



The MEARIE Conference



The Kaleidoscope of Change...

Conference Program

June 26-28, 2012 at the
JW Marriott, The Rosseau,
Muskoka, Minett, Ontario

www.mearie.ca

Mobile app: <http://apps.ebterthcorp.com/mearie-2012>

 #mearieconf

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BENEFIT



CONSULTING

Celebrating our 20th Anniversary

For 20 years, Comprehensive Benefit Solutions and The MEARIE Group have been working together. As the most experienced benefit consulting firm in the Ontario LDC sector, we will work with you to solve your unique challenges.

Please visit our website at www.compben.com for more information.



**Exclusive Employee Benefit Consulting
Partner of The MEARIE Group**

The MEARIE Conference

Welcome!

We are pleased you are joining us and sharing in MEARIE's 25th anniversary celebrations at The 1st Annual MEARIE Conference.

Over the next three days, we are delighted to host presenters who are accredited Risk Management and Human Resource professionals as well as subject matter and business experts. We hope the environment inspires some meaningful networking opportunities mixed with some pleasurable leisure activities.

This year we are exploring the kaleidoscope of change within our organizations. Our workplaces are continually shifting and creating ever-changing patterns and issues that require all of us to respond and act. The conference will provide tools and information for you to utilize and become more effective and efficient in your workplace.

Thank you for attending this inaugural conference.

We hope your time spent with us will be a rich and rewarding experience.

Sincerely,

C. C. (Charlie) Macaluso



President and Chief Executive Officer



THE ROSSEAU
A JW MARRIOTT
RESORT & SPA

Risk Management Schedule	Human Resources Schedule
Location: Port Carling Room <i>Pre-conference Workshop with Breakfast</i> WILL DAVIDSON 8:30 AM - 12:30 PM Cyber Risk: Privacy and Data Security Risk Management Speaker: Brian McGinley, Senior Vice President, Data Risk Management, Identity Theft 911 LLC, Presented by RIMS (Risk and Insurance Management Society)	Location: Port Carling Room <i>Pre-conference Workshop with Breakfast</i> 8:30 AM - 12:30 PM The Role and Future of HR: The CEO's Perspective Speaker: Susan Robinson, Principal, Solutions Development, Knightsbridge Leadership Solutions
Registration Opens at 12:00 PM	Location: Convention Foyer
Lunch : 12:00 PM - 1:30 PM	Location: Cottages Restaurant
Leisure Time : 1:30 PM - 2:00 PM	
Conference Opening Kickoff : 2:00 PM - 2:15 PM	Location: Rosseau Ballroom
Keynote Address : 2:15 PM - 3:30 PM Keynote Speaker: Dr. Brian Little - The Science of Personality: Another Twist of the Kaleidoscope	
Break : 3:30 PM - 3:45 PM	
Location: Port Carling Room Protecting OMERS Real Estate Assets 3:45 PM - 4:30 PM Speaker: Ed Martingano, Director of Risk Management, Oxford Properties Group	Location: Rosseau Ballroom Legislative Update 3:45 PM - 4:30 PM Speaker: John West, Managing Partner, Toronto Office, Senior Partner, Norton Rose Canada LLP
Financial Risk Management 4:30 PM - 5:15 PM Speaker: Tim Murray, Managing Director, Corporate Banking, RBC Capital Markets, Royal Bank of Canada	Developing the Strategic HR Plan 4:30 PM - 5:15 PM Moderator: Lyne Parent-Garvey, Chief Human Resources Officer, Hydro Ottawa Holdings Inc. Panelist: Barb Gray, Vice President, Human Resources and Organizational Effectiveness, PowerStream Inc. Panelist: Brenda Schacht, Vice President, Human Resources, Horizon Utilities Corporation Panelist: Nicole Mailloux, Vice President, Human Resources, Guelph Hydro Electric Systems
Leisure Time : 5:15 PM - 6:00 PM	
Reception : 6:00 PM - 6:45 PM	Location: The Living Room
Dinner : 6:45 PM - 8:30 PM	Location: Rosseau Ballroom
Post Dinner Keynote Speaker : The Ultimate Ending to the Day 8:30 PM - 9:15 PM	Location: Rosseau Ballroom
Entertainment / Hospitality Suite : 9:15 PM - 12:00 AM Entertainment Provided by : Master Magician "The Amazing René"	Location: Port Carling





Registration/Breakfast : 7:00 AM - 8:30 AM	
Risk Management Schedule	Human Resources Schedule
<p>Location: Rosseau Ballroom <i>Opening Remarks : Risk Management</i> 8:30 AM – 8:35 AM</p> <p>Solar Storms: Protecting Against the Sun’s ‘Dark Side’ 8:35 AM – 9:20 AM</p> <p>Speaker: Joy Rohde, Director of Market Strategy, Atmospheric and Environmental Research, Inc.</p>	<p>Location: Port Carling Room <i>Opening Remarks : Human Resources</i> 8:30 AM – 8:35 AM</p> <p>Arbitration – Recent Decisions/ Updates - Including Bill 168 8:35 AM - 9:20 AM</p> <p>Speaker: Richard Charney, Global Practice Leader – Employment and Labour, Senior Partner, Norton Rose Canada LLP</p>
<p>Exploring Risk Appetite and Tolerance 9:20 AM – 10:10 AM</p> <p>Speaker: Joanna Makomaski, President, V3 Advisory Group</p>	<p>Energizing Powerful Performers Through Persuasive Brand Communications 9:20 AM – 10:10 AM</p> <p>Speaker: Stuart Lewis, President and CEO, 5th business</p>
Break : 10:10 AM - 10:20 AM	
<p>Location: Rosseau Ballroom Privacy: A Focus on the Value Exchange 10:20 AM – 11:05 AM</p> <p>Speaker: Mitchell Merowitz, Vice President, Corporate Affairs, Chief Privacy Officer, LoyaltyOne/AIR MILES Reward Program</p>	<p>Location: Port Carling Room Group Benefits Trends 10:20 AM – 11:05 AM</p> <p>Speaker: Diana O’Reilly, Vice President, Comprehensive Benefit Solutions Limited</p>
<p>Communications in a Crisis 11:05 AM – 11:50 AM</p> <p>Speaker:Carolynn Ioannoni, Director, Niagara Peninsula Energy Inc.</p>	<p>HR Metrics 11:05 AM – 11:50 AM</p> <p>Speaker: Ken Strom, Senior Consultant, The HAY Group</p>
<p>Location: Cottages Restaurant Lunch : Non-Golfers : 12:00 PM - 1:30 PM</p>	<p>Location: Convention Foyer Golfers : 12:00 PM - 12:30 PM (boxed lunch)</p>
<p>Golf Tournament - The Rock : 12:30 PM - 5:30 PM</p>	
<p>OR Group Activity - Nature Walk : 1:20 PM - 2:30 PM Meeting: Lobby</p>	
<p>Cocktail Reception : 6:00 PM - 7:00 PM Location: The Living Room / Rooftop Terrace</p>	
<p>Dinner - BBQ : 7:00 PM - 8:30 PM Location: Rooftop Terrace</p>	
<p>Entertainment : 8:30 PM - 11:00 PM Location: Rooftop Terrace</p>	
<p>Live band – ‘Arden and the Tourists’</p>	



Location: Rosseau Ballroom

PHILLIPS, HAGER & NORTH
Investment Management™

Breakfast : 7:00 AM - 8:40 AM

Opening Remarks : 8:40 AM - 8:45 AM

Keynote Address: An Overview of the US and Canadian Economies

8:45 AM - 9:45 AM

Speaker: Dan North, Chief Economist, Euler Hermes North America

Infusing Risk Management Into Your Organization - and the Culture of HR

9:45 AM - 10:30 AM

Speaker: Rob Quail, Director, Enterprise Risk Management, Hydro One Networks Inc.

Break : 10:30 AM - 10:45 AM



Current Liability Issues and Trends

10:45 AM - 11:45 AM

Closing Speaker: Daniel Cappe, Associate, Goodmans LLP

Closing Remarks and Draws : 11:45 AM - 12:00 PM

Boxed Lunch and Departure : 12:00 PM



**Welcomes all delegates to
The MEARIE Conference**






As a municipally-owned electric utility that strives for excellence in Risk Management and Human Resources, we are proud to sponsor the 2012 edition of The MEARIE Conference.

Please visit www.powerstream.ca for more information.

FOCUSED ON **EXCELLENCE**

Speaker & Session Abstracts

in order of appearance

-  Risk Management Sessions
-  Human Resources Sessions
-  Plenary Sessions

8:30 AM - 12:30 PM : Pre-conference Workshop with Breakfast - Risk Management

Cyber Risk: Privacy and Data Security Risk Management

Utilize proactive measures to ensure your organization is protected from cyber fraud and the risks of financial loss, reputational damage and regulatory intervention. This workshop provides tools to implement a compliance plan, ensure data privacy and mitigate damages should a breach occur.



Speaker: Brian McGinley, Senior Vice President, Data Risk Management, Identity Theft 911 LLC

With more than 27 years of experience in risk management, security, loss management and compliance within financial institutions, Brian McGinley has held senior positions at Wachovia Corporation and Citigroup. He was Chairman of the Board of the Financial Services Roundtable/BITS Identity Theft Assistance Center (ITAC) and has also served on many national bank industry committees and work groups including BAI, BITS, NACHA, and EFTA.

8:30 AM - 12:30 PM : Pre-conference Workshop with Breakfast – Human Resources

The Role and Future of HR: The CEO's Perspective

In this session Susan Robinson will review the findings of the report she recently conducted for HRPA (Human Resources Professional Association). During a series of one-on-one interviews with key Canadian CEOs, Susan explored their opinions about the role of the HR executive, what makes a great HR leader, the value the HR function adds and future management challenges. There will be a 45 minute presentation of the survey results and an opportunity to work with your peers in discussing the topics raised by the CEOs.



Speaker: Susan Robinson, Principal, Solutions Development, Knightsbridge Leadership Solutions

Susan Robinson is a seasoned human resources executive having held Vice President level positions at Xerox, Telus, Baxter Healthcare and Manulife Financial where she was the executive leader for the global human resources and corporate communications division. She has worked in Canada, U.S. and Europe and spent significant time in Asia during her 25 year career.

2:15 PM – 3:30 PM

Keynote Address: The Science of Personality: Another Twist of the Kaleidoscope

Recent research in personality science has shown that personality traits have a major impact on happiness, productivity, stress, health and even mortality. Dr. Brian Little draws on this research and will apply it to our daily lives. He will illustrate how traits explain differences in the need for stimulation in our jobs, the ways we make decisions, the style of communication we adopt and the decisions we make. We are not just the victims of the genetic lottery and our fixed traits. We enact “free traits”: nice people who act disagreeably to avert a crisis; neurotic individuals who fake “stability” because the situation demands it; true introverts who act as card-carrying extroverts. Such behavior can be hilarious, poignant and puzzling. But it can also be courageous and this new twist of our kaleidoscopic selves can transform us and our organizations.



Speaker: Dr. Brian Little, Award Winning Psychology Professor

Professor Brian Little has taught with distinction at Oxford, Carleton, McGill, and Harvard Universities and is currently a Distinguished Scholar in the Department of Social and Developmental Psychology at Cambridge University in the UK. His groundbreaking book, **Personal Project Pursuit**, was published in 2007 and has transformed the study of personality and organizations.

Speaker & Session Abstracts

3:45 PM – 4:30 PM

Protecting OMERS Real Estate Assets

Oxford's Canadian portfolio of properties represents more than 40 million square feet of office, retail, hotel, industrial, land and multi-residential assets in Canadian key markets across Canada – including TD Canada Trust Tower, Fairmont Banff Springs Hotel, Centennial Place and Yorkdale Shopping Centre. With all of this exposure, how do they control and manage the risks? Ed Martingano will share his risk management experience and discuss how Oxford manages their risk exposures and protects OMERS pension fund investments.



Speaker: Ed Martingano, Director of Risk Management, Oxford Properties Group

Ed Martingano is currently the Director of Risk Management for Oxford Properties Group, one of Canada's leading real estate companies. Prior to Oxford, he was the Risk Manager for the Eaton Group of companies. Ed is Past President of the Ontario Risk and Insurance Management Society and Chair of the Real Property Association of Canada Risk and Insurance Committee. He holds a Bachelor of Commerce degree from the University of Toronto.

3:45 PM – 4:30 PM

Legislative Update

John West will be giving an employment law update covering the following topics: just cause and reasonable notice update, social media in the workplace, discrimination and the unemployed, and overtime class action update.



Speaker: John West, Managing Partner, Toronto Office, Senior Partner, Norton Rose Canada LLP

John West exclusively practices employment and labour law. He advises and represents employers in both federal and provincial jurisdictions and regularly represents clients in connection with collective bargaining, union certification matters, labour board proceedings, grievance arbitration, wrongful dismissal claims, human rights issues, and occupational health and safety matters. John is the Managing Partner of Norton Rose's Toronto office and Past National Chair of Norton Rose's Canadian employment and labour law group.

4:30 PM – 5:15 PM

Financial Risk Management

Managing your organization's financial risk requires monitoring a variety of financial aspects from liquidity risk and under capitalization to equity-debt ratios and working capital ratios. This session will present views from an investment professional, discussing best practices for leveraging debt, managing capital and exploiting borrowing capacity.



Speaker: Tim Murray, Managing Director, Corporate Banking, RBC Capital Markets, Royal Bank of Canada

Tim Murray is a Managing Director in RBC Capital Markets' Corporate Banking Group and has responsibility for transaction execution, portfolio management and client relationship management for over 40 Canadian power utility, infrastructure and public sector credit relationships. Prior to joining Corporate Banking, Tim spent over five years in RBC's Group Risk Management Group, adjudicating credit requests and assessing risk associated with many of the utility and energy names that he currently covers. Tim holds a B.A. (Hons.) from the University of Western Ontario, LL.B from Queen's University and MBA from the University of Toronto. He is a member of the Law Society of Upper Canada and the Canadian and American Bar Associations.

Human Resources Panel Discussion

4:30 PM – 5:15 PM

Developing the Strategic HR Plan

The Human Resources Strategy is key in the achievement of an organization's mission, vision and overall strategic direction and objectives. In this session, you will learn how human resources leaders in our industry developed their human resources strategy – what approach did they take, who was engaged in the process, what factors or questions were considered – and you will gain more insight on the specific components and content of their human resources strategy.



Moderator: Lyne Parent-Garvey, Chief Human Resources Officer, Hydro Ottawa Holdings Inc.

Lyne Parent-Garvey is responsible for leading the development of strategic human resources programs and initiatives which include human resources services, labour relations, safety, environment and business continuity management. With over 20 years of experience in both human resources and labour relations she has held various management positions in the municipal, health care and not-for-profit sectors. Lyne holds a Master of Industrial Relations from Queens University, as well as a Bachelor of Public Administration from Carleton University.



Panelist: Barb Gray, Vice President, Human Resources and Organizational Effectiveness, PowerStream Inc.

Barb Gray is responsible for PowerStream's Human Resources, Organizational Effectiveness, Health, Safety and Environment, Internal Audit and Risk Management Departments. Prior to Barrie Hydro Distribution merging with PowerStream, Barb was the Vice-President Finance and Administration of Barrie Hydro Distribution Inc., Barrie Energy Services, Inc., and Barrie Hydro Holdings Inc. She has more than 22 years of experience in the electricity sector.



Panelist: Brenda Schacht, Vice President, Human Resources, Horizon Utilities Corporation

Brenda Schacht has extensive experience leading HR teams and managing all facets of human resources in both corporate and operations environments across multiple sectors in Canada, the U.S. and Europe, including media, technology, financial, energy, and manufacturing. She received her Honours B.A. in industrial/organizational psychology at the University of Western Ontario and her Master of Industrial Relations at the University of Toronto.



Panelist: Nicole Mailloux, Vice President, Human Resources, Guelph Hydro Electric Systems

Nicole Mailloux is a senior human resources professional with in-depth human resources, compensation and labour relations experience in the Ontario energy and electrical utility sector. She is a core member of the Electricity Distributors Association Human Resources Council and a member of the Guelph Local Immigration Partnership Leadership Council. She has been designated as Human Resources and Compensation Committee Certified (HRCCC) and is a Certified Human Resources Professional (CHRP). She also has an Honours Bachelor of Science from the University of Guelph.

Day Two June 27

Speaker & Session Abstracts

in order of appearance

8:35 AM – 9:20 AM

Solar Storms: Protecting Against the Sun's 'Dark Side'

Solar storms and resulting "space weather" – high-energy bursts of charged particles and plasma from the sun – can interact with our magnetic field and cause powerful geomagnetic storms with electrical surges. These can disable power grids, transformers and telecommunications. This session will consider the risks of solar storms and explore probabilities being discussed in the scientific community and related industries.



Speaker: Joy Rohde, Director of Marketing Strategy, Atmospheric and Environmental Research Inc.

Joy Rohde is the Director of Market Strategy for AER, Atmospheric and Environmental Research Inc., a Division of Verisk Analytics. She provides thought leadership in the area of weather and climate analytics to insurance, energy and other industries, and she helps to translate weather-related customer needs into cutting edge practical solutions that provide insight into future and past weather related events. Joy has a BS from the University of Cincinnati and MA from the University of Colorado.

8:35 AM – 9:20 AM

Arbitration – Recent Decisions/Updates Including Bill 168

With an overview of labour arbitration highlights over the past year, this session will explore how the Canadian Charter of Rights and Freedoms has impacted the unionized workplace, and developments over workplace health and safety issues. These include random drug and alcohol testing and the repercussions of Bill 168. Discipline issues, including arbitration remedies, will also be discussed. The developing area of privacy rights will be referenced, as well as how higher courts defer to the discretionary powers of labour arbitrators.



Speaker: Richard Charney, Global Practice Leader – Employment and Labour, Senior Partner, Norton Rose Canada LLP

Richard J. Charney LLB (Western) 1980, LLM (Cambridge) 1982, is a Toronto-based senior partner in the law firm of Norton Rose Canada LLP. Called to the Ontario Bar in 1983, he practises labour, employment and administrative law. He has been designated as a Certified Specialist in Labour Law. Richard is also an Adjunct Professor at the University of Toronto Faculty of Law.

9:20 AM – 10:10 AM

Exploring Risk Appetite & Tolerance

Every day organizations either freely or inadvertently accept large amounts of risk to ensure profitability. Having a clearly articulated and communicated risk position helps organizations gain deeper consciousness and alignment with daily decisions while respecting an understood appetite and tolerance for risk. This presentation will show how some organizations have approached this and provide practical guidance on how to present this topic to boards of directors and executive management.



Speaker: Joanna Makomaski, President, V3 Advisory Group

*Joanna Makomaski is an internationally recognized Enterprise Risk Management executive with experience in energy, healthcare, and sporting event sectors. Joanna was chosen as one the "100 most influential people in finance" in June 2007 by Treasury & Risk magazine. Joanna co-authored **ERM for Dummies**® an easy-to-read reference guide for implementing Enterprise Risk Management programs. Joanna is also an instructor for the Risk and Insurance Management Society, teaching risk management principles across North America, and is regular columnist for Risk and Insurance magazine.*

9:20 AM – 10:10 AM

Energizing Powerful Performers Through Persuasive Brand Communications

Harnessing the power of talent within your organization means attracting the right people to it in the first place. And then, it means engaging them around a brand promise that resonates, motivates and has them maximizing their performance to build trust with your customers. How can a few pieces of LEGO™ engage a national workforce around a common goal? How can a pair of flip-flops give employees renewed confidence in their job security after a round of corporate layoffs? How can one simple word be the common link for thousands of customers and 6,000 employees alike? You'll learn exactly how in this presentation.



Speaker: Stuart Lewis, President and CEO, 5th business

Stuart Lewis's business career has included progressive management roles in marketing, merchandising, enterprise development, general management in the sports and entertainment industry and with not-for-profits, including a national health charity and a university.

10:20 AM – 11:05 AM

Privacy: A Focus on the Value Exchange

Privacy is not a regulatory requirement; it's a matter of reputation. This session will delve into the concept of privacy and place in a business' value proposition. Your customers' willingness to cooperate and feel comfortable with the sharing of data is strengthened through the principles of a privacy policy built on business imperatives rather than regulation. By incorporating the tenets of a reasonable privacy and data protection policy into the value exchange between your business and your customers, the issues becomes less strained and more about consent and transparency.



Speaker: Mitchell Merowitz, Vice President, Corporate Affairs, Chief Privacy Officer, LoyaltyOne/AIR MILES Reward Program

As Vice President, Corporate Affairs, Mitchell Merowitz is responsible for the corporate reputation, global privacy practices, and regulatory and legislative affairs of LoyaltyOne/AIR MILES Reward Program. As Chief Privacy Officer, Mitchell also oversees the company's database governance and international consumer privacy and data protection policies. He is also a standing member of the Executive Critical Event Response Team for LoyaltyOne's parent company, Alliance Data.

10:20 AM – 11:05 AM

Group Benefits Trends

We understand it – but do we really get it? And more importantly, do we have a strategy in place to manage rapidly increasing benefit plan costs? With an aging workforce, the introduction of expensive drug therapies and continued cost shifting pressures on private healthcare plans, one thing is clear – doing nothing is not an option. This session will analyze current costs, identify key cost drivers, examine trends and provide practical solutions to help you put an action plan in place.



Speaker: Diana O'Reilly, Vice President, Comprehensive Benefit Solutions Limited

Diana O'Reilly is a Vice President and a managing partner with Comprehensive Benefit Solutions Limited – an employee benefit and retirement consulting firm. Diana provides advice to clients in the areas of carrier selection, plan design, financial experience, funding, trending, benchmarking, administration and communications. Diana has worked in the employee benefits field for more than 25 years.

11:05 AM – 11:50 AM

Communications in a Crisis

While emergency response plans must address natural disasters and accidents, most companies are more likely to experience labour disputes, fraudulent claims or criminal acts. Is your organization prepared to effectively handle a deluge of unwanted media calls and social media rumours about an internal situation that suddenly goes public? Gain techniques you can use to successfully communicate with the media, employees, and other stakeholders during a crisis and emerge from it with your reputation intact.



Speaker: Carolynn Ioannoni, Director, Niagara Peninsula Energy Inc.

Carolynn Ioannoni has been a member of Niagara Falls city council since 1998. She has sat on the board of directors for Niagara Falls Hydro, now Niagara Peninsula Energy Inc., since 2001, and holds the position of Vice Chair for Niagara Falls Holdco. Carolynn also owns her own business, C&C Niagara Security & Safety Inc. and is certified in Crime Prevention Through Environmental Design, Level 2 Advanced, and Institutional Property Protection.

11:05 AM – 11:50 AM

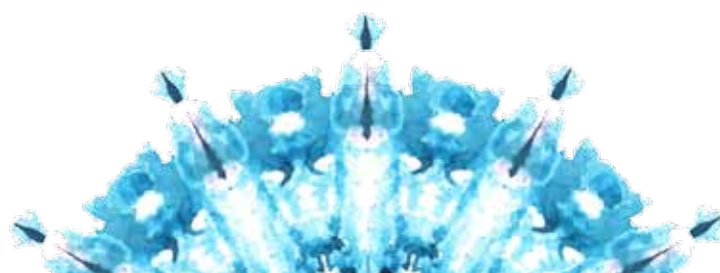
HR Metrics

The HR function has traditionally been viewed as overhead and is often on the firing line with executives looking for opportunities to cut costs. To demonstrate the value of the HR function, a credible set of performance standards and expectations is required. HR needs to establish performance objectives that directly link to the achievement of organizational strategic goals that can be measured and reported. This session will look at current trends and practices in measuring the effectiveness of HR functions in contributing to the success of their organizations.






Speaker: Ken Strom, Senior Consultant, The HAY Group

Ken Strom works with organizations to design and implement rewards systems and programs that attract, motivate and retain employees in support of the achievement of business strategies. Ken has been a human resources professional in both corporate and consulting environments for over 25 years. Ken holds both bachelor's and master's degrees in business administration from the Schulich School of Business at York University.



Speaker & Session Abstracts

in order of appearance

-  Risk Management Sessions
-  Human Resources Sessions
-  Plenary Sessions

8:45 AM – 9:45 AM

Keynote: An Overview of the US and Canadian Economies

The North American economy is still feeling the effects of the recession which ended in 2009. We'll look at what caused the recession, how those factors are affecting the economy now, the government responses, and what the future might hold in this time of unprecedented global economic upheaval.



Speaker: Dan North, Chief Economist, Euler Hermes North America

Dan North has been with Euler Hermes North America since 1996, using macroeconomic and quantitative analyses to help manage Euler's risk portfolio of more than \$150 billion in annual U.S. trade transactions. As an economist he has appeared on CNBC, Fox Business News, France 24, and Bloomberg Radio and Television. In 2010, he was ranked fourth on Bloomberg's list of the top 65 economic forecasters. Dan holds an MBA from the Wharton School of Business.

9:45 AM – 10:30 AM

Infusing Risk Management Into Your Organization – and the Culture of HR

This session will describe Hydro One's experience in applying enterprise risk management to human capital problems and in embedding risk management in overall corporate culture and management decision-making.



Speaker: Rob Quail, Director, Enterprise Risk Management, Hydro One Networks Inc.

Rob Quail has been involved in leading enterprise risk management efforts at Hydro One since 1999, and has led approximately 200 risk workshops and assessments. He has successfully applied ERM techniques including annual business and investment planning, major transformational, infrastructure, customer, and technology projects, acquisitions, partnerships, divestitures, downsizing, and outsourcing. Rob was a contributing author to the Wiley textbook, **Enterprise Risk Management: Today's Leading Research and Best Practices for Tomorrow's Executives**, and is guest lecturer for the Schulich Business School Masters Certificate Program on Business Performance and Risk Management. He is an Industrial Engineering graduate of the University of Toronto.

10:45 AM -11:45 AM

Current Liability Issues and Trends

This session will touch on a sampling of current legal highlights on topics such as expert evidence, the UK's experience with modifications to its feed-in tariff program, and expected modifications to Canadian privacy and anti-spam legislation. The focus will be on how these legal developments might impact your operations.



Speaker: Daniel Cappe, Associate, Goodmans LLP

Daniel Cappe is an Associate in the Litigation Group at Goodmans LLP. He has a broad-based practice with particular focus in the areas of intellectual property, corporate/commercial litigation and energy. Prior to attending law school at the University of Toronto, Daniel worked as a software designer in the high-tech industry. Daniel graduated from Queen's University with a B.Sc.H in Computing and Information Science, with a minor in Economics.

Recreation Activities

The MEARIE Conference

Golf Tournament

The MEARIE golf tournament will be held at The Rock golf course. This 6,640 yard par 71 championship course, designed by six-time PGA Champion Nick Faldo, draws on the amazing natural beauty of Muskoka's wilderness. It is a shotgun start with the 'best ball' format to ensure all golfers - from novice to expert - can enjoy their time on the greens and fairways.

Highlights of the tournament include:

- 8th hole is the MEARIE 25th anniversary hole. The first person to achieve a 'hole in one' will receive \$25,000!
- 5th hole is designated as the ladies 'closest to the pin'
- 11th hole is the men's 'closest to the pin'
- 9th hole will feature both the mens and ladies 'longest drive'
- 12th hole is the MEARIE Hospitality hole - Enjoy some refreshments and snacks

The golf foursomes will be posted in the lobby, near the registration area, on Wednesday morning.

Box lunches will be available at 12:00 pm.

Please leave your golf clubs in either your room or your car and bring them to the reception area on Wednesday, between 12:00 and 12:30 pm.



Nature Walk

The nature walk is sure to highlight the natural beauty of the resort grounds. A Walk Through Time will be a casual walk alongside The Rosseau's Naturalist who will divulge some of the diverse history of Muskoka. A Guided Nature Walk will also be a casual stroll around the property while the Rosseau's Naturalist discusses the native flora and fauna. Both pre-registered walks will take place on Wednesday afternoon. Delegates will meet in the lobby of the resort at 1:20 pm.





The MEARIE Conference

The MEARIE Group gratefully acknowledges our Sponsors for 2012

DIAMOND



Lakeside Reception & Dinner

TITANIUM



Golf Tournament

PLATINUM



Delegate Gift



Delegate Lunch, June 26th

Emerald



Delegate Lunch, June 27th



Delegate Breakfast, June 26th



Delegate Breakfast, June 27th



Delegate Breakfast, June 28th



Evening Entertainment

Opal



Delegate Badges Lanyard



Mobile App

Pearl



Networking Refreshment Break, June 26th



Networking Refreshment Break, June 27th



Networking Refreshment Break, June 28th

General



*Congratulations to
The MEARIE Group on 25 years of business.*

*We are proud to celebrate along side you during our
125th year as Canada's Trusted Insurance Company.*

THE DOMINION

*Canada's Trusted Insurance Company**

Celebrating 125 years

Insuring Canada's



thedominion.ca

*Our thanks to the HR Advisory Council who
contributed to the program design for the HR sessions*

***Jane Hale-McDonald**, Director, Human Resources, Cambridge & North Dumfries Hydro Inc.*

***Diana O'Reilly**, Vice President, Comprehensive Benefit Solutions Limited*

***Lyne Parent-Garvey**, Chief Human Resources Officer, Hydro Ottawa Holdings Inc.*

***Jennifer Smith**, Vice President, Corporate Relations, Burlington Hydro Inc.*

***Carolyn Windsor**, Human Resources Manager, PowerStream Inc.*



Celebrating

25 years

mearie.ca/mearie25



Thank you for joining us at **The MEARIE Conference!** Please enjoy the special 25th Anniversary celebratory activities throughout the conference. Twenty-five years ago, LDCs came together to form the Reciprocal Insurance Exchange. Today The MEARIE Group provides a broad range of offerings, specifically for the electricity industry – and **we wouldn't be doing this without your involvement, support and participation.**

Thank you for 25 years of success!