

58TH ANNUAL CANADIAN EMPLOYEE BENEFITS CONFERENCE

November 23-26, 2025

Vancouver Convention Centre

Vancouver, British Columbia

Preconferences: November 21-23



Your Complete Guide To:

- Conference event hours
- Session schedule with room locations and speakers
- Convention centre floor plans

CONFERENCE GUIDE

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International Foundation Communication Policy

Please note that recording or streaming conference sessions is not permitted.



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Conference Registration Information

Preconference Registration Hours

Burrard Foyer—West Level 2

Thursday, November 20 4:00-6:00 p.m.

Friday, November 21 7:00 a.m.-4:30 p.m.

Saturday, November 22. 7:00 a.m.-12:00 noon

Registration Hours

City Foyer—West Level 1

Saturday, November 22 2:00-5:00 p.m.

Sunday, November 23 7:00 a.m.-5:00 p.m.

Monday, November 24 7:00 a.m.-4:30 p.m.

Tuesday, November 25 7:00 a.m.-4:30 p.m.

Wednesday, November 26 7:00-11:30 a.m.



Certificate of Attendance

Registered attendees have the opportunity to attend up to 16 educational sessions. An attendance certificate will be issued to each registrant whose attendance is verified at **12 or more sessions**. Session attendance will be validated by scanning your badge at the end of each session. Badge scanning does not qualify for continuing education credit. See page 4 for continuing education attendance verification procedures.

Note: Attendance at Friday, Saturday or Sunday preconference programs is separate and does not qualify for a main conference certificate of attendance.



Scan QR Code to Sign Up for Session Scanning Notifications

The QR code will take you to your profile. After logging in with your email address, navigate to the Educational Records tab and complete the information in the Session Scanning Notifications section. If you have any questions, please contact edreg@ifebp.org.

The mobile number you provide will be used only for communicating session attendance.



Continuing Education

Credit for Professional Licences/Designations

www.ifebp.org/canannual

Continuing Education Attendance Forms—Submit one completed **blue Continuing Education Attendance Form** to the room monitor at the conclusion of each session you attend. (This is in addition to scanning your badge.) Continuing Education Attendance Forms are not accepted at any other time or location. Badge scanning does not qualify for continuing education credit.

Insurance Agents—Insurance credit is available for agents licensed in Alberta, Manitoba, Ontario, British Columbia and Saskatchewan. Credit is not available in Québec. For those licensed in Alberta and Manitoba, please be sure to review the handout of approved sessions. If you did not receive one with your Continuing Education Attendance Forms, you can request one at the registration desk.

CEBS Compliance—Sessions at the Annual Conference can qualify for CEBS® Compliance credit. Visit www.cebs.org/compliance for more information.

Questions? Contact the Continuing Education Department at (262) 786-6710, option 2, or email continuinged@ifebp.org.

Friends of Bill W.

Meetings will be held in Room 102 during the Annual Conference.

Monday, November 24.....7:00-8:00 a.m.

Tuesday, November 25.....4:45-5:45 p.m.



Conference App

Features of the Conference App

- View session descriptions
- Access handouts
- Evaluate sessions
- Read speaker bios
- Build your schedule and set session reminders

HOW TO DOWNLOAD

- 1 Download the IFEBP app for free from the App Store or Google Play.*
- 2 Tap “Enter passphrase” and enter **canannual25** when prompted.
- 3 Open the Annual Conference guide to get started!

*Access the app from your Windows device or PC:
<https://guidebook.com/g/canannual25>



Wi-Fi

Network: **IFEBPCA25**
Password: **IFEBPCA25**

Canada CONNECT



Relax. Recharge. Refresh.



Unwind at the Relaxation Station

Enjoy complimentary chair massages for attendees.

Monday, November 24
9:00 a.m.-4:00 p.m.
Tuesday, November 25
9:00 a.m.-4:00 p.m.



Refresh Your Wardrobe!

Check out our fresh apparel at the Foundation Store.



Testimonial Centre

Tell us about your experience with the conference and the International Foundation.



Engage

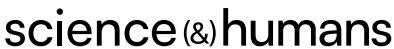
Meet with your fellow attendees in a relaxed setting.

Located at City Foyer—West Level 1, Canada Connect will be open Sunday through Wednesday during registration hours (see page 3).

The International Foundation gratefully acknowledges these organizations for their sponsorship of the 58th Annual Canadian Employee Benefits Conference.



For information on our sponsors' products and services, please see the conference app and visit the Sponsor Resource Areas located in the City Foyer—West Level 1 and in the Burrard Foyer—West Level 2. After the conference, visit the Service Provider Directory, located on the home page of the International Foundation website at www.ifebp.org.



Keynote Presentations

Sunday Entertainment | 4:15-4:45 p.m.

Spirit Song: A First Nations Revue



SUNDAY OPENING KEYNOTE

**The Inclusion Revolution:
When We Choose to Include, We All Win**

November 23 | 4:45-6:30 p.m.

The Honourable Chantal Petitclerc, CC, CQ, MSM
Senator, Paralympic Champion



MONDAY MORNING KEYNOTE

**TRUST Starts With You—
A Blueprint for Excellence**

November 24 | 8:00-9:15 a.m.

Pamela Barnum, J.D., M.P.A.
Former Undercover Police Officer and Federal Prosecuting Attorney



TUESDAY MORNING KEYNOTE

Mindfulness for Trustees

November 25 | 8:00-9:00 a.m.

Tamara Levitt
Head of Mindfulness for the Calm App, Narrator of The Daily Calm



WEDNESDAY CLOSING KEYNOTE

What Brought You Here Won't Take You There

November 26 | 10:30-11:30 a.m.

Alika Lafontaine, M.D., FRCPC
First Indigenous Physician and the Youngest Doctor to
Lead the Canadian Medical Association (CMA)



La traduction simultanée en français sera disponible.

Featured Sessions



MONDAY MORNING PLENARY 1

Economic Outlook 2026

November 24 | 9:30-10:30 a.m.

Yanick Desnoyers

Chief Economic Strategist, Addenda Capital
Montréal, Québec

MONDAY MORNING PLENARY 2

Legal/Legislative Developments Across Canada

November 24 | 10:45-11:45 a.m.



Lisa C. Chamzuk

Partner, Lawson Lundell LLP
Vancouver, British Columbia



Hugh Wright

Partner, Miller Thomson LLP
Halifax, Nova Scotia



Mark Zigler

Partner, Koskie Minsky LLP
Toronto, Ontario

TUESDAY MORNING PLENARY 1

Beyond Savings: Crafting a Sustainable Retirement Income Experience

November 25 | 9:15-10:30 a.m.



Janice Holman, CFA, CFP

Principal, Financial
Wellness and DC Consulting
Eckler Ltd.
Halifax, Nova Scotia



Jessica Sciafani, CAIA

Global Retirement
Strategist
T. Rowe Price, Inc.
Boston, Massachusetts



TUESDAY MORNING PLENARY 2

Trump, Tariffs and Canada

November 25 | 10:45-11:45 a.m.

Ian Lee, Ph.D.

Associate Professor, Management
Sprott School of Business, Carleton University
Ottawa, Ontario

Vancouver Convention Centre

WEST LEVEL 1



Vancouver Convention Centre

WEST LEVEL 2



Vancouver Convention Centre

WEST LEVEL 3



Preconference Schedule

Preconference Continental Breakfast

West Exhibit Hall A | 7:00 a.m. Friday and Saturday

Meeting Name	Time	Meeting Room
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Friday, November 21

FTMS® Breakfast: Oceanview Suite, Pan Pacific Hotel, 7:00 a.m.	8:00 a.m.-4:30 p.m.	Note Location: Pan Pacific Hotel—Crystal Pavilion
Principes fondamentaux de gestion des fiducies	8 h 00 à 16 h 30	Salle 114-115
ATMS® Session A—Group 1	8:00 a.m.-4:30 p.m.	Room 212-214
ATMS Session A—Group 2	8:00 a.m.-4:30 p.m.	Room 217-219
ATMS Session B—Group 1	8:00 a.m.-4:30 p.m.	Room 205-207
ATMS Session B—Group 2	8:00 a.m.-4:30 p.m.	Room 202-204
MTMS® Session A	8:00 a.m.-4:30 p.m.	Room 118-120
MTMS Session B	8:00 a.m.-4:30 p.m.	Room 211

Saturday, November 22

FTMS Breakfast: Oceanview Suite, Pan Pacific Hotel, 7:00 a.m.	8:00 a.m.-4:30 p.m.	Note Location: Pan Pacific Hotel—Crystal Pavilion
Principes fondamentaux de gestion des fiducies	8 h 00 à 16 h 30	Salle 114-115
ATMS Session A—Group 1	8:00 a.m.-4:00 p.m.	Room 212-214
ATMS Session A—Group 2	8:00 a.m.-4:00 p.m.	Room 217-219
ATMS Session B—Group 1	8:00 a.m.-4:00 p.m.	Room 205-207
ATMS Session B—Group 2	8:00 a.m.-4:00 p.m.	Room 202-204
MTMS Session A	8:00 a.m.-4:00 p.m.	Room 118-120
MTMS Session B	8:00 a.m.-3:30 p.m.	Room 211
PC01: Health, Wealth and Happiness—Planning Your Path to a Successful Retirement (Part 1)	8:00 a.m.-12:00 noon	Room 110

Sunday, November 23 **Breakfast on Sunday will be served in the meeting rooms at 7:00 a.m.**

MTMS Advanced Leadership Summit	8:00 a.m.-12:00 noon	Room 202-204
PC02: Health, Wealth and Happiness—Living Your Best Retirement (Part 2)	8:00 a.m.-12:00 noon	Room 110

Important Note: Attendance on Friday, Saturday and Sunday preconference programs will not qualify for the main conference Certificate of Attendance. Your badge will be scanned at the beginning and end of all preconferences.

Sunday/Monday Full Session Schedule

KEYNOTES AND FEATURED SESSIONS

SUNDAY, NOVEMBER 23

4:45-6:30 p.m.

OPENING KEYNOTE:
The Inclusion Revolution: When We Choose to Include, We All Win
Ballroom AB

MONDAY, NOVEMBER 24

8:00-9:15 a.m.

KEYNOTE SESSION:
TRUST Starts With You—A Blueprint for Excellence
Ballroom AB

9:30-10:30 a.m.

FEATURED SESSION:
Economic Outlook 2026
Ballroom AB

10:45-11:45 a.m.

FEATURED SESSION:
Legal/Legislative Developments Across Canada
Ballroom AB

11:45 a.m.-1:15 p.m.—Lunch Break

	Governance/ Fiduciary Responsibility	Health and Wellness/ Group Benefits	Pensions/ Retirement Security	Legal/ Legislative	Investments
1:15-2:15 p.m.	F01-1 Evolving Accounting and Auditing Standards for Pensions and Other Employee Benefit Plans Room 211	H01-1 Managing Specialty, PLAs and Other High- Cost Drugs Room 118-120		L01 Legal/Legislative Update—Atlantic Canada Room 212-214	I01 Investments 101 Room 301-305 I07-1 The AI Time Warp: Capital Markets in Hyperdrive Room 202-204 I12-1 Alternative Investments Risks for DB Plans Room 114-115

Traduction simultanée en français

KEYNOTES AND FEATURED SESSIONS	Volet francophone
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SUNDAY, NOVEMBER 23

OPENING KEYNOTE: The Inclusion Revolution: When We Choose to Include, We All Win Ballroom AB	
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MONDAY, NOVEMBER 24

KEYNOTE SESSION: TRUST Starts With You—A Blueprint for Excellence Ballroom AB		
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FEATURED SESSION: Economic Outlook 2026 Ballroom AB		FR02 Action précoce, économies durables : une gestion plus intelligente des invalidités Salle 205-207
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FEATURED SESSION: Legal/Legislative Developments Across Canada Ballroom AB		FR03 Développements légaux récents – Québec, Fédéral et ailleurs au Canada Salle 205-207
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Lunch Break

Administration	Communication	Apprenticeship, Training and Education	Public Plans	Volet francophone
	C01-1 Shift Happens: Mastering Communication for Meaningful Organizational Change Room 220-222	T01-1 Suicide Postvention in the Construction Industry Room 110	PE01-1 Unlocking Benefits Value Through Member Surveys: The OSSTF ELHT's Journey to Listen and Learn Room 217-219	FR04 Monsieur Net Salle 205-207

Traduction simultanée en français

Monday Full Session Schedule

	Governance/ Fiduciary Responsibility	Health and Wellness/ Group Benefits	Pensions/ Retirement Security	Legal/ Legislative	Investments
MONDAY, NOVEMBER 24					
2:30-3:30 p.m.	F02-1 Running Your Board and Committee Meetings Effectively Room 212-214 F04 Two Hats or More Sunglasses? Trustees' Multiple Roles While on a Board Room 110	H03 Beyond Burnout: The Overlooked Health Factor Driving Attrition and Cost Room 301-305	P03 New CAPSA Guideline No. 3 Includes You! Room 217-219	L02 Legal/Legislative Update—Central Canada Room 202-204	I02 Basics in Financial Performance Benchmarking Room 220-222
3:45-4:45 p.m.	F01-2 Evolving Accounting and Auditing Standards for Pensions and Other Employee Benefit Plans Room 301-305	H01-2 Managing Specialty, PLAs and Other High-Cost Drugs Room 118-120	P05 What Is a Pension Plan Actuarial Valuation? Room 202-204	L03 Legal/Legislative Update—Western Canada Room 220-222	I10 Do Alternatives Fit in a Defined Contribution Plan? Room 212-214 I12-2 Alternative Investments Risks for DB Plans Room 110

Administration	Communication	Apprenticeship, Training and Education	Public Plans	General Topics	Volet francophone
MONDAY, NOVEMBER 24					
A01-1 Detecting and Combating Fraud in Benefit and Pension Plans Room 118-120	C03 From 60 Minutes to TikTok Room 211			G02 Equity, Diversity, Inclusion and Investments: What Approaches Work in Indigenous Contexts? Room 114-115	FR05 Comment l'investissement en prêt hypothécaire peut améliorer la performance du portefeuille? Salle 205-207
	C01-2 Shift Happens: Mastering Communication for Meaningful Organizational Change Room 211	T01-2 Suicide Postvention in the Construction Industry Room 114-115	PE01-2 Unlocking Benefits Value Through Member Surveys: The OSSTF ELHT's Journey to Listen and Learn Room 217-219		FR06 Derrière la brèche : Comment les cybercriminels exploitent les systèmes de pension et d'avantages sociaux Salle 205-207



Wi-Fi

Network: **IFEBPCA25**

Password: **IFEBPCA25**

Session Detail | Sunday, 4:45-6:30 p.m.

Session Title	Meeting Room
 Sunday Opening Keynote The Inclusion Revolution: When We Choose to Include, We All Win The Honourable Chantal Petitclerc, CC, CQ, MSM	Ballroom AB 

Session Detail | Monday, 8:00-9:15 a.m.

Session Title	Meeting Room
 Monday Morning Keynote TRUST Starts With You—A Blueprint for Excellence Pamela Barnum, J.D., M.P.A.	Ballroom AB 

Session Detail | Monday, 9:30-10:30 a.m.

Session Title	Meeting Room
MP01 FEATURED SESSION Economic Outlook 2026 Yanick Desnoyers , Addenda Capital <i>Cette session sera offerte en français mardi matin.</i>	Ballroom AB
FR02 Action précoce, économies durables : une gestion plus intelligente des invalidités Stéphanie Clément, M.Éd. , Disability Management Institute (DMI)	Salle 205-207

Session Detail | Monday, 10:45-11:45 a.m.

Session Title	Meeting Room
MP02 FEATURED SESSION Legal/Legislative Developments Across Canada Lisa C. Chamzuk , Lawson Lundell LLP Hugh Wright , Miller Thomson LLP Mark Zigler , Koskie Minsky LLP	Ballroom AB
FR03 Développements légaux récents – Québec, Fédéral et ailleurs au Canada Sonia Massicotte, LL.B. , PBI Conseillers en actuariat ltée Cristelle Sary, LL.B. , Messier Sary & Consultants	Salle 205-207



Traduction simultanée en français

Governance/Fid. Responsibility	Health and Wellness	Pensions/Retirement Security	Legal/Legislative
Investments	Administration	Communication	Apprenticeship and Training
Public Plans	General Topics	Volet francophone	

Remember to have your badge scanned and turn in your Continuing Education Attendance Form when leaving a session.

Session Detail | Monday, 1:15-2:15 p.m.

Session Title	Meeting Room
C01-1  Shift Happens: Mastering Communication for Meaningful Organizational Change Mary Budgell , Gallagher Christopher Lee , Gallagher Repeated Monday, 3:45-4:45 p.m. in Room 211	Room 220-222
F01-1  Evolving Accounting and Auditing Standards for Pensions and Other Employee Benefit Plans David M. Veld, CPA, CA , BDO Canada LLP Repeated Monday, 3:45-4:45 p.m. in Room 301-305	Room 211
FR04 Monsieur Net Marc-André Vinson, AICA, ASA , Services actuariels SAI	Salle 205-207
H01-1  Managing Specialty, PLAs and Other High-Cost Drugs Anar Dossa, Pharm.D., B.Sc.Pharm., CDE , Pacific Blue Cross Repeated Monday, 3:45-4:45 p.m. in Room 118-120	Room 118-120
I01  Investments 101 Tyler Smith, FCIA, FSA , Fiera Capital	Room 301-305
I07-1  The AI Time Warp: Capital Markets in Hyperdrive Mark S. Yamada , PUR Investing Inc. Repeated Tuesday, 3:45-4:45 p.m. in Room 211	Room 202-204
I12-1  Alternative Investments Risks for DB Plans Ross B. Dunlop, CFA, FCIA, FSA , Ellement Consulting Group George P. Dzuro, J.D. , Koskie Minsky LLP Kevin Reid, CFA , Fengate Asset Management Repeated Monday, 3:45-4:45 p.m. in Room 110	Room 114-115
L01  Legal/Legislative Update—Atlantic Canada Hugh Wright , Miller Thomson LLP	Room 212-214
PE01-1  Unlocking Benefits Value Through Member Surveys: The OSSTF ELHT's Journey to Listen and Learn Donna Morrison, CEBS, MTMS , Ontario Secondary School Teachers Federation (OSSTF) Benefits Valerie Travis , Bespoke Benefit Solutions Repeated Monday, 3:45-4:45 p.m. in Room 217-219	Room 217-219
T01-1  Suicide Postvention in the Construction Industry John S. Gaal, Ed.D., CPS, CWP, CHW-C, LAP-C , Missouri AFL-CIO Repeated Monday, 3:45-4:45 p.m. in Room 114-115	Room 110

Program Content



Basic session



Advanced session

Sessions with no indication of content level are designed for general audiences.
 Les sessions sans indication de niveau de contenu sont conçues pour un public général.

Session Detail | Monday, 2:30-3:30 p.m.

Session Title	Meeting Room
A01-1 Detecting and Combating Fraud in Benefit and Pension Plans Jeffrey C. Baldwin, B.B.A. (Hons.), CEBS, CPA, CA , BPA Financial Group Repeated Tuesday, 2:30-3:30 p.m. in Room 211	Room 118-120
C03 From 60 Minutes to TikTok Yves Boisvert, La Presse Martine St-Victor , Edelman Montréal <i>Cette session sera offerte en français mardi matin.</i>	Room 211
F02-1 Running Your Board and Committee Meetings Effectively Mike F. Neheli , Manion Wilkins & Associates Ltd. Bob Romphf , Manitoba Nurses Union Repeated Tuesday, 3:45-4:45 p.m. in Room 217-219	Room 212-214
F04 Two Hats or More Sunglasses? Trustees' Multiple Roles While on a Board Level Chan , Stewart McKelvey	Room 110
FR05 Comment l'investissement en prêt hypothécaire peut améliorer la performance du portefeuille? Michaël Beaupré, CFA , Institutional Mortgage Capital (IMC)	Salle 205-207
G02 Equity, Diversity, Inclusion and Investments: What Approaches Work in Indigenous Contexts? Alexandre Bacon , Ashukan Institute <i>Cette session sera offerte en français mercredi matin.</i>	Room 114-115
H03 Beyond Burnout: The Overlooked Health Factor Driving Attrition and Cost Sasha Lipskaia, M.A., ICF, MHC, PN-L1 , sanoLiving <i>Cette session sera offerte en français mardi après-midi.</i>	Room 301-305
I02 Basics in Financial Performance Benchmarking Michelle Richardson, CFA , Convyta Partners LP	Room 220-222
L02 Legal/Legislative Update—Central Canada Mark Zigler , Koskie Minsky LLP	Room 202-204
P03 New CAPSA Guideline No. 3 Includes You! Janice L. Holman, CFA, CFP , Eckler Ltd.	Room 217-219

Scan your badge to
validate your attendance.



Scannez votre badge pour
confirmer votre présence.

Governance/Fid. Responsibility	Health and Wellness	Pensions/Retirement Security	Legal/Legislative
Investments	Administration	Communication	Apprenticeship and Training
Public Plans	General Topics	Volet francophone	

Remember to have your badge scanned and turn in your Continuing Education Attendance Form when leaving a session.

Session Detail | Monday, 3:45-4:45 p.m.

	Session Title	Meeting Room
C01-2 ■ □ □	Shift Happens: Mastering Communication for Meaningful Organizational Change Mary Budgett , Gallagher Christopher Lee , Gallagher	Room 211
F01-2 ■ ■ ■	Evolving Accounting and Auditing Standards for Pensions and Other Employee Benefit Plans David M. Veld, CPA, CA , BDO Canada LLP	Room 301-305
FR06	Derrière la brèche : Comment les cybercriminels exploitent les systèmes de pension et d'avantages sociaux Johan Maccès, CPA, CA , BDO Canada s.r.l. / LLP Bertrand Milot, CCISO, CDPSE, CISM, CRISC, SCCISP , Bradley & Rollins—Cyberdéfense	Salle 205-207
H01-2 ■ ■ ■	Managing Specialty, PLAs and Other High-Cost Drugs Anar Dossa, Pharm.D., B.Sc.Pharm., CDE , Pacific Blue Cross	Room 118-120
I10 ■ □ □	Do Alternatives Fit in a Defined Contribution Plan? Zaheed Jiواني, CFA , T. Rowe Price (Canada), Inc.	Room 212-214
I12-2 ■ ■ ■	Alternative Investments Risks for DB Plans Ross B. Dunlop, CFA, FCIA, FSA , Ellement Consulting Group George P. Dzuro, J.D. , Koskie Minsky LLP Kevin Reid, CFA , Fengate Asset Management	Room 110
L03 ■ ■ ■	Legal/Legislative Update—Western Canada Lisa C. Chamzuk , Lawson Lundell LLP	Room 220-222
P05 ■ □ □	What Is a Pension Plan Actuarial Valuation? Stuart Morgan, Ph.D., FCIA, FIA, ICD.D , BC Public Service Pension Board of Trustees and BC Teachers' Pension Board of Trustees Euan Reid, FCIA, FIA , Eckler Ltd.	Room 202-204
PE01-2 ■ □ □	Unlocking Benefits Value Through Member Surveys: The OSSTF ELHT's Journey to Listen and Learn Donna Morrison, CEBS, MTMS , Ontario Secondary School Teachers Federation (OSSTF) Benefits Valerie Travis , Bespoke Benefit Solutions	Room 217-219
T01-2 ■ □ □	Suicide Postvention in the Construction Industry John S. Gaal, Ed.D., CPS, CWP, CHW-C, LAP-C , Missouri AFL-CIO	Room 114-115

Program Content



Basic session



Advanced session

Sessions with no indication of content level are designed for general audiences.
Les sessions sans indication de niveau de contenu sont conçues pour un public général.

Tuesday Full Session Schedule

KEYNOTE AND FEATURED SESSIONS

TUESDAY, NOVEMBER 25

8:00-9:00 a.m. KEYNOTE SESSION:
Mindfulness for Trustees
Ballroom AB

9:15-10:30 a.m. FEATURED SESSION:
Beyond Savings: Crafting a Sustainable Retirement Income Experience
Ballroom AB

10:45-11:45 a.m. FEATURED SESSION:
Trump, Tariffs and Canada
Ballroom AB

11:45 a.m.-1:15 p.m.—Lunch Break

	Governance/ Fiduciary Responsibility	Health and Wellness/ Group Benefits	Pensions/ Retirement Security	Investments
1:15-2:15 p.m.		H02-1 The Pros and Cons of Covering GLP-1 Drugs Room 301-305 H07-1 Data-Driven Benefits: Turning Group Plan Data Into Smarter Decisions Room 202-204	P01-1 Evolving Risks in Your Pension Plan Room 220-222 P02-1 Executing Pension Improvements Room 212-214	I06-1 Private Equity Evolution: What Investors Need to Know Room 217-219 I09-1 The Dos and Don'ts of Real Estate Development Room 110

KEYNOTE AND FEATURED SESSIONS

Volet francophone

TUESDAY, NOVEMBER 25

KEYNOTE SESSION:

Mindfulness for Trustees

Ballroom AB

FR11

Réinventer la retraite : au-delà de l'épargne, vers un revenu durable
Salle 205-207

FEATURED SESSION:

Beyond Savings: Crafting a Sustainable Retirement Income Experience

Ballroom AB

FR08

Perspectives économiques 2026
Salle 205-207

FEATURED SESSION:

Trump, Tariffs and Canada

Ballroom AB

FR01

De 60 Minutes à TikTok
Salle 205-207

Lunch Break

Administration	Communication	Apprenticeship, Training and Education	Public Plans	Volet francophone
A02 Behind the Breach: How Cybercriminals Exploit Pension and Benefits Systems Room 118-120	C02-1 Navigating Conversations About Mental Health in the Workplace Room 211	T02-1 Practical Approaches to Apprentice Success and Retention Room 114-115		FR10 Innovation en obligations de société Salle 205-207

Tuesday Full Session Schedule

	Governance/ Fiduciary Responsibility	Health and Wellness/ Group Benefits	Pensions/ Retirement Security	Investments
TUESDAY, NOVEMBER 25				
2:30-3:30 p.m.	F03-1 Succession Planning: Attracting and Preparing New Trustees Room 202-204	H04-1 The Hidden Driver of Chronic Illness in Women Room 301-305 H05-1 Early Action, Lasting Savings: Smarter Disability Management Room 212-214	P04 Mr. Net Room 118-120	I04 Can Mortgages Improve Portfolio Performance? Room 110 I05 The Role of Energy Transition in the Battle Against Climate Change Room 114-115 I11-1 Emerging Markets: Risks, Rewards and Roadmaps Room 220-222
3:45-4:45 p.m.	F02-2 Running Your Board and Committee Meetings Effectively Room 217-219	H06 Harnessing Digital Wellness for a Healthier Workforce Room 118-120 H07-2 Data-Driven Benefits: Turning Group Plan Data Into Smarter Decisions Room 220-222	P06 Is It Time to Develop Your Funding Policy? Room 212-214	I07-2 The AI Time Warp: Capital Markets in Hyperdrive Room 211 I08-1 Deep Dive on Inflation Room 301-305 I09-2 The Dos and Don'ts of Real Estate Development Room 110



Recharge at the Relaxation Station

Free five-minute chair massages are available Monday and Tuesday from 9:00 a.m. to 4:00 p.m., located near Canada Connect.

Des stations de recharge pour des recharges gratuites de cinq minutes sont disponibles près de Canada Connect les lundis et mardis de 9 h à 16 h.

Administration	Communication	Apprenticeship, Training and Education	Public Plans	Volet francophone
TUESDAY, NOVEMBER 25				
A01-2 Detecting and Combating Fraud in Benefit and Pension Plans Room 211		PE02-1 Protecting Your Defined Benefit Plan Room 217-219		FR07 Médicaments coûteux pour maladies rares : enjeux et stratégies Salle 205-207
		T02-2 Practical Approaches to Apprentice Success and Retention Room 202-204		FR12 Au-delà de l'épuisement professionnel : le facteur de santé négligé qui alimente l'attrition et augmente les coûts Salle 205-207

Conference Handouts

Handouts are available for download now through Monday, January 26, 2026.

www.ifebp.org/2525handouts

Les documents de sessions seront disponibles en ligne pour téléchargement jusqu'au lundi 26 janvier 2026 à l'adresse

www.ifebp.org/2525handouts



Session Detail | Tuesday, 8:00-9:00 a.m.

Session Title	Meeting Room
 Tuesday Morning Keynote Mindfulness for Trustees Tamara Levitt	Ballroom AB
FR11 Réinventer la retraite : au-delà de l'épargne, vers un revenu durable Danny Martin, FICA, FSA, Eckler Itee	Salle 205-207

Session Detail | Tuesday, 9:15-10:30 a.m.

Session Title	Meeting Room
MP03 FEATURED SESSION Beyond Savings: Crafting a Sustainable Retirement Income Experience Janice L. Holman, CFA, CFP, Eckler Ltd. Jessica Sclafani, CAIA, T. Rowe Price, Inc.	Ballroom AB
FR08 Perspectives économiques 2026 Yanick Desnoyers, Addenda Capital	Salle 205-207

Session Detail | Tuesday, 10:45-11:45 a.m.

Session Title	Meeting Room
MP04 FEATURED SESSION Trump, Tariffs and Canada Ian Lee, Ph.D., Sprott School of Business, Carleton University	Ballroom AB
FR01 De 60 Minutes à TikTok Yves Boisvert, La Presse Martine St-Victor, Edelman Montréal	Salle 205-207

Governance/Fid. Responsibility	Health and Wellness	Pensions/Retirement Security	Legal/Legislative
Investments	Administration	Communication	Apprenticeship and Training
Public Plans	General Topics	Volet francophone	

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Session Detail | Tuesday, 1:15-2:15 p.m.

	Session Title	Meeting Room
A02 ■ ■ ■	Behind the Breach: How Cybercriminals Exploit Pension and Benefits Systems Johan Maccès, CPA, CA , BDO Canada LLP Bertrand Milot, CCISO, CDPSE, CISM, CRISC, SCCISP , Bradley & Rollins—Cyberdefense <i>Cette session sera offerte en français lundi après-midi.</i>	Room 118-120
C02-1 ■ □ □	Navigating Conversations About Mental Health in the Workplace Christina M. Fuda, M.A. , The Mental Health Consultants Repeated Wednesday, 8:00-9:00 a.m. in Room 301-305	Room 211
FR10	Innovation en obligations de société Karin Sullivan, CFA , Trans-Canada Capital Inc.	Salle 205-207
H02-1 ■ □ □	The Pros and Cons of Covering GLP-1 Drugs Barbara A. Martinez , Canada Life Repeated Wednesday, 8:00-9:00 a.m. in Room 211	Room 301-305
H07-1 ■ ■ ■	Data-Driven Benefits: Turning Group Plan Data Into Smarter Decisions Jimmy Dang, CEBS, FCIA, FSA , HUB International Limited Jason L. Urquhart, P.Eng. , HUB International Limited Repeated Tuesday, 3:45-4:45 p.m. in Room 220-222	Room 202-204
I06-1 ■ ■ ■	Private Equity Evolution: What Investors Need to Know Tori Buffery , Neuberger Berman Repeated Wednesday, 8:00-9:00 a.m. in Room 220-222	Room 217-219
I09-1 ■ □ □	The Dos and Don'ts of Real Estate Development Kathy Black , Fiera Real Estate Repeated Tuesday, 3:45-4:45 p.m. in Room 110	Room 110
P01-1 ■ □ □	Evolving Risks in Your Pension Plan Nisha Singh, FCIA, FSA , PBI Actuarial Consultants Ltd. Repeated Wednesday, 9:15-10:15 a.m. in Room 212-214	Room 220-222
P02-1 ■ □ □	Executing Pension Improvements Jason Vary, FCIA, FSA , Actuarial Solutions Inc. Repeated Wednesday, 9:15-10:15 a.m. in Room 110	Room 212-214
T02-1 ■ □ □	Practical Approaches to Apprentice Success and Retention j'Amey Bevan, M.A., RSE , Boilermakers' National Training Trust Fund Repeated Tuesday, 3:45-4:45 p.m. in Room 202-204	Room 114-115

Program Content



Basic session



Advanced session

Sessions with no indication of content level are designed for general audiences.
Les sessions sans indication de niveau de contenu sont conçues pour un public général.

Session Detail | Tuesday, 2:30-3:30 p.m.

	Session Title	Meeting Room
A01-2 	Detecting and Combating Fraud in Benefit and Pension Plans Jeffrey C. Baldwin, B.B.A. (Hons.), CEBS, CPA, CA , BPA Financial Group	Room 211
F03-1 	Succession Planning: Attracting and Preparing New Trustees Chris A. Camp, CEBS, MTMS , Halifax Professional Firefighters Benefits Trust Alana G. Shearer-Kleefeld, GBA, MTMS , 3sHealth Repeated Wednesday, 8:00-9:00 a.m. in Room 202-204	Room 202-204
FR07	Médicaments coûteux pour maladies rares : enjeux et strategies Gabrielle Côté , Beneva	Salle 205-207
H04-1 	The Hidden Driver of Chronic Illness in Women Angela Johnson , sanoLiving Repeated Wednesday, 9:15-10:15 a.m. in Room 220-222	Room 301-305
H05-1 	Early Action, Lasting Savings: Smarter Disability Management Lisa Paterson, CDMP , Disability Management Institute (DMI) <i>Cette session sera offerte en français lundi matin.</i> Repeated Wednesday, 9:15-10:15 a.m. in Room 211	Room 212-214
I04 	Can Mortgages Improve Portfolio Performance? Michaël Beaupré, CFA , Institutional Mortgage Capital (IMC) Bob Fitzpatrick , Institutional Mortgage Capital (IMC) <i>Cette session sera offerte en français lundi après-midi.</i>	Room 110
I05 	The Role of Energy Transition in the Battle Against Climate Change Kaitlin Blainey, CPA, CA , Connor, Clark & Lunn Infrastructure Peter Muldowney , Connor, Clark & Lunn Financial Group	Room 114-115
I11-1 	Emerging Markets: Risks, Rewards and Roadmaps Dylan Rae, CFA , PH&N Institutional Repeated Wednesday, 9:15-10:15 a.m. in Room 301-305	Room 220-222
P04 	Mr. Net Marc-André Vinson, ACIA, ASA , SAI Actuarial Services <i>Cette session sera offerte en français lundi après-midi.</i>	Room 118-120
PE02-1 	Protecting Your Defined Benefit Plan Mark Janson , Canadian Union of Public Employees (CUPE) Repeated Wednesday, 9:15-10:15 a.m. in Room 217-219	Room 217-219

Governance/Fid. Responsibility	Health and Wellness	Pensions/Retirement Security	Legal/Legislative
Investments	Administration	Communication	Apprenticeship and Training
Public Plans	General Topics	Volet francophone	

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Session Detail | Tuesday, 3:45-4:45 p.m.

	Session Title	Meeting Room
F02-2 ■ □ □	Running Your Board and Committee Meetings Effectively Mike F. Neheli , Manion Wilkins & Associates Ltd. Bob Romphf , Manitoba Nurses Union	Room 217-219
FR12	Au-delà de l'épuisement professionnel : le facteur de santé négligé qui alimente l'attrition et augmente les coûts Sasha Lipskaia, M.A., ICF Acc, PHC , sanoLiving	Salle 205-207
H06 ■ □ □	Harnessing Digital Wellness for a Healthier Workforce Avinash D. Maniram, M.Sc. , PBI Actuarial Consultants Ltd.	Room 118-120
H07-2 ■ ■ ■	Data-Driven Benefits: Turning Group Plan Data Into Smarter Decisions Jimmy Dang, CEBS, FCIA, FSA , HUB International Limited Jason L. Urquhart, P.Eng. , HUB International Limited	Room 220-222
I07-2 ■ ■ ■	The AI Time Warp: Capital Markets in Hyperdrive Mark S. Yamada , PUR Investing Inc.	Room 211
I08-1 ■ ■ ■	Deep Dive on Inflation Carolyn Kwan, CFA , Connor, Clark & Lunn Investment Management Repeated Wednesday, 8:00-9:00 a.m. in Room 212-214	Room 301-305
I09-2 ■ □ □	The Dos and Don'ts of Real Estate Development Kathy Black , Fiera Real Estate	Room 110
P06 ■ □ □	Is It Time to Develop Your Funding Policy? Stuart Morgan, Ph.D., FCIA, FIA, ICD.D , BC Public Service Pension Board of Trustees and BC Teachers' Pension Board of Trustees Euan Reid, FCIA, FIA , Eckler Ltd.	Room 212-214
T02-2 ■ □ □	Practical Approaches to Apprentice Success and Retention j'Amey Bevan, M.A., RSE , Boilermakers' National Training Trust Fund	Room 202-204

Conference Handouts

Handouts are available for download now through Monday, January 26, 2026.

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Program Content



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Wednesday Full Session Schedule

	Governance/ Fiduciary Responsibility	Health and Wellness/ Group Benefits	Pensions/ Retirement Security	Investments	Administration
WEDNESDAY, NOVEMBER 26					
8:00-9:00 a.m.	F03-2 Succession Planning: Attracting and Preparing New Trustees Room 202-204	H02-2 The Pros and Cons of Covering GLP-1 Drugs Room 211		I06-2 Private Equity Evolution: What Investors Need to Know Room 220-222 I08-2 Deep Dive on Inflation Room 212-214	
9:15-10:15 a.m.		H04-2 The Hidden Driver of Chronic Illness in Women Room 220-222 H05-2 Early Action, Lasting Savings: Smarter Disability Management Room 211	P01-2 Evolving Risks in Your Pension Plan Room 212-214 P02-2 Executing Pension Improvements Room 110	I03 Innovation in Corporate Bonds Room 202-204 I11-2 Emerging Markets: Risks, Rewards and Roadmaps Room 301-305	
10:30-11:30 a.m.	CLOSING KEYNOTE: What Brought You Here Won't Take You There Ballroom AB				

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Communication	Public Plans	General Topics	Volet francophone
WEDNESDAY, NOVEMBER 26			
C02-2 Navigating Conversations About Mental Health in the Workplace Room 301-305		G01 Maximizing Your Membership: Foundation Resources and Roundtables Room 217-219	FR09 Équité, diversité, inclusion et investissements : quelles approches en contexte autochtones? Salle 205-207
	PE02-2 Protecting Your Defined Benefit Plan Room 217-219		FR14 Devoir fiduciaire et son exercice en période d'incertitude : Comment être un bon fiduciaire et garder le cap Salle 205-207

CLOSING KEYNOTE: What Brought You Here Won't Take You There
Ballroom AB

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Nous prenons vos commentaires au sérieux et les utilisons pour organiser nos futurs événements.

Session Detail | Wednesday, 8:00-9:00 a.m.

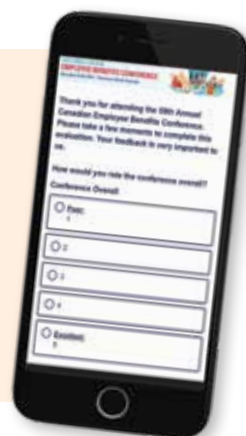
	Session Title	Meeting Room
C02-2 ■ □ □	Navigating Conversations About Mental Health in the Workplace Christina M. Fuda, M.A. , The Mental Health Consultants	Room 301-305
F03-2 ■ □ □	Succession Planning: Attracting and Preparing New Trustees Chris A. Camp, CEBS, MTMS , Halifax Professional Firefighters Benefits Trust Alana G. Shearer-Kleefeld, GBA, MTMS , 3sHealth	Room 202-204
FR09	Équité, diversité, inclusion et investissements : quelles approches en contexte autochtones? Alexandre Bacon , Institut Ashukan	Salle 205-207
G01 ■ □ □	Maximizing Your Membership: Foundation Resources and Roundtables Carey R. Wooton, CEBS, CEBS Compliant , International Foundation of Employee Benefit Plans Bryan W. Zoran, CEBS , International Foundation of Employee Benefit Plans	Room 217-219
H02-2 ■ □ □	The Pros and Cons of Covering GLP-1 Drugs Barbara A. Martinez , Canada Life	Room 211
I06-2 ■ ■ ■	Private Equity Evolution: What Investors Need to Know Tori Buffery , Neuberger Berman	Room 220-222
I08-2 ■ ■ ■	Deep Dive on Inflation Carolyn Kwan, CFA , Connor, Clark & Lunn Investment Management	Room 212-214

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Governance/Fid. Responsibility	Health and Wellness	Pensions/Retirement Security	Legal/Legislative
Investments	Administration	Communication	Apprenticeship and Training
Public Plans	General Topics	Volet francophone	

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Session Detail | Wednesday, 9:15-10:15 a.m.

	Session Title	Meeting Room
FR14	Devoir fiduciaire et son exercice en période d'incertitude : Comment être un bon fiduciaire et garder le cap Cristelle Sary, LL.B. , Messier Sary & Consultants	Salle 205-207
H04-2 ■ □ □	The Hidden Driver of Chronic Illness in Women Angela Johnson , sanoLiving	Room 220-222
H05-2 ■ □ □	Early Action, Lasting Savings: Smarter Disability Management Lisa Paterson, CDMP , Disability Management Institute (DMI) <i>Cette session sera offerte en français lundi matin.</i>	Room 211
I03 ■ ■ ■	Innovation in Corporate Bonds Karin Sullivan, CFA , Trans-Canada Capital Inc. <i>Cette session sera offerte en français mardi après-midi.</i>	Room 202-204
I11-2 ■ ■ ■	Emerging Markets: Risks, Rewards and Roadmaps Dylan Rae, CFA , PH&N Institutional	Room 301-305
P01-2 ■ □ □	Evolving Risks in Your Pension Plan Nisha Singh, FCIA, FSA , PBI Actuarial Consultants Ltd.	Room 212-214
P02-2 ■ □ □	Executing Pension Improvements Jason Vary, FCIA, FSA , Actuarial Solutions Inc.	Room 110
PE02-2 ■ ■ ■	Protecting Your Defined Benefit Plan Mark Janson , Canadian Union of Public Employees (CUPE)	Room 217-219

Session Detail | Wednesday, 10:30-11:30 a.m.

	Session Title	Meeting Room
	Wednesday Closing Keynote What Brought You Here Won't Take You There Alika Lafontaine, M.D., FRCPC	Ballroom AB

Program Content



Basic session



Advanced session

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Sessions en français

	Titre de la session	Heure et salle
lundi	FR02 Action précoce, économies durables : une gestion plus intelligente des invalidités Stéphanie Clément, M.Éd. , Disability Management Institute (DMI)	9 h 30 à 10 h 30 <i>Salle 205-207</i>
	FR03 Développements légaux récents – Québec, Fédéral et ailleurs au Canada Sonia Massicotte, LL.B. , PBI Conseillers en actuariat ltée Cristelle Sary, LL.B. , Messier Sary & Consultants	10 h 45 à 11 h 45 <i>Salle 205-207</i>
	FR04 Monsieur Net Marc-André Vinson, AICA, ASA , Services actuariels SAI	13 h 15 à 14 h 15 <i>Salle 205-207</i>
	FR05 Comment l'investissement en prêt hypothécaire peut améliorer la performance du portefeuille? Michaël Beaupré, CFA , Institutional Mortgage Capital (IMC)	14 h 30 à 15 h 30 <i>Salle 205-207</i>
	FR06 Derrière la brèche : Comment les cybercriminels exploitent les systèmes de pension et d'avantages sociaux Johan Maccès, CPA, CA , BDO Canada s.r.l. / LLP Bertrand Milot, CCISO, CDPSE, CISM, CRISC, SCCISP , Bradley & Rollins—Cyberdéfense	15 h 45 à 16 h 45 <i>Salle 205-207</i>

Sessions en français

	Titre de la session	Heure et salle
mardi	FR11 Réinventer la retraite : au-delà de l'épargne, vers un revenu durable Danny Martin, FICA, FSA , Eckler ltee	8 h 00 à 9 h 00 <i>Salle 205-207</i>
	FR08 Perspectives économiques 2026 Yanick Desnoyers , Addenda Capital	9 h 15 à 10 h 30 <i>Salle 205-207</i>
	FR01 De 60 Minutes à TikTok Yves Boisvert , <i>La Presse</i> Martine St-Victor , Edelman Montréal	10 h 45 à 11 h 45 <i>Room 205-207</i>
	FR10 Innovation en obligations de société Karin Sullivan, CFA , Trans-Canada Capital inc.	13 h 15 à 14 h 15 <i>Salle 205-207</i>
	FR07 Médicaments coûteux pour maladies rares : enjeux et stratégies Gabrielle Côté , Beneva	14 h 30 à 15 h 30 <i>Salle 205-207</i>
	FR12 Au-delà de l'épuisement professionnel : le facteur de santé négligé qui alimente l'attrition et augmente les coûts Sasha Lipskaia, M.A., ICF Acc, PHC , sanoLiving	15 h 45 à 16 h 45 <i>Salle 205-207</i>
mercredi	FR09 Équité, diversité, inclusion et investissements : quelles approches en contexte autochtones? Alexandre Bacon , Institut Ashukan	8 h 00 à 9 h 00 <i>Salle 205-207</i>
	FR14 Devoir fiduciaire et son exercice en période d'incertitude : Comment être un bon fiduciaire et garder le cap Cristelle Sary, LL.B. , Messier Sary & Consultants	9 h 15 à 10 h 15 <i>Salle 205-207</i>

Future Locations

Annual Canadian Employee Benefits Conference



Halifax, Nova Scotia
August 30-September 2, 2026



Nassau, The Bahamas
November 7-10, 2027

Canadian Health and Wellness Innovations Conference



Nassau, The Bahamas
February 23-25, 2026

Séminaire sur la gestion des caisses de retraite



Montréal, Québec
7 mai 2026

Canadian Investment Institute



Nassau, The Bahamas
November 9-11, 2026



Halifax, Nova Scotia
August 9-11, 2027

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