

Emotional Intelligence - The Leadership Way

Wednesday, April 26, 2017, 9:00-10:00 a.m.

Scott Wright, PhD, Senior Vice-President, Food Safety, Human Resources, and Innovation
Star Group of Companies

Emotional Intelligence (EI) is a potent combination of self-management and relationship skills that govern our interactions with others. Studies strongly suggest that EI plays a far greater role than IQ in determining leaders' and organizations' success.

Emotional Intelligence involves:

- the ability to accurately perceive, appraise and express emotion;
- the ability to access and/or generate feelings when they facilitate thought;
- the ability to understand emotion and emotional knowledge; and
- the ability to regulate emotions to promote emotional and intellectual growth.

We can't do much to improve our IQ, but we can boost our emotional intelligence – by understanding which skills define it; flexibly interchanging those skills depending on the situation; and using emotional intelligence to transform ourselves and our organizations' bottom lines.

This session will explore EI – what it is and isn't; the skills, competencies, and abilities that make up our emotional intellect; how our own EI stacks up; and more importantly, what steps we can take to be better at it.

BREAKOUT #1: Wednesday, April 26, 2017, 10:30-11:30 a.m.

Lost Plan Members and Other Special Cases

Murray Campbell, Partner, Lawson Lundell LLP

Murray Campbell will discuss a number of special cases that arise in pension plan administration, including lost members, disappeared members, members who refuse their benefits, and murdered plan members. He will discuss the applicable law and set out some suggested methods for dealing with these special cases.

Out of Country Travel Insurance - What You Need to Know

Jamie Stangel, Regional Sales Leader and National Accounts Manager, GMS

Emergency medical travel insurance is sometimes seen as just a 'nice to have' extra in an employer health plan. Actually, for one of the least expensive benefits it offers critical protection to plan members when they travel. This session will explain the importance of understanding exclusions and pre-existing conditions before travelling, the value of out-of-province as well as out-of-country coverage, and why it's so important to call your travel assistance provider if you need to seek medical treatment while travelling.

The Power of Hope Vision Action Wednesday, April 26, 2017, 12:30-1:30 p.m.

Frank O'Dea, Innovative Entrepreneur and Humanitarian

With hope – all things become possible. With hope, one has the courage to change the present into a very different future. With hope, dreams are possible; with hope one has the persistence to follow the dream and with hope one can – and will – become much more than you ever dreamed possible. Frank demonstrates this power of hope by using his own story and experiences of hope, courage, change, and persistence. Humble yet powerful, Frank relates how he went from the bowery, panhandling for nickels and dimes not so many years ago, to the successes he has achieved today. This is truly a motivational story. Audiences from all walks of life identify with this very real story of achievement, and Frank's warm style convinces his audiences that he is speaking directly to them.

BREAKOUT #2: Wednesday, April 26, 2017, 1:45-2:45 p.m.

Hot Topics in Retirement

David Larsen
Partner, Aon Hewitt

Money is on everyone's minds these days, especially when it comes to retirement. There are questions like: what are the best savings and financial wellness services or innovations that employers are looking at? Aon has surveyed over 250 employers and seven million workers to identify some of the hot topics in retirement. Join us to discover these results and what can help with retirement solutions.

Future Vision of Group Benefit Programs

Ryan Duesing
Principal, Mercer

There are many forces driving change in how companies offer and provide employee benefit programs. Multiple generations with very different needs and values, how benefits are delivered with the enhancement of technology, and economic pressures on an organization's bottom line are just a few examples of this change. This session will outline possible strategies that employers will need to consider in their benefit program offering and what potential impacts these may have on their benefit programs of the future.

Customer Centricity is the Path to Greatness

Wednesday, April 26, 2017, 3:15-4:15 p.m.

William H. Murphy, PhD
Associate Professor of Management & Marketing
Edwards School of Business, University of Saskatchewan

To become customer centric is to seek superior value for your customers. There are tough questions that should be asked of every department and you must be sure to focus on each and every customer touch point. From this presentation, you will take away "rules you can bank on".

BREAKOUT #3: Thursday, April 27, 2017, 9:00-10:00 a.m.

Responsible Investing at Ontario Teacher's

Deborah Ng

Director, Strategy & Risk, Head of Responsible Investing
Ontario Teachers' Pension Plan

As an organization charged with building and safeguarding the retirement savings of generations of school teachers in the province of Ontario, the Ontario Teachers' Pension Plan is always striving to take a comprehensive approach to managing and assessing risk at all levels. With the growing importance of broader ESG factors, such as climate change, we are systematically integrating ESG analysis into our due diligence and asset management processes to ensure we're considering all relevant factors that could affect the value of an investment. We call this responsible investing and for us, it is synonymous with effective stewardship. This presentation will introduce you to Ontario Teachers' approach to responsible investing.

Disability Management Panel A: Case Study of a Mental Health Claim

Moderator:

Dan Bolan, Account Executive, Great-West Life

Panelists:

Lucian Schulte, Vice President, Aon Hewitt

Sil Cabral, Director, Group Life & Disability Claims, Equitable Life of Canada

Dana Harbus, Occupational Health Consultant, Z-tech Solutions Inc.

In this first session of a two-session engagement, a disability management case study will be examined from the perspective of three panelists: an actuary/benefits consultant, a disability management provider, and a vocational rehabilitation consultant. The panel will focus on the increasing emergence of mental health claims in the workplace. Management of these claims and return to work strategies will be explored, along with challenges encountered in designing, monitoring, and pricing the program.

BREAKOUT #4: Thursday, April 27, 2017, 10:30-11:30 a.m.

The Next Frontier in Financial Wellness: Meeting the Evolving Needs of Plan Participants

Deanna Napen, Partner, Mercer Human Resource Consulting
Jillian Kennedy, Senior Consultant, Mercer Investments

As defined contribution and savings assets increase and more plan participants rely on these types of plans to support their retirement income, plan sponsors continue to look for ways to support the evolving needs of their plan participants. In a market where we have historically focused on the accumulation of retirement assets to the more recent consideration of decumulation and overall benefit adequacy, a broader financial wellness approach may be the key to understanding the next frontier of support for employees. Deanna and Jillian will discuss the importance of financial wellness and opportunities to build and implement solutions to engage employees and support overall company objectives. The session will include a case study review.

Disability Management Panel B: Case Study of a Complex Disability Claim and the Use of Marijuana

Moderator:

Troy Shanks, Partner, Blackstone Insurance and Benefits

Panelists:

Lucian Schulte, Vice President, Aon Hewitt

Sil Cabral, Director, Group Life & Disability Claims, Equitable Life of Canada

Rob Albo, Group Marketing Manager, Equitable Life of Canada

Dana Harbus, Occupational Health, Consultant, Z-tech Solutions Inc.

In this second session of a two-session engagement, a complex disability claim will be examined from the perspective of four panelists: an actuary/benefits consultant, a disability management provider, an insurance account executive, and a vocational rehabilitation consultant. The panel will review the challenges a complex claim can cause, and it will discuss the upcoming reality of legalized marijuana particularly for medical use and what that means to employers. Management of the claim and return to work strategies will be explored, along with challenges encountered in designing, monitoring, and pricing the program.

Millennials and the Future of Work

Thursday, April 27, 2017, 12:15-1:15 p.m.

Lauren Friese

Expert on the Future Workplace & Founder of TalentEgg.ca

Millennials are currently making career decisions in large numbers, and by 2020 they will represent almost half our workforce. This presentation tackles the challenging task of understanding millennials – how they think and act, what they look for in employers, how to motivate them on the job, and more. Lauren will share lessons and strategies in effectively recruiting, managing, and retaining millennials.

BREAKOUT #5: Thursday, April 27, 2017, 1:30-2:30 p.m.

Best Practice Examples of Communication with Pension Fund Participants

Neil Murphy, Director, Member Communications
Ontario Teachers' Pension Plan

Neil Murphy will discuss how the Ontario Teachers' Pension Plan is using innovative communication design to engage with plan members within a defined benefit structure. Particular examples will focus on the role of digital technology (such as mobile apps, social media, and web products) to illustrate how it is enriching beneficiary education and conversation.

The Future of Managing High-Cost Drug Claims

Mike Sullivan
President, Cubic Health

It is becoming increasingly more challenging to manage high-cost specialty claims (given the complexity of the claims received and breadth of disease-states) that are now covered with high-cost, specialty therapies. The end of passive savings through generic price reductions and patent expirations is forcing plans of all sizes to reconsider how to manage high-cost claims. This presentation will examine:

- The pipeline of new therapies expected to arrive on the market in the coming years that will impact plans;
- Why drug-specific Prior Authorization will be limited in its ability to address complex claims;
- Why solutions such as Specialty Pharmacy networks and Product Listing Agreements with Pharmaceutical companies are not sufficient to address existing and emerging challenges; and
- Solutions that plan sponsors will need to consider to address the sustainability concerns that are posed by an ever-growing inventory of high-cost therapies in the marketplace.

Ignite the Leader Within

Thursday, April 27, 2017, 2:45-3:45 p.m.

Rachelle Brockman
Principal, Eureka Experience

"Leadership is the capacity to translate vision into reality!" - Bennis

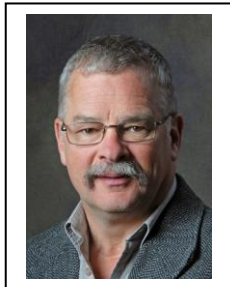
- Why should we consider ourselves leaders in the various areas of our lives?
- What does it take to get and stay ignited as a leader?
- And how do we inspire others to take action with us?

During this *eureka experience*, we will interactively explore these questions and more in order to ignite the leader within!

PATH TO GREATNESS

SPEAKER BIOGRAPHIES

Scott Wright, PhD, CEC **Senior Vice-President, Food Safety, Human Resources, and Innovation** **Star Group of Companies**

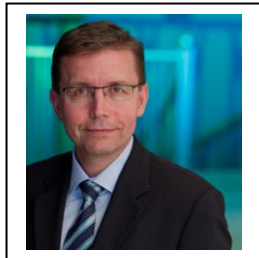


Scott Wright has had the privilege of fulfilling leadership roles over the last 30 years with Agriculture Canada, the Alberta Government, Saskatchewan Agriculture, and the University of Saskatchewan. He is currently Senior Vice-President of Food Safety, Human Resources, and Innovation with the Star Group of Companies.

In his volunteer roles, Scott is President of the Search and Rescue Volunteer Association of Canada (SARVAC), Past-President of the Search and Rescue Saskatchewan Association of Volunteers (SARSAV), and Chair of the CSA Technical Steering Committee for the development of GSAR Standards in Canada and an Instructor with ERI Canada/Tundra.

Scott has diverse interests both in and outside of the workplace that span science and business to people and personal development. His 'outside' activities include ground search and rescue, search and rescue training, and search management, as well as delivering executive coaching and leadership development blended with personal development work in emotional intelligence.

Murray Campbell **Partner, Lawson Lundell LLP**



Murray Campbell is a partner with the Vancouver office of Lawson Lundell LLP. He practices exclusively in the pension and employee benefits area, and is the head of Lawson Lundell LLP's Pension and Employee Benefits Group. Murray acts for boards of trustees and other sponsors of pension and benefit plans in the private and public sectors in British Columbia, Alberta and Saskatchewan. While Murray is principally a solicitor, he is regularly involved in litigious pension and benefit matters. Murray assisted with the introduction of joint trusteeship to several public sector pension plans in British Columbia, Alberta and Manitoba. He regularly advises boards of trustees and other plan sponsors on all legal and regulatory issues which arise in the administration of a pension or benefit plan. He regularly chairs and speaks at conferences for boards of trustees and other plan sponsors. Murray graduated from Osgoode Hall Law School and is a member of the Law Society of British Columbia.

Jamie Stangel Regional Sales Leader and National Accounts Manager, GMS



Jamie Stangel is a seasoned financial services professional with more than 20 years of experience. He has been the South Saskatchewan Regional Sales Leader and National Accounts Manager for GMS since 2008. Before joining GMS, he was with the Royal Bank of Canada for ten years.

Jamie has a business degree from the University of Regina, as well as his Group Benefits Associate Designation and his Life, Accident and Sickness License. Jamie and his family reside in Regina.

Frank O'Dea Innovative Entrepreneur and Humanitarian



Frank O'Dea's life went off the rails in his early teens. Within a few years, he was living in 50-cent-a-night flop houses in Toronto's bowery district where simply surviving was a challenge. Against all odds, at the age of 23, with the courage to hope for a better life, and the spirit to forge ahead, Frank began the long road back. Fighting the formidable obstacles that hold back the homeless, the impoverished and the destitute, he overcame and rejoined society. Then, as if that were not enough, he turned that same determination to the many obstacles in life that we all face. Within a few short years, he co-founded The Second Cup, which soon became the largest chain of gourmet coffees and teas in the country.

Building on that success, he went on to co-found Proshred Security, a company that pioneered the entire industry of on-site document destruction. This company soon became an international organization with franchised operations in Canada, Europe and the United States.

Early on, Frank took steps to give back to the community. He began by serving on the boards of directors of charities and not-for-profit organizations. But the entrepreneur's desire to innovate and build was not to be denied. In 1985 he co-founded Street Kids International, an organization developed to help homeless children in third world countries, through education and self-reliance programs. A few years later, he became the founding Chair of War Child (Canada), an organization that provides assistance against suffering and abuse of children in war affected countries. In the same year, Frank co-founded the Canadian Landmine Foundation, an organization that raises funds for the dismantling of minefields around the world. He went on to initiate that organization's most successful fund raising program, "Night of a Thousand Dinners", with participation of people in 29 countries, raising millions of dollars.

Frank is currently the Chair of the Royal Roads University Foundation and serves on the board of directors of a number of private corporations and not-for-profits.

Recognition for Frank O'Dea's achievements includes Ontario Volunteer Award, Lifetime Board Member Renascent Treatment Foundation, Paul Harris Awards, Doctor of Laws Royal Roads University, Doctor of Laws Carlton University and Officer of the Order of Canada.

His inspiring story is retold in his book, *When All You Have is Hope*, published by Penguin and available through his website (www.frankodea.com) or in bookstores across the country.

David Larsen Partner, Aon Hewitt



David Larsen is a Partner in Aon Hewitt's Saskatoon office. He provides actuarial and consulting services in retirement and disability arrangements to Aon Hewitt's key clients both locally and across the country. He is also a member of the Canadian commercial development team for Aon Hewitt.

David specializes in the design, and implementation, pricing and administration of retirement arrangements and self-insured short and long term disability arrangements for organizations in both the public and private sector. He has extensive experience in consulting to multi-employer pension and disability plans that are governed by a Board of Trustees or Benefits Committee made up jointly of union and management representatives. He also has extensive experience in accounting for pension and other benefit plan costs under Canadian (public and private sectors) and international accounting standards.

David joined Aon Hewitt's professional staff in 1988. His consulting assignments have included: design and implementation of all types of retirement arrangements as well as short and long term self-insured disability plans. Assignments have included consulting to defined benefit, defined contribution, multi-employer and executive pension plans, flexible benefit plans and retirement planning seminars. He has extensive experience in performing experience studies, pricing and valuation of self-insured disability income plans, including various cost containment approaches. He has lead various asset/liability modelling studies and investment manager searches, design of funding policies, de-risking and risk budgeting policies for both retirement and disability plans.

David graduated from the University of Saskatchewan with a Bachelor of Science degree, with Honours in 1989 and is a Fellow of the Canadian Institute of Actuaries and a Fellow of the Society of Actuaries.

Ryan Duesing Principal, Mercer



Ryan Duesing is a principal of Mercer in the Health & Benefits business and the Office Leader for Saskatchewan. Ryan joined Mercer in 2007.

Ryan provides group benefit advisory services to clients, focusing on strategies to support their human resources and business goals within traditional and flexible benefit plans. He is experienced in the design, underwriting, marketing, benchmarking, cost containment strategies, and implementation of comprehensive group insurance programs in both the private and public sectors.

Ryan has more than 20 years of experience in the benefits field. His background includes the financial management and auditing of benefit programs for clients. He has also assisted in union negotiations and the development of collective bargaining strategies.

Ryan attended the University of Regina, majoring in economics. He has completed a number of courses in the Certified Employee Benefits Specialist program. In addition, Ryan has obtained his life license from the Insurance Councils of Saskatchewan and is a member of the Canadian Pension and Benefits Institute.

William H. Murphy, PhD
Associate Professor of Management & Marketing
Edwards School of Business, University of Saskatchewan



William H. Murphy, PhD, is an Associate Professor of Management & Marketing at the Edwards School of Business for the University of Saskatchewan who has received multiple “MBA Professor of the Year” Awards. He teaches executive programs in Sales Management, Marketing, Personal Selling, Developing Customer Centric Business and Developing a Powerful Brand Presence on the Web. He also holds an ongoing position as a visiting scholar at the China Europe International Business School (a world class business university in China) and has had exposure with executives of McDonalds and Countrywide Bank which has resulted in numerous publications and book entitled “Doing Good Work Matters”.

Deborah Ng
Director, Strategy & Risk, Head of Responsible Investing
Ontario Teachers’ Pension Plan



Deborah Ng is Director of Strategy & Risk and Head of Responsible Investing at the Ontario Teachers' Pension Plan. Deborah leads the Plan's responsible investing initiatives, working internally with all investment teams to integrate environmental, social and governance considerations in their investment processes, and externally with global peers and organizations to promote sustainability in investments.

Other areas of focus for Deborah and her team include the research, evaluation, and introduction of innovative asset allocation strategies that are designed to help meet the Plan's long-term liability objectives. She also provides input and support for the annual strategic investment plan and medium-term risk management.

Prior to joining the Ontario Teachers' Pension Plan, Deborah founded Acuity Communications, assisting investment firms such as UBS Securities, CIBC WM, and Desjardins Securities with their investment research requirements. Deborah was awarded the Director's Award from the Rotman School of Management, University of Toronto, where she obtained her Master of Finance. She is also a CFA charter holder.

Dan Bolan
Account Executive, Great-West Life



Dan Bolan is an Account Executive in the Saskatchewan Group Sales and Service Office for Great-West Life. Dan has 18 years of experience in the group benefits industry and works with medium-sized to large employers in the province of Saskatchewan. Dan has his Bachelor of Commerce degree in Risk Management and Insurance and achieved the Certified Employee Benefits Specialists (CEBS) designation in 2005. He was past tournament management chair for the Great-West Life Charity Golf Classic benefiting the Hospitals of Regina Foundation and is currently a Council Member for CPBI Saskatchewan.

Lucian Schulte Vice President, Aon Hewitt



Lucian Schulte is a Vice President in Aon Hewitt's Health and Benefits practice based in Edmonton, Alberta. His primary responsibilities include client services (consulting and actuarial), relationship building, and training of actuarial colleagues.

Lucian has ten years of industry experience working in an actuarial consulting capacity for Health and Benefits clients across Canada. He has worked with several clients providing expertise on plan design, pricing, valuation, actuarial modeling, and forecasting. His work also includes consulting to a number of trusts and self-insured disability plans.

Lucian is a graduate of the University of Alberta with a Bachelor of Science degree in honors mathematics. He is a Fellow of the Society of Actuaries and a Fellow of the Canadian Institute of Actuaries. Lucian currently volunteers with the Society of Actuaries e-Learning Assessment Development Team and the Canadian Institute of Actuaries Post Employment Benefits Committee.

Sil Cabral Director, Group Life & Disability Claims, Equitable Life of Canada



Sil Cabral is Director of Group Life and Disability Claims at Equitable Life of Canada. Over the past thirty years, Sil has held a number of frontline and senior management roles with various service providers, government agencies, and insurance companies in Canada. Sil has worked with individuals in receipt of workplace accident benefits, motor vehicle accident benefits, Employment Insurance Benefits, Social Assistance, Individual Disability insurance and Short and Long Term Disability benefits. Sil is a Certified Disability Management Professional (CDMP) with the National Institute of Disability Management & Research (NIDMAR) and a Registered Rehabilitation Professional (RRP) with the Vocational Rehabilitation Association of Canada.

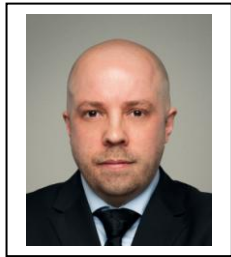
Dana Harbus Occupational Health Consultant, Z-tech Solutions Inc.



Dana Harbus is a Managing Partner and Occupational Health Consultant with Z-tech Solutions Inc. In his role, he manages a team of consulting health care professionals and is responsible for overseeing key provincial and national accounts. Working directly with all stakeholders, he specializes in workplace ergonomics, occupational health management, policy development and medical services coordination.

Dana received his Bachelor's of Physical Activities Studies and Certificate in Business Administration from the University of Regina. Upon graduating he spent time working in clinical rehabilitation in the public and private sectors prior to transitioning into the disability management field. He is a member of the Saskatchewan Kinesiology and Exercise Science Association and the Canadian Society of Exercise Physiologists. His professional designations and certifications include Professional Kinesiologist, Certified Ergonomic Specialist, Certified Exercise Physiologist and Drug & Alcohol Testing Industry Association Certified Professional Collector. Dana has more than 15 years of experience working in the disability management industry.

Troy Shanks **Partner, Blackstone Insurance and Benefits**



Troy Shanks is a Partner at Blackstone Insurance and Benefits. He is responsible for leading Blackstone's Benefits Division and is still heavily involved with the day to day management of a great deal of Blackstone's corporate clientele. Troy is proud to call Saskatoon, Saskatchewan, his home but you can definitely locate him on the West Coast when the weather turns! Over the past 15 years, Troy has been involved in the finance industry and has worked with some of Western Canada's industry leaders.

Troy currently holds a Bachelor of Commerce, an Honours Degree in Sociology, the Canadian Accredited Insurance Broker (CAIB) designation, and is currently pursuing a CEBS designation. He is also a current Council Member for CPBI Saskatchewan.

Rob Albo **Group Marketing Manager, Equitable Life of Canada**



Rob Albo is a Group Marketing Manager for Equitable Life of Canada in the Prairie Regional Group Benefits Office. Rob joined Equitable in 2014.

Rob leads the Equitable Life business development in the Prairie Region (Manitoba & Saskatchewan) focusing primarily on group benefits for mid-sized to larger employers. Rob has more than 25 years of broad-based experience in the Group Benefits sector – everything from group administration to account management, product development, marketing, underwriting, software design (for flexible benefits), project management, financial management, and most recently business development.

Rob has a business degree from the University of Manitoba, majoring in marketing and management information systems. He was previously a board member of CPBI Manitoba. Rob is committed to volunteerism and spends much of his time coaching, and as an Executive Member (Vice-President) of Volunteer Manitoba.

Deanna Napen **Partner, Mercer Human Resource Consulting**



Deanna (Dea) Napen is a Partner and Senior Retirement Consultant at Mercer in Calgary. In this role, Dea is relationship manager and actuary to several Canadian clients, in both the private and public sectors, specializing in plan design, pension risk management and the funding and accounting of pension plans. She has experience consulting in all jurisdictions across Canada. Prior to joining Mercer, Dea was Executive Director of Workforce Risk Strategies at the Government of British Columbia. During her tenure at the Government of BC in 2006, Dea was responsible for the strategy and development of BC's workforce planning/projection process, a major tool in the development of BC's Corporate Human Resources Plan and ministries' strategic

workforce plans. Prior to joining the Government of BC, Dea was a Principal, Client Relationship Manager and consulting actuary with another major consulting firm.

Dea is a fellow of the Society of Actuaries, Canadian Institute of Actuaries, member of the Association of Canadian Pension Management, and member of the Canadian Pension and Benefits Institute.

Jillian Kennedy Senior Consultant, Mercer Investments



Jillian Kennedy is a Senior Consultant in Mercer's Investment Business. She is responsible for leading the Defined Contribution Business and Financial Wellness Strategy for Canada. She is also a member of the North American leadership team. Jillian's main practice area is in supporting defined contribution pension plans and savings plans for plan sponsors and plan members. From plan design and investments to service provider management and ongoing governance support, Jillian applies a holistic approach to proactively manage plan sponsor objectives.

Jillian has been with Mercer for over 10 years and supporting plan sponsors and members with their retirement savings for over 17 years.

Lauren Friese Expert on the Future Workplace & Founder of TalentEgg.ca



Lauren Friese is the founder of TalentEgg.ca, a website used by 4 million students and recent graduates every year to find jobs and navigate the tough transition from university to working life. She is an expert on the millennial generation and the future of work. Lauren understands and embodies entrepreneurial drive; from her own post-university experience, she recognized a gap in the market for online career resources, and forged ahead to build a business that is a definitive leader in its category.

Lauren was 24 and had recently completed her Masters at the London School of Economics when she decided to leave her job as a consultant to launch TalentEgg, an online platform connecting students and recent graduates with employers across Canada. Over the following eight years, she grew TalentEgg to become Canada's most popular website for students and recent graduates, and worked closely with hundreds of top employers in industries such as Financial Services, Banking, Consumer Packaged Goods, Healthcare, Technology, and many others, helping them reach and recruit millennials. Through these experiences at the intersection of youth and employers, Lauren has developed a deep understanding of millennials and what it takes to engage them.

In 2015, she struck a deal to sell TalentEgg to CharityVillage. Lauren now consults with various organizations on issues and topics related to millennials and the workplace.

Lauren believes that the very nature of work is changing. While millennials will play a central role in bringing about these changes, the new world of work will affect and benefit everyone.

She is an advocate for "recruiting outside the lines" – a strategy that empowers employers to see beyond specific experience, degree, and pedigree to hire and retain top talent. Lauren believes that a failure to properly integrate new generations into the workplace represents not only a waste of economic value for society, but also a missed opportunity for organizations. She is passionate about sharing ideas and strategies for preventing that outcome.

Lauren has been named one of Canada's Most Powerful Women by the Women's Executive Network, and was one of Profit Magazine's Top 20 Under 30. She has written extensively for The Globe And Mail, Canadian HR Reporter, The Huffington Post and other publications on topics related to millennials, the future of work, and youth employment. Lauren has been featured on CBC's The National, Canada AM, Breakfast Television. Lauren was one of two young entrepreneurs asked to join the Canadian Council of Chief Executives, an organization of chief executive officers of roughly 150 major Canadian corporations, and has been invited to speak and present to Olympians, members of parliament, and to advise on youth employment policy for governments at all levels.

Lauren's presentations leave audiences with one big idea and the tools to effectively implement that idea. She offers up practical takeaways backed by case studies drawn from her decade of experience in the field.

Neil Murphy, Director, Member Communications Ontario Teachers' Pension Plan



Neil Murphy is the Director of Member Communications for the Ontario Teachers' Pension Plan where he leads the Member Communications and Digital Services teams. As a member of the senior leadership team in the fund's administration business, Neil is responsible for evolving the organization's member communication strategy. He focuses on driving member engagement through compelling channels, optimizing the value of plan benefits through education, and reducing risk by aligning member outreach with enterprise priorities, global brand positioning, and regulatory obligations.

Throughout his career, Neil has led communication teams for organizations in both Canada and the U.S. Prior to joining Teachers', Neil was Vice President of Corporate Affairs for a public relations firm in Toronto. He was previously Communications Director for The Cadillac Fairview Corp. Ltd., the real estate arm of the Teachers' Pension Plan.

Neil holds a Master's in journalism from Concordia University in Montreal and a Bachelor's degree in political science from St. Francis Xavier University in Nova Scotia.

Mike Sullivan President, Cubic Health



Mike Sullivan co-founded Cubic Health in 2003, and currently serves as the company's President.

Mike began his career as a pharmacist in Saskatoon, and has previous experience working in the pharmaceutical and benefits consulting industries. He continues to maintain an active license to practice with the Ontario College of Pharmacists. Mike is a member of Benefits Canada's Online Expert Panel, and serves as an Adjunct Professor at the University of Toronto.

Mike graduated from the College of Pharmacy at the University of Saskatchewan, and completed his Master of Business Administration degree from the Schulich School of Business at York University where he specialized in Finance.

Rachelle Brockman Principal, Eureka Experience



Rachelle Brockman lives passionately and productively and, as the *Principal of Eureka Experience*, she guides others to do the same!

As an entrepreneur, facilitator & speaker she inspires people to *'get it done'* in a passionate, productive way. She digs down to core issues and provides tangible tools for leaders and teams to move forward. Since forming *Eureka Experience* in 2011, Rachelle has had the privilege of designing and delivering *experiences* for many diverse organizations within all North American sectors and for some of Canada's Top 100 Employers.

Rachelle has a diverse work history that includes, but is not limited to, being an award-winning University Assistant Professor for over a decade at the Edwards School of Business, a Banker, and a 'Carnie' at the Royal Easter Exhibition in Sydney Australia. She is also a passionate and productive artist, family gal, volunteer, and mentor.