



The  
**MEARIE**  
Conference  
2015



**Conference Program**

June 24-26, 2015

**JW Marriott, The Rosseau Muskoka**

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# The MEARIE Conference 2015

## *Welcome to The MEARIE Conference!*

*We are pleased to have you join us at this annual event in beautiful Muskoka.*

*This year we are focused on the theme of Illumination – both a nod to the critical electricity infrastructure keeping the lights on in this province; as well as to the opportunities to learn and enhance understanding of a variety of topics featured at this event.*

*It is a time of enormous change in the sector which also makes it an excellent time to connect with peers and gain perspective on how others are adapting. This is the 26<sup>th</sup> occurrence of this conference, going back to the early beginnings of the Reciprocal. This conference continues to deliver sessions on inspiring leadership, emerging risk issues and leading HR trends.*

*I hope you take this time to soak in the relaxing atmosphere of our wonderful surroundings here in Muskoka, while also keeping pace with the busy schedule we have in store for the next two and a half days. May you take home some inspiring and memorable experiences as you connect, learn and engage at The MEARIE Conference. Thank you for attending – we look forward to our time with you.*

*Sincerely,*

*C.C. (Charlie) Macaluso  
President and Chief Executive Officer*



Wednesday, June 24

## Pre-Conference Workshop

8:00 AM

**Breakfast**

**Location:** Rosseau Ballroom, Salons 1/2

**WILL DAVIDSON** LLP

8:30 AM – 12:30 PM

**Pre-Conference Workshop – Rosseau Ballroom, Salons 1/2**

### **Leaders Building Leaders**

Building the most skilled and talented staff, from the Board of Directors through management and to the business unit level, is a continual challenge for any organization. And times have changed – no longer is this just the job of the HR department. Your organization succeeds when leaders at every level and in every department help to align the leadership and talent strategy with the overall business strategy. This workshop will provide the insights to ensure your organization is better aligned, enabled and engaged to deliver greater business results. Take ownership in the development of the next generation of leaders and talent in effort to sustain your business - this workshop will provide you with the practical tools.



### **Glem Dias, Program Director, Global Talent Centre, Schulich Executive Education Centre**

Glem Dias is an award-winning talent management practitioner with diverse industry experiences from investment banking, software, telecommunications, pharmaceuticals and retail. He has been in global roles within Fortune 500 companies managing the design and development of succession management, high potential leadership development, mentoring, action-learning and critical talent mobility programs.

10:30 AM – 10:45 AM

**Networking Break**

**Marjorie Richards & Associates Ltd.**

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## Welcome to The MEARIE Conference!

12:00 PM – 2:00 PM	<b>Conference Registration Opens in Convention Foyer</b> <b>Lunch</b> <b>Location:</b> Cottages Restaurant		
2:00 PM – 2:10 PM	<b>Conference Opening Plenary – Rosseau Ballroom. Salons 3-5</b> <b>Opening Remarks:</b> Vinay Sharma, President & CEO, London Hydro Inc., MEARIE Chair		
2:10 PM – 3:25 PM	<b>Opening Keynote Address</b> <b>Topic:</b> <b>Is Work Killing You? A doctor's prescription for treating workplace stress</b> <b>Speaker:</b> Dr. David Posen, M.D., Author & Motivational Speaker		
3:25 PM – 3:40 PM	<b>Networking Break</b>		
3:40 PM – 4:25 PM	<b>Stream A – Rosseau Ballroom, Salons 3-5</b> <b>Topic:</b> <b>Amalgamation Complication – The Legal Side of Coming Together</b> <b>Speaker:</b> Bernadette Corpuz, Borden Ladner Gervais LLP	<b>Stream B – Rosseau Ballroom, Salons 1/2</b> <b>Topic:</b> <b>Managing Across Generations</b> <b>Speaker:</b> Diane Locke, Ellis Locke & Associates	
	<b>Break for Session Transition</b>		
4:25 PM – 4:30 PM	<b>Break for Session Transition</b>		
4:30 PM – 4:45 PM	<b>Topic:</b> <b>Managing Financial Risk</b> <b>Speaker:</b> David Dienesch, Euler Hermes Canada	<b>Topic:</b> <b>Measuring Employee Engagement &amp; Driving Productivity</b> <b>Speaker:</b> Chris Hatley, Elenchus	
4:45 PM – 5:30 PM	<b>Topic:</b> <b>Risk Legal Trends</b> <b>Speaker:</b> Kelly Friedman, DLA Piper (Canada) LLP		
5:30 PM	<b>Closing Remarks &amp; Sponsored Door Prize</b>		
			
6:00 PM – 6:45 PM	<b>Conference Opening Reception</b> <b>Location:</b> The Living Room/Library Terrace		
6:45 PM – 8:15 PM	<b>Opening Night Dinner</b> <b>Location:</b> Rosseau Ballroom		
8:30 PM – 12:00 AM	<b>Hospitality Suite</b> <b>Location:</b> The Living Room/Library Terrace		



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## The MEARIE Conference Program Schedule

7:00 AM – 8:30 AM	<b>Breakfast</b> <b>Location:</b> Cottages Restaurant		
8:30 AM – 9:20 AM	<b>Stream A – Rosseau Ballroom, Salons 3-5</b> <b>Topic:</b> The Solution to Pollution: Environmental Exposures <b>Speaker:</b> Sean Love, York Region	<b>Stream B – Rosseau Ballroom, Salons 1/2</b> <b>Topic:</b> Collective Agreement Negotiation Strategies & Trends <b>Speaker:</b> Alex Mercer, Labserv Consulting	
	<b>Break for Session Transition</b>		
9:20 AM – 9:25 AM	<b>Break for Session Transition</b>		
9:25 AM – 10:10 AM	<b>Topic:</b> Contractual Liability Risk <b>Speaker:</b> Andrew Evangelista, Evangelista, Barristers & Solicitors	<b>Topic:</b> Healthcare Benefit Costs – What’s Coming Down the Drug Pipeline <b>Speaker:</b> Barbara Martinez, Great-West Life Assurance Company	
	<b>Networking Break</b>		
10:10 AM – 10:25 AM	<b>Networking Break</b>		
	<b>Topic:</b> Cyber Risk – Adjusting your Security Posture <b>Facilitator:</b> Ysni Semsedini, Festival Hydro Inc. <b>Panelists:</b> Doug Westlund, N-Dimension Solutions Pat Hurley, Orillia Power Corporation	<b>Topic:</b> Implementing Wellness with Measurable ROI <b>Speaker:</b> Lidia Pawlikowski, Shepell	
10:25 AM – 11:45 AM	<b>Networking Break</b>		
12:00 PM – 1:30 PM	<b>Non Golfers Lunch</b> <b>Location:</b> Cottages Restaurant		
12:30 PM – 5:30 PM	<b>Golf Tournament at The Rock</b> Boxed Lunch available in Convention Foyer Meet in front of the hotel. Departure for the Golf Course is 12:45 PM sharp. (See page 14 for more details.)		
6:00 PM – 7:00 PM	<b>Cocktail Reception</b> <b>Location:</b> Rooftop Terrace		
7:00 PM – 8:15 PM	<b>Lakeside BBQ Dinner</b> <b>Location:</b> Rooftop Terrace		
8:15 PM – 8:30 PM	<b>Golf Tournament Results &amp; Prize Announcements</b>		
8:30 PM – 11:00 PM	<b>Entertainment:</b> Live band – Arden and the Tourists <b>Location:</b> Rooftop Terrace		

Friday, June 26

## The MEARIE Conference Program Schedule

7:00 AM – 8:45 AM	<b>Breakfast</b> <b>Location:</b> Cottages Restaurant	PHILLIPS, HAGER & NORTH Investment Management®
8:45 AM – 9:45 AM	<b>Plenary Sessions – Rosseau Ballroom, Salon 3-5</b> <b>Topic:</b> Update on the Economy <b>Speaker:</b> Paul Ferley, RBC Royal Bank	
9:45 AM – 10:30 AM	<b>Topic:</b> Workplace Trends to Watch <b>Speaker:</b> Anne Gallop, Norton Rose Fulbright Canada <b>Sponsored Door Prize</b>	NORTON ROSE FULBRIGHT
10:30 AM – 10:45 AM	<b>Networking Break</b> <b>Location:</b> Rosseau Ballroom Foyer	horizon® UTILITIES Looking beyond.™
10:45 AM – 11:45 AM	<b>Closing Keynote Address</b> <b>Topic:</b> Lessons from the Tornado Hunter <b>Speaker:</b> Greg Johnson	
11:45 AM – 12:00 PM	<b>Closing Remarks &amp; Draws</b>	
12:00 PM	<b>Boxed Lunch &amp; Departure</b> Boxed Lunch available in Convention Foyer	BFL CANADA International Insurance Brokers

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## Speaker & Session Abstracts in order of appearance

### 2:10 PM – 3:25 PM – PLENARY

#### **Opening Keynote Address: *Is Work Killing You? A doctor's prescription for treating workplace stress***

Known to thousands as “Doc Calm,” David Posen, MD, a bestselling author and one of the top-rated stress and change management speakers in the market today. David delivers the sage advice of an MD, packaged with the wit and wisdom only a motivational speaker can offer. He takes direct aim at the bane of the beleaguered 21<sup>st</sup> century citizen: stress, burn-out, non-stop change and the elusive balance between work and life.



#### **Dr. David Posen, M.D., Author & Motivational Speaker**

Dr. David Posen was a family physician for 17 years before specializing in stress management in 1985. He lectures widely across North America and is the best-selling author of four books. His fourth, “Is Work Killing You?” was released in 2013 and was profiled in The Wall Street Journal, USA Today, Publishers Weekly, the Globe and Mail and the Winnipeg Free Press.

### 3:40 PM – 4:25 PM – STREAM SESSION A

#### **Amalgamation Complication – *The Legal Side of Coming Together***

Amalgamations among LDCs can provide excellent opportunities for the companies involved however there are potential legal pitfalls that may arise. This session will take a litigation-focused approach to some of the potential issues. Questions to be discussed: what will amalgamation mean for utilities on a regulatory basis? What are some of the considerations surrounding inheriting assets and liabilities? What should utilities pay particular attention to when negotiating the terms of an amalgamation?



#### **Bernadette Corpuz, Senior Associate, Electricity Markets Group, Borden Ladner Gervais LLP**

Bernadette Corpuz advises a wide range of energy market participants, including distributors, generators and commercial users, on a variety of transaction-related matters including mergers & acquisitions, joint ventures and partnerships, commercial contracts, corporate governance and compliance. Bernadette enjoys a particularly active practice in the distribution and renewable energy sectors.

### 3:40 PM – 4:25 PM – STREAM SESSION B

#### **Managing Across Generations**

This session will help you to identify the needs and motivators for the different generations present in today's workplace. You will learn how to attract, retain and motivate employees from each of the generations. Special attention will be given to managing and working with Generation Y.



#### **Diane Locke, Senior Partner, Ellis Locke & Associates**

Diane Locke is a seasoned leadership development professional with over 20 years of experience including executive assessment, coaching, consulting, team facilitation and training. Her client list includes a broad range of organizations in the public and private sectors. Prior to her consulting career, Diane created and led the Leadership Effectiveness Department at American Express, where she was responsible for leadership development, internal coaching, employee engagement, and communication.

## Speaker & Session Abstracts *in order of appearance*

**4:30 PM – 4:45 PM – STREAM A**

### ***Managing Financial Risk***

Organizational financial management becomes more challenging when volatility persists in the market and in the real economy. In addition to economic uncertainty, a recent global, multi-sector survey found that power and utilities respondents were more likely than those of any other sector to have challenges related to accessing capital. In this uncertain economic environment, managing financial risk and cost containment also need to be addressed. This short session will provide you with some tips on how to manage your risk and utilize one of our financial partners in new ways that could lead to improved balance-sheet and cost containment solutions.



### **David Dienesch, Vice President, National Sales Director, Euler Hermes Canada**

David Dienesch was recently appointed CEO of Euler Hermes Canada (starting July 1<sup>st</sup> 2015). Previous roles at Euler Hermes Canada include Vice President and National Sales Director, and Commercial Director. David is a Member of the National Credit Financial Executives Forum and a Founding and active Board Member of the Receivables Insurance Association of Canada.

**4:45PM – 5:30 PM – STREAM A**

### ***Risk Legal Trends***

This up-to-the-minute review of legal highlights of relevance to the utility sector will be explored with a focus on how these legal developments may impact your organization; this session will include commentary on the growing liability exposures of commercial drones.



### **Kelly Friedman, Partner, DLA Piper (Canada) LLP**

Kelly Friedman is an experienced litigator with unique expertise in electronic information issues, including electronic discovery, data security and privacy. Kelly's influence and knowledge of e-discovery resulted in her being named as one of Canadian Lawyer's 2011 "Top 25 Most Influential Lawyers in Canada", which recognizes lawyers who have played a significant role in the legal profession and Canadian society.

**4:30 PM – 5:30 PM – STREAM B**

### ***Measuring Employee Engagement & Driving Productivity***

Measuring and encouraging employee engagement is key to driving productivity and maximizing the benefits of a scorecard. This session covers the practicalities of that strategic management approach to help LDCs to achieve their business goals within the Ontario RRFE.



### **Chris Hatley, Principal, Elenchus**

Chris Hatley combines his CPA, CA and CHRL knowledge with over 30 years of business experience to provide pragmatic strategic change advice. Projects with electricity distributors of various sizes have included integrated regulatory and business strategies for productivity, scorecards, performance management, succession planning, organization structure, and variable incentive pay.

## Speaker & Session Abstracts in order of appearance

### 8:30 AM – 9:20 AM – STREAM A

#### ***The Solution to Pollution: Environmental Exposures***

The environmental wave was supposed to have passed, but environmental claims continue to be asserted. Current claims are more complex and often more expensive to manage. Sediment cleanup, environmental exposures in generation (geothermal) and climate change claims are just a few examples. Learn more about the modern risks you face.



#### **Sean Love, Senior Counsel, Environmental Law, York Region**

Sean Love is a Certified Specialist (Environmental Law) who joined the Region after working in private practice and advising a diverse range of Canadian and international clients on various aspects of environmental law. Sean provides advice to Regional Departments on a variety of environmental matters.

### 8:30 AM – 9:20 AM – STREAM B

#### ***Collective Agreement Negotiation Strategies & Trends***

The negotiation process can be complex. Mistakes made can have serious future ramifications for the organization. Examine the skills, strategies and approaches required, along with the traps to avoid and the current trends to consider, to help ensure your negotiations will be as successful as possible.



#### **Alex Mercer, President, Labserv Consulting**

Alex Mercer has over 35 years of experience as a Human Resource and Labour Relations specialist. He commenced his career as a Union Representative; has worked as a mediator with the Ministry of Labour and has represented many large employers. He has been the chief spokesperson in many complex negotiations. He also has instructed at the University of Western Ontario in the areas of labour relations and employment law matters.

### 9:25 AM – 10:10 AM – STREAM A

#### ***Contractual Liability Risk***

The importance of managing contracts and the potential liability inherent to contractual agreements is prevalent within most businesses, particularly in the context of unregulated business. This session will focus on best practices to manage contractual liability, including street lighting contracts and other types of work where contracts play a major role.



#### **Andrew A. Evangelista, Founding Principal, Evangelista, Barristers & Solicitors**

Andrew Evangelista has accumulated 25 years of experience defending and representing the electricity community in Ontario. Andrew has represented various consortiums of LDCs, and individual LDCs to the OEB on legislative and regulatory reform, policies and procedures. Andrew has over two decades of experience acting on behalf of LDCs/Public Utilities directly, and through The MEARIE Group's insurance program.

### 9:25 AM – 10:10 AM – STREAM B

#### ***Healthcare Benefit Costs – What's Coming Down the Drug Pipeline***

Balancing the need to provide employees with comprehensive healthcare coverage while operating programs in a fiscally responsible manner continues to be a challenge for employers. This session will investigate some of the key drivers that will adversely impact the sustainability of employer sponsored plans.



#### **Barbara A. Martinez, Practice Leader, Drug Benefits Solutions, Great-West Life**

Barbara A. Martinez provides support to Great-West Life Group Sales Offices across Canada on prescription drug management initiatives and plays a key role in supporting plan advisors and their clients on Great-West Life drug solutions products. Barbara has in-depth knowledge of the prescription drug, regulatory and drug approval process in Canada from both a government and private drug plan perspective.

## Speaker & Session Abstracts *in order of appearance*

### 10:25 AM – 11:45AM – STREAM A

#### **Cyber Risk – Adjusting your Security Posture**

Cyber risk continues to be a looming and ever-changing topic of concern for many businesses. Recently MEARIE partnered with N-Dimension Solutions Inc. for a pilot program with a subset of LDCs interested in furthering their cyber risk management. This session will discuss the topic of cyber security “posture” and the results/experiences from the recent pilot.



#### **Facilitator: Ysni Semsedini, CEO, Festival Hydro Inc.**

Ysni Semsedini is the CEO of Festival Hydro Inc. He received a B.Esc degree in Electrical Engineering and a M.Esc degree in Power systems from the University of Western Ontario and a Masters in Business Administration from Wilfrid Laurier University. Ysni is a registered P.Eng with the Professional Engineers of Ontario and has worked in the Utility industry for almost 10 years.



#### **Doug Westlund, Co-Founder, Board Director, N-Dimension Solutions**

Doug Westlund is an expert on the role of Operational Technology in the development of defense-in-depth cyber protection for critical infrastructure assets and is a regular speaker and presenter of cyber security topics in the energy sector at industry conferences across North America. Doug is primarily focused on N-Dimension’s corporate and business development activities.



#### **Pat Hurley, Chief Financial Officer, Orillia Power Corporation**

Patrick (Pat) Hurley has 29 years experience in Ontario’s electricity sector and for the last 18 years has been the Chief Financial Officer of Orillia Power Corporation and its subsidiaries Orillia Power Generation Corporation and Orillia Power Distribution Corporation. Over his career, Pat has gained significant experience in long term financial planning, investment modeling, budgeting, debt financing, taxation and financial reporting.

### 10:25 AM – 11:45AM – STREAM B

#### **Implementing Wellness with Measurable ROI**

Investing in the health and wellness of your biggest asset – human capital – can improve performance, productivity and attain corporate objectives. Learn how to assess and manage your employees’ health risks and demonstrate ROI when implementing a successful corporate health and wellness strategy.



#### **Lidia Pawlikowski, Senior Health Consultant, Shepell**

Lidia Pawlikowski is an accomplished wellness professional with more than 10 years of industry experience. She has successfully worked with many national organizations of all sizes and representing all industry sectors to implement best practice wellness programs that have helped form the foundation for continuous improvement and maintenance for employers and employees alike.



## Speaker & Session Abstracts *in order of appearance*

### 8:45 AM – 9:45 AM – PLENARY

#### **Update on the Economy**

The recent sharp drop in oil prices presents both challenges and opportunities for the Canadian economy. The presentation will discuss the extent to which lower oil prices may potentially boost or weaken the economy and how these factors may offset growth in the Canadian economy.



#### **Paul Ferley, Assistant Chief Economist, RBC Royal Bank**

Mr. Ferley is responsible for the analysis and forecasting of macroeconomic and financial market developments in Canada, the United States and key overseas economies and is a regular contributor to a number of RBC publications. Paul is a member of the Economic Policy Committee of the Canadian Chamber of Commerce and former member on the Editorial Board of Canadian Public Policy.

### 9:45 AM – 10:30 AM – PLENARY

#### **Workplace Trends to Watch**

There are a variety of issues shaping the workplace landscape today. From new sexual harassment laws to new rules on family caregiver leave, this session will feature an overview of a number of recent legislative changes impacting HR policy and practices, occupational safety, and other LDC workplace/operational topics.



#### **Anne Gallop, Partner, Norton Rose Fulbright Canada**

Anne Gallop practises in all areas of employment and labour law, including wrongful dismissal, human rights and disability management. Anne also has significant experience in corporate reorganizations, mergers and acquisitions, as well as extensive experience with privacy legislation as it relates to labour and employment matters.

### 10:45 AM – 11:45 AM – PLENARY

#### **Closing Keynote Address: Lessons from the Tornado Hunter**

What kind of person looks for danger, and then dives headfirst into it? Meet Canadian Greg Johnson, star of tv series *Tornado Hunters*, known for bravely capturing nature's most beautiful and deadly displays of severe weather. One of North America's top professional storm chasers and severe weather experts. His mission is to inspire others to pursue their own passions, while sharing and teaching the lessons he's learned from going after his.



#### **Greg Johnson, The Tornado Hunter, Professional Storm Chaser, Photographer**

Greg Johnson chases classic prairie thunder and lightning storms, tornadoes, hurricanes, and blizzards using sophisticated weather-tracking technology. His ability to read severe weather patterns has seen him put on over a half-million kilometers on his Tornado Truck. Johnson is the author of *Blown Away: A Year Through The Lens of The Tornado Hunter*, a bestseller and gold medal award winner for design.

## Networking Opportunities



### Opening Night Reception, Dinner & Hospitality Suite

Kick-off the conference with fellow delegates on the evening of June 24<sup>th</sup>. Mix and mingle in a relaxed atmosphere and reconnect with your peers.

### Lakeside Reception & Dinner

Always an exciting evening of delicious food, a beautiful setting and fun, this year's BBQ dinner on June 25<sup>th</sup> will be a highlight. Ensure to take in the ambiance of Lake Rosseau during this spectacular evening.



### Networking Breakfasts & Lunches

Informal breakfasts and lunches provide time to chat with fellow delegates and exchange ideas with speakers and conference sponsors.



### Golf Tournament

Often a highlight for golf enthusiasts, the MEARIE golf tournament is held at The Rock Golf Course. The tournament will be a Shotgun Start with the Best Ball format to ensure golfers – from novice to expert – can enjoy their time on the greens and fairways.

#### Highlights of the tournament include:

- 8<sup>th</sup> hole is designated as the ladies 'closest to the pin'
- 11<sup>th</sup> hole is the men's 'closest to the pin'
- 9<sup>th</sup> hole will feature both the mens and ladies 'longest drive'
- 12<sup>th</sup> hole is the MEARIE Hospitality stop - enjoy some refreshments and snacks

The golf foursomes will be posted near the registration area, on Thursday morning.

Box lunches will be available at 12:00 pm.

***For your convenience, please bring your golf clubs to the hotel registration and check them in with the concierge.***

***On Thursday morning, the golf club staff will place your clubs on your designated cart, to be ready for the tournament.***





The MEARIE Group gratefully acknowledges our Sponsors!

The MEARIE Conference 2015

**Diamond**



Lakeside Reception & Dinner

**Titanium**



Golf Tournament

**Gold**



Keynote Speaker

**Gold**



Opening Night Dinner

**Emerald**



Delegate Lunch, June 24

**Ruby**



Delegate Breakfast, June 25

**Ruby**



Delegate Breakfast, June 26

**Opal**



Boxed Lunch, June 26

**Opal**



Delegate Badge Lanyard

**Opal**



Evening Entertainment, June 25

**Quartz**



Delegate Breakfast, June 24

**Quartz**



Opening Night Reception, June 24

**Quartz**



Hospitality Suite, June 24

**Pearl**



Networking Break, June 24, AM

**Pearl**



Networking Break, June 24, PM

**Pearl**



Networking Break, June 25, AM

**Pearl**



Networking Break, June 26, AM

**Pearl**



Delegate Pen

**Pearl**



Door Prize, June 24

**Pearl**



Door Prize, June 25

**Pearl**



Door Prize, June 26



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