchewan Region



Southern Alberta Region

During the 2011-2012 programming year, the Southern Alberta Region was fortunate to again be able to provide high level programming, professional development and social events for both members and non-members.

Our primary focus for 2011/12 was the further development of our local sponsorship program, and the organization of our more high-profile events (e.g., annual golf tournament and the Professional Development Day). The Sponsorship Committee invested substantial effort in modifying the program, and met its increased fundraising goal early on. We had a number of returning sponsors who participated at all levels, as well as a number of new program participants.

In general, our Program Committee has done another great job of putting together new and innovative sessions. Attendance at monthly sessions has begun to increase, likely due to the quality speakers and focus on new perspective on the topics. While we still experience smaller attendance numbers at some sessions, we have noticed several trends that we are striving to work with (e.g., lunches seem to be well-received as opposed to the traditional breakfast session). However, venue challenges have hindered some of these efforts. The Program Committee has recently been successful in obtaining a one year contract with the Fairmont Palliser as our exclusive venue for the 2012/13 fiscal year in an effort to alleviate some of these concerns going forward.

The annual Professional Development Day was held on May 9, 2012 and focused on benefits with an emphasis on mental health issues. The Committee responsible for this event put together a timely and informative day of presentations and speakers targeting the lesser discussed areas within benefits. It was a new perspective on this topic which greatly benefitted those attending this sold-out event., as well as providing CE credits for those who required them.

In July, we hosted the 7th Annual CPBI Golf Tournament. The event was another success with registration being sold out for the first time in the history of the tournament. We also continued our tradition of giving back to the community through our partnership with the Calgary Inter-faith Food Bank. The Annual CPBI Golf Tournament is expected to continue as one of the hallmark events for the Southern Alberta Region.

Despite our efforts we continue to find that our membership is somewhat stagnant. We have further found that CPBI is not as well-known among individuals working in the relevant sectors of the industry as we originally thought. We believe this is hindering our ability to expand and encourage new membership. Our Membership Committee is striving to focus on post-secondary students, as well as corporate memberships in an effort to expand the knowledge of CPBI in the community.

Each of the other Committees associated with the Southern Alberta Region – Finance and Communications - have contributed tremendously to the growth and membership satisfaction of CPBI, and we look forward to seeing what developments result from each of their efforts over the coming year. A highlight of the past year was the opportunity to present the 2012 Regional Volunteer of the Year Award to Dino Trudeau. Dino has an extensive history of volunteerism with the Southern Alberta Region, including dedicating substantial time to the Regional Council, and Co-Chairing the Professional Development Committee. Congratulations!

The Southern Alberta Regional Council lost a valued contributor in 2012 in that our Regional

Southern Alberta Region

Administrator, Jade Piraux, decided to move on to a new opportunity. While we were disappointed to see her go, we wish her well and look forward to working with our new Regional Administrator, Krista Esau. We would like to thank both Jade and Krista for their efforts in ensuring that all members and non-members get the most out of their experiences with the CPBI.

We would also like to thank the tremendous team of volunteers, including committee and council members, who are dedicated to providing quality educational and networking opportunities in our Region. Their efforts do not go unnoticed.

Kristin Smith
Chair, CPBI Southern Alberta Region



Northern Alberta Region

Another busy and productive year for the CPBI Northern Alberta Region! Our members enjoyed a wide variety of educational and networking sessions provided by speakers who are experts in their field.

Regular Council meetings were held to plan and review the CPBI breakfast seminar schedule and a great deal of time was spent discussing future initiatives to ensure we continue to provide excellent programs and networking opportunities for our members. Some of the sessions offered in 2011/2012 included:

- September – Sanofi Aventis Benefits Survey
- October - Pension Plan Communication Strategy
- November – Mental Health in the Workplace
- December – Economic Forecast
- January - Current Trends in Pensions
- February – Drug Reform (1/2 day session)
- March – Pooled Registered Pension Plans
- April – Diagnosing Your Health & Wellness Strategy
- May – Pension & Investment knowledge transfer

We continue to receive excellent feedback from our members and would like to encourage them to provide ideas for future sessions.

The Northern Alberta Regional Council is very much looking forward to the 2012/2013 year. We have some great ideas already on the agenda for the coming season and have already scheduled four Benefits Basics sessions in October. Registration, while slow to start, has picked up and we are looking forward to these sessions.

We appreciate all of our members and thank them for their continued support. Also, thank you to all of our breakfast sponsors, your continued support is greatly appreciated. Finally, thank you to our Regional Administrator, Shelly Petovar for her continued assistance and support, she makes sure that all of our sessions run smoothly and provides great input to everyone on our Council.

Sincerely,

Donna McPherson
Chair, CPBI Northern Alberta Region

Pacific Region

The Pacific Region would like to thank our dedicated and hardworking volunteers, and everyone who attended our sessions to make 2011-2012 a successful season. We look forward to hosting the 2012 Pacific Regional Conference in Victoria in October 2012 and extend a warm welcome to all delegates.

Breakfast Sessions

Regular breakfast sessions continue to be the cornerstone of our educational programming where we focus on providing current topics and excellent speakers. This year, the Breakfast Committee arranged six breakfast sessions, one lunch session, and implemented live webinar availability of each. We offered a broad range of topics which included retirement from DC plans, maximizing EFAP, debating PRPPs, drug trend review, engagement through Social Media and our annual legal and investment updates.

Continuing Education

Our Continuing Education sessions allow for in-depth education on specific subjects, and include both basic and advanced topics. Sessions are held in various locations in order to serve members who may live outside of the Vancouver area. This year our topics included best practices in pension administration, pension plan solvency, group underwriting principles, and a session on understanding CAP guidelines.

Lunchtime Roundtables

The Roundtable Committee offers lunchtime sessions each year aimed at providing basic benefits education to plan administrators and individuals new to the industry. In order 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. Six roundtable sessions were offered this season covering topics such as drug trends, absence management, presenteeism, retirement countdown and preparation, and retirement income planning.

Pacific Region Volunteer of the Year

Our region was pleased to present the Volunteer of the Year award to Susan Danzer of Sun Life Financial. Susan is the past-Chair of the Pacific Region Council and remains actively involved as Council member, Conference Committee member, and Compensation Committee member.

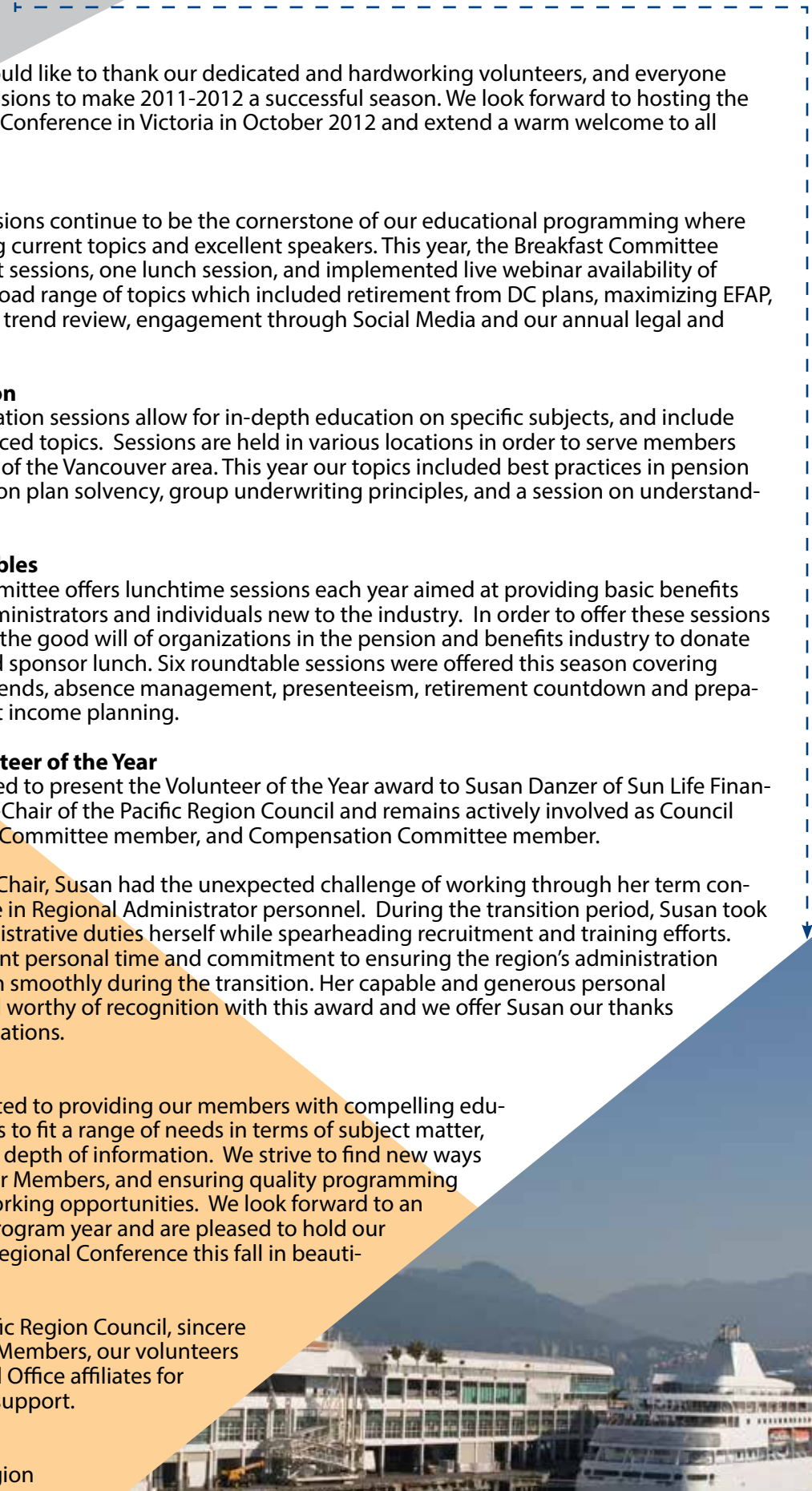
During her tenure as Chair, Susan had the unexpected challenge of working through her term concurrent with a change in Regional Administrator personnel. During the transition period, Susan took on the region's administrative duties herself while spearheading recruitment and training efforts. She invested significant personal time and commitment to ensuring the region's administration and programming ran smoothly during the transition. Her capable and generous personal contributions are well worthy of recognition with this award and we offer Susan our thanks and sincere congratulations.

Upcoming Activities

Our region is committed to providing our members with compelling educational opportunities to fit a range of needs in terms of subject matter, location, breadth and depth of information. We strive to find new ways of interacting with our Members, and ensuring quality programming and high-value networking opportunities. We look forward to an exciting 2012-2013 program year and are pleased to hold our very popular Pacific Regional Conference this fall in beautiful Victoria, BC.

On behalf of the Pacific Region Council, sincere thanks to our valued Members, our volunteers and our CPBI National Office affiliates for their dedication and support.

Sinden Malinowski
Chair, CPBI Pacific Region



**Canadian Pension and Benefits
Institute**
Financial Statements
For the year ended June 30, 2012

Canadian Pension and Benefits Institute
Financial Statements
For the year ended June 30, 2012

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Independent Auditor's Report

To the Board of Directors of Canadian Pension and Benefits Institute

We have audited the accompanying financial statements of the Canadian Pension and Benefits Institute, which comprise the statement of financial position as at June 30, 2012, and the statements of revenue and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



Independent Auditor's Report

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Canadian Pension and Benefits Institute as at June 30, 2012, and the results of its operations and its cash flows for the year then ended, in accordance with Canadian generally accepted accounting principles.

BDO Canada LLP/S.R.L./S.E.R.C.A.L.

Montréal, Québec
September 29, 2012

Canadian Pension and Benefits Institute Statement of Financial Position


June 30	2012	2011
Assets		
Current		
Cash	\$ 1,770,966	\$ 1,409,687
Short-term investments (Note 3)	1,689,573	831,058
Accounts receivable	47,170	72,136
Prepaid expenses	201,211	90,062
	3,708,920	2,402,943
Long-term investments (Note 3)	231,073	1,124,871
Property and equipment (Note 4)	36,024	22,972
Intangible asset (Note 5)	-	890
	\$ 3,976,017	\$ 3,551,676

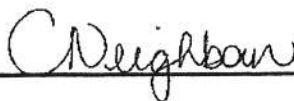
Liabilities and Net Assets

Current		
Accounts payable and accrued liabilities	\$ 135,525	\$ 189,509
Membership dues received in advance (Note 6)	295,888	304,813
Activity revenue received in advance (Note 7)	697,500	472,294
	1,128,913	966,616
Net assets		
Reserve for contingencies (Note 8)	524,325	517,411
Unrestricted	2,322,779	2,067,649
	2,847,104	2,585,060
	\$ 3,976,017	\$ 3,551,676

Commitments (Note 9)

On behalf of the Board

 Director

 Director

Canadian Pension and Benefits Institute Statement of Revenue and Expenditures

For the year ended June 30	2012	2011
Revenue		
Conferences, seminars and other member activities	\$ 2,092,126	\$ 2,458,267
Membership dues	600,700	605,435
Other	159,194	133,646
	<u>2,852,020</u>	<u>3,197,348</u>
Expenditures		
Conferences, seminars and other member activities	1,668,380	1,885,983
Salaries and employee benefits	485,933	418,883
Contracted administrative services and bookkeeping	73,017	85,592
Board, committees and regional councils	89,505	119,694
Members' directory	22,460	19,214
Rent	57,142	38,881
Amortization of property and equipment	7,612	6,144
Amortization of intangible asset	890	2,667
Other administrative, marketing and communication expenses	185,037	240,814
	<u>2,589,976</u>	<u>2,817,872</u>
Excess of revenue over expenditures for the year	\$ 262,044	\$ 379,476

The accompanying notes are an integral part of these financial statements.

Canadian Pension and Benefits Institute Statement of Changes in Net Assets

For the year ended June 30	2012			2011
	Reserve for Contingencies	Unrestricted	Total	Total
Balance, beginning of year	\$ 517,411	\$ 2,067,649	\$ 2,585,060	\$ 2,205,584
Excess of revenue over expenditures for the year	-	262,044	262,044	379,476
Appropriation of unrestricted net assets to reserve for contingencies including accrued interest	6,914	(6,914)	-	-
Balance, end of year	\$ 524,325	\$ 2,322,779	\$ 2,847,104	\$ 2,585,060

The accompanying notes are an integral part of these financial statements.

Canadian Pension and Benefits Institute Statement of Cash Flows

For the year ended June 30	2012	2011
Cash flows from operating activities		
Excess of revenue over expenditures for the year	\$ 262,044	\$ 379,476
Items not involving cash		
Amortization of property and equipment	7,612	6,144
Amortization of intangible asset	890	2,667
	<u>270,546</u>	388,287
Changes in non-cash working capital items		
Accounts receivable	24,966	32,028
Prepaid expenses	(111,149)	95,383
Accounts payable and accrued liabilities	(53,984)	(162,292)
Membership dues received in advance	(8,925)	4,191
Activity revenues received in advance	225,206	69,501
	<u>346,660</u>	427,098
Cash flows for investing activities		
Acquisition of property and equipment	(20,664)	(11,488)
Acquisition of investments	(763,900)	(1,767,278)
Proceeds on disposal of investments	807,725	1,419,172
	<u>23,161</u>	(359,594)
Increase in cash and cash equivalents during the year	369,821	67,504
Cash and cash equivalents, beginning of year	1,459,939	1,392,435
Cash and cash equivalents, end of year	\$ 1,829,760	\$ 1,459,939
Represented by:		
Cash	\$ 1,770,966	\$ 1,409,687
Short-term investments	58,794	50,252
	<u>\$ 1,829,760</u>	<u>\$ 1,459,939</u>

The accompanying notes are an integral part of these financial statements.

Canadian Pension and Benefits Institute

Notes to Financial Statements

June 30, 2012

1. Purpose of the Organization

Canadian Pension and Benefits Institute (the "Institute") is incorporated under Part II of the *Canada Corporations Act* as a national not-for-profit organization. The purpose of the Institute is to provide its members with the opportunity to participate in high-quality, cost-effective education and networking events across Canada, with a focus on best practices related to pensions, employee benefits and investments.

2. Significant Accounting Policies

Revenue Recognition The Institute follows the deferral method of accounting for revenue. Revenue include conferences, seminars and other member activities. Unrestricted revenue are recognized as revenue when the amount to be received can be reasonably estimated and ultimate collection is reasonably assured.

Revenue from membership dues are recognized on a straight-line basis over the membership period, which is January 1 to December 31, when the amount to be received can be reasonably estimated and ultimate collection is reasonably assured.

Property and Equipment Property and equipment are recorded at cost less accumulated amortization. Amortization is calculated on a declining balance basis at the following annual rates, and is reported in net assets invested in property and equipment:

Furniture and equipment	20%
Computer equipment	30%
Leasehold improvements	5 years straight-line basis

Intangible Asset Intangible assets with a definite life are recorded at cost less accumulated amortization. Amortization is based on the estimated useful life of the asset and is calculated as follows:

Website	3 years straight-line basis
---------	-----------------------------

Cash and Cash Equivalents Cash and cash equivalents include cash on hand, bank balances and short-term investments with a maturity of three months or less, from the date of acquisition.

Financial Instruments The Institute's financial instruments consist of cash, investments, accounts receivable and accounts payable. Unless otherwise noted, it is management's opinion that the Institute is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair values of these financial instruments approximate their carrying values, unless otherwise noted.

Canadian Pension and Benefits Institute Notes to Financial Statements

June 30, 2012

The Institute has chosen to apply Section 3861, Financial Instruments - Disclosure and Presentation in place of Section 3862, Financial Instruments - Disclosures and Section 3863, Financial Instruments - Presentation.

Transaction costs for all financial instruments are expensed as incurred, unless otherwise indicated.

The Institute classifies its financial instruments into one of the following categories based on the purpose for which the asset was acquired. The Institute's accounting policy for each category is as follows:

Held-for-trading

This category is comprised of cash. They are carried in the statement of financial position at fair value with changes in fair value recognized in the statement of revenue and expenditures.

Held-to-maturity

This category is comprised of investments. They are carried in the statement of financial position at amortized cost using the effective interest method of amortization.

Loans and Receivables

This category is comprised of accounts receivable. These assets are non-derivative financial assets resulting from the delivery of cash or other assets by a lender to a borrower in return for a promise to repay on a specified date or dates, or on demand. They arise principally through the provision of goods and services to customers (accounts receivables), but also incorporate other types of contractual monetary assets. They are initially recognized at fair value and subsequently carried at amortized cost, using the effective interest rate method, less any provision for impairment. Transaction costs related to loans and receivables are included in the amount initially recognized.

Other Financial Liabilities

Other financial liabilities include accounts payable. These liabilities are initially recognized at fair value and subsequently carried at amortized cost using the effective interest rate method. Transaction costs related to other financial liabilities are netted against the amount initially recognized.

Canadian Pension and Benefits Institute Notes to Financial Statements

June 30, 2012

Credit Risk

Financial instruments that are potentially subject to credit risk consist primarily of cash, investments and accounts receivable. The maximum exposure to credit risk is the amount presented on the statement of financial position. The Institute's objective is to reduce credit risk to a low level primarily through its investment policies as follows. Cash is maintained at financial institutions with high credit ratings. Investments are maintained in money market funds, guaranteed investment certificates and term deposits with financial institutions with high credit ratings and in Canadian government bonds. Therefore, the Institute considers the risk of non-performance for cash and investments to be low. The Institute performs periodic credit evaluations for accounts receivable. Allowances for doubtful accounts are maintained for potential credit losses consistent with credit risk, historical trends and other information.

Liquidity Risk

The Institute's accounts payable and accrued liabilities are due in the near term. With the objective of being able to discharge these liabilities when they become due, the Institute maintains adequate cash balances.

Contributed Services

Volunteers contribute time to assist the Institute in carrying out its service delivery activities. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements. The Institute does not recognize contributed materials and services.

Intangible Assets

The Website is recorded at cost and amortized over its useful life on a straight-line basis over a three-year period.

Lease Inducements

Deferred lease inducements are recorded on a straight-line basis over the initial lease duration and are applied against the rent.

Use of Estimates

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenditures during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future.

Canadian Pension and Benefits Institute Notes to Financial Statements

June 30, 2012

New Accounting Pronouncements

As a not-for-profit organization (NPO), other than a public sector NPO, the organization will need to adopt either the International Financial Reporting Standards (IFRS), or Accounting Standards for Not-for-Profit Organizations (which include the Accounting Standards for Private Enterprises (ASPE), plus sections 4400 to 4470 for NPOs) for year-ends beginning on January 1, 2012. The organization is currently assessing the impact of the new standards.

3. Investments

(a) Unrestricted investments

	2012	2011
Short-term		
Guaranteed investment certificates, bearing interest ranging from 0.875% to 2.32% (2011 - 0.85% to 4.4%) maturing between August 2012 and June 2013	\$ 1,165,248	\$ 628,555
Long-term		
Guaranteed investment certificates and government bonds, bearing interest ranging from 2.1% to 4.9% (2011 - 2.1% to 4.9%) maturing between October 2014 and October 2015	231,073	809,963
	\$ 1,396,321	\$ 1,438,518

(b) Investments held for the reserve for contingencies

	2012	2011
Short-term		
Guaranteed investment certificates, bearing interest ranging from 1.75% to 2.3% (2011 - 1.7% to 1.8%) maturing between October 2012 and May 2013	\$ 524,325	\$ 202,503
Long-term		
Guaranteed investment certificates, bearing interest ranging from 2.15% to 2.3% maturing between November 2012 and May 2013	-	314,908
	\$ 524,325	\$ 517,411

Canadian Pension and Benefits Institute Notes to Financial Statements

June 30, 2012

3. Investments (Continued)

Total investments

	2012	2011
(a) Short-term	\$ 1,689,573	\$ 831,058
(b) Long-term	231,073	1,124,871
	\$ 1,920,646	\$ 1,955,929

Other revenue include \$53,820 (2011 - \$37,434) of interest income earned on the above investments.

4. Property and Equipment

	2012		2011	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Furniture and equipment	\$ 54,948	\$ 42,221	\$ 12,727	\$ 6,941
Computer equipment	115,839	92,542	23,297	16,031
Leasehold improvements	4,466	4,466	-	-
	\$ 175,253	\$ 139,229	\$ 36,024	\$ 22,972

5. Intangible Asset

	2012		2011	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Website	\$ 114,962	\$ 114,962	\$ -	\$ 890

Canadian Pension and Benefits Institute Notes to Financial Statements

June 30, 2012

6. Membership Dues Received in Advance

	<u>2012</u>	<u>2011</u>
Balance, beginning of year	\$ 304,813	\$ 300,622
Amount received related to the following year	295,888	304,813
Recognized as revenue during the year	<u>(304,813)</u>	<u>(300,622)</u>
Balance, end of year	<u>\$ 295,888</u>	<u>\$ 304,813</u>

7. Activity Revenue Received in Advance

	<u>2012</u>	<u>2011</u>
Balance, beginning of year	\$ 472,294	\$ 402,793
Amount received related to the following year	697,500	472,294
Recognized as revenue during the year	<u>(472,294)</u>	<u>(402,793)</u>
Balance, end of year	<u>\$ 697,500</u>	<u>\$ 472,294</u>

Activity revenue received in advance consists of conference and other member activities revenue paid in advance.

8. Reserve for Contingencies

The Institute has a policy requiring it to maintain reserves in case of unforeseen costs or losses. Amounts are recorded as reserves in the financial statements when the Board of Directors explicitly appropriates unrestricted net assets. In November 2007, the Board approved an increase in the reserve for contingencies to \$500,000 plus interest earned.

Canadian Pension and Benefits Institute Notes to Financial Statements

June 30, 2012

9. Commitments

The Institute is committed to a lease for the rental of office space. It has also made reservations for hotel and other facilities and engaged speakers for future events. The estimated minimum financial commitments are presented in the following table:

	Hotels, Other Facilities and Speakers	Rent
2013	\$ 1,110,230	\$ 38,500
2014	269,285	37,167
2015	9,600	39,250
2016	-	42,000
2017	-	44,500
Thereafter	-	244,167
	<u>\$ 1,389,115</u>	<u>\$ 445,584</u>

The amounts disclosed as commitments for hotels, other facilities and speakers represent the full amount of the contracts signed at the date of the financial statements. Should conferences be cancelled, the amount the Institute will have to pay will be less.

10. Capital Disclosures

The Institute considers its capital to be its net assets, restricted and unrestricted. The Institute's objectives in managing its capital are to safeguard its ability to continue as a going concern so that it can continue to support the activities of the Institute. Annual budgets are developed and monitored to ensure that the Institute's capital is maintained at an appropriate level.

The Institute has no external restrictions on its net assets. The objectives of the Institute in managing its capital did not change during the year.

11. Comparative Figures

Certain comparative figures have been reclassified to conform to the current year's presentation.



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