

The background of the entire page is a grid of squares. Each square contains an abstract, glowing blue and white geometric pattern of lines and dots, resembling a network or a molecular structure. The lines are thin and vary in opacity, creating a sense of depth and movement. The overall color palette is dominated by various shades of blue, from deep navy to bright cyan, with white highlights.

The
MEARIE
Conference
2017

June 21-23, 2017

JW Marriott, The Rosseau Muskoka
mearie.ca/mearie-conference



Sustainable solutions for your benefit program to meet
your organizational needs today and in the future



To learn more about The MEARIE Group's Employee Benefit Program, please contact
Diana O'Reilly at doreilly@compben.com or David Ainslie at dainslie@mearie.ca



Celebrating 30
years of service to
Ontario's electricity sector

Welcome to The MEARIE Conference!



It is our great pleasure to have you join us at a very special edition of our annual event in beautiful Muskoka. It's a milestone year for MEARIE as we celebrate our 30th year of delivering insurance and risk management solutions to Ontario's electricity sector!

Now 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 conference is a long-standing tradition, going back to the early beginnings of the Reciprocal. The MEARIE Conference is an excellent forum to get in touch with colleagues from across the sector and to gain industry-based knowledge on the most relevant risks.

This year's conference will feature special anniversary acknowledgements and provide us an opportunity to thank you as a loyal customer to The MEARIE Group. May you take home some inspiring and memorable experiences as you connect, learn and engage at The MEARIE Conference.

Thank you for joining us on this very special year – we look forward to our time with you.

Sincerely

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

Managing risk
together

The
MEARIE
Conference
2017



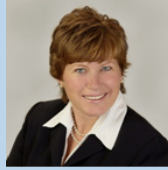
Pre-Conference Workshops

1:30 PM – 5:30 PM

Stream A – Rosseau Ballroom, Salon 1

Furthering your Enterprise Risk Management Skills – Risk Assessment Methods

Based on the international standard – ISO 31010 Risk Assessment Methods – this workshop provides an overview of the different ways to assess risk that could be used in your own organization. There will also be an opportunity to select and apply a method in a small, interactive group.



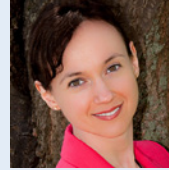
Jan Mattingly
President/Managing Director
RiskResults Consulting Inc.

Jan Mattingly is internationally and nationally recognized for her expertise in enterprise risk management design, assessment and implementation. She has worked directly with mid and large size utilities in the U.S. and Canada, assisting them in applying international risk management standards to obtain better strategic and operational value from risk management activities.

Stream B – Rosseau Ballroom, Salon 2

Leading Through Change

Organizations that can effectively manage and embrace change into the culture and fabric of their businesses will be better able to successfully adapt to and benefit from the increasingly dynamic market environment. This workshop will give participants strategies to optimize success when leading teams through change initiatives.



Gabriella Fermo
Senior Facilitator &
Learning Consultant,
TidalShift

Gabriella Fermo designs and delivers learning and leadership development programs that increase individual, team and organizational performance. With over two decades experience in change management, human resources, learning and organizational development, Gabriella's relevant, real-world experience deepens her understanding of the business issues clients face every day.

3:00 PM – 3:15 PM

Networking Break

Location: Rosseau Ballroom, Salons 1/2 Foyer

Marjorie Richards & Associates Ltd.








Welcome to The MEARIE Conference!

Wednesday, June 21

3:30 PM on	Delegate Registration Opens Location: Concierge Desk Hotel Lobby
7:30 PM – 12:00 AM	Conference Kick-off Evening Location: The Living Room/Library Terrace



Thursday, June 22

7:00 AM – 8:30 AM	Breakfast Location: Cottages Restaurant	Goodmans^{LLP}
8:30 AM – 8:50 AM	Plenary Session – Rosseau Ballroom, Salons 3-5	
	Conference Opening Remarks	
8:50 AM – 9:35 AM	Stream A – Rosseau Ballroom, Salons 3-5	Stream B – Rosseau Ballroom, Salons 1/2
	Topic: Learnings from a Catastrophic Loss Speaker: Glenn McGillivray, Institute for Catastrophic Loss Reduction	Topic: Merging Bargaining Units Speaker: Alex Mercer, Labserv Consulting
9:35 AM – 10:20 AM	Topic: Contractual Legal Ramifications & Indemnification Clauses Explained Speaker: Chris Morrison, Will Davidson LLP	Topic: Workplace Trends to Watch Speaker: Anne Gallop Norton Rose Fulbright Canada
	Great-West Life Delegate Prize Draw 	Norton Rose Fulbright Delegate Prize Draw 
10:20 AM – 10:35 AM	Networking Break Location: Rosseau Ballroom Foyer	
		
10:35 AM – 11:20 AM	Topic: Innovation & Strategic Risk Management: A Perfect Pairing Speaker: Monica Merrifield John Schmitt YMCA of Greater Toronto	Topic: The DNA Of High Performing Teams Speaker: Gerald McGroarty Brandon Taylor Consulting
11:20 AM – 12:05 PM	Topic: Is Fleet Safety Your Risk Management Blind Spot? Speaker: Paul Gallately Travelers Canada	Topic: A Change in Thinking that Gets Results Speaker: Art Skidmore, Halton Hills Hydro David Chalmers, Nexus Human Capital



Insurance solutions as unique as your business.

Your risk management challenges are unique. Your solutions need to be too. That's what you'll get with Travelers Canada. Our experience delivering custom solutions, combined with our expertise in risk management, makes us the only choice when it comes to your business.



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The MEARIE Conference Program Schedule

Thursday, June 22

12:05 PM – 5:30 PM

Golf Tournament at The Rock

Boxed Lunch available in Convention Foyer
Meet in front of the hotel

Departure for the Golf Course is 12:45 PM sharp



Annual Golf Tournament at The Rock

The golf tournament on June 22nd sponsored by Travelers will be a Shotgun Start with the Best Ball format. Highlights of the tournament include:

- 17th hole is **MEARIE's 30th Anniversary Hole in One Contest**
- 12th & 17th holes are MEARIE Hospitality stops – take a break with MEARIE and enjoy some refreshments and snacks
- 8th 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'

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.

12:05 PM – 1:45 PM

Wellness Lunch & Workshop (for all non-golfers)

Location: Port Carling Room (*lower level*)

Lunch: 12:30 PM – 1:30 PM

Workshop: 1:00 PM – 1:45 PM – *The Four Pillars of Holistic Health & How to Easily Work Them into Your Busy Lifestyle*

Instructor: Alison Dumont, RHN, Strive Holistic Nutrition



2:00 PM – 4:00 PM

Pre-registered Wellness Afternoon Activities

Wellness & Water Afternoon: Guided kayak tour of Lake Rosseau – pre-registered participants are picked up by tour guide

Wellness & Spa Afternoon: Those who pre-registered depart for their scheduled spa appointments and/or free time

Wellness Afternoon

As an alternative to golf, an afternoon to network while unwinding on June 22nd. The afternoon starts with a healthy lunch buffet for all non-golfers followed by a Speaker session on *The Four Pillars of Holistic Health and How to Easily Work them into Your Busy Lifestyle*.

From there you move on to a variety of pre-registered activities including a one hour, group guided paddle in kayaks to soak up the beauty of Lake Rosseau or pre-registered spa treatments. Those who have registered for the spa treatments receive full access to exclusive spa facilities and pool for the day.



6:00 PM – 8:00 PM

Cocktail Reception & Lakeside BBQ Dinner

8:00 PM – 8:15 PM

Golf Tournament Results & Prize Announcements

8:15 PM – 11:00 PM

Entertainment: Live band – *Arden and the Tourists*
Location: Rooftop Terrace





Networking @ The MEARIE Conference

Conference Kick-off Evening

The conference launches with a very special evening reception on June 21st as we celebrate MEARIE's 30th anniversary! Mix and mingle with fellow delegates 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 22nd 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.





The MEARIE Conference Program Schedule

Friday, June 23

7:00 AM – 8:45 AM	Breakfast Location: Cottages Restaurant	PHILLIPS, HAGER & NORTH Investment Management®
8:45 AM – 9:45 AM	Plenary Sessions – Rosseau Ballroom, Salon 3-5 Keynote Address Topic: Blockchain Revolution: How the Technology Behind Bitcoin is Changing Money, Business, and the World Speaker: Alex Tapscott, Co-author of Blockchain Revolution; Founding Member, IMF's High Level Advisory Group on Fintech	 Desjardins Insurance LIFE • HEALTH • RETIREMENT
9:45 AM – 10:45 AM	Keynote Address Topic: Dealing with the Boiled Frogs: Its All About Workload Speaker: Dr. Linda Duxbury, Sprott School of Business at Carleton University	
10:45 AM – 11:00 AM	Networking Break Location: Rosseau Ballroom Foyer	 EDA The Voice of Ontario's Electricity Distributors
11:00 AM – 12:00 PM	Topic: Overview Of The New OEB Cyber Security Framework Speaker: Doug Westlund, AESI Andres Mand, Ontario Energy Board	
12:00 PM – 12:15PM	Closing Remarks & Draws	
12:15 PM	Boxed Lunch & Departure Boxed lunch available in Convention Foyer	WILL DAVIDSON LLP

Trouble sleeping?



Over 40% of adults suffer from sleep issues¹

This has a serious impact on people's health - and on employers.

Find out more:
dfs.ca/SleepDisorders

 **Desjardins Insurance**
LIFE • HEALTH • RETIREMENT

1. Canadian Journal of Psychiatry, 2011.



Speaker & Session Abstracts *in order of appearance*

8:50 AM – 9:35 AM – STREAM A

Learnings from a Catastrophic Loss

Catastrophic losses – for instance the fires and floods in Western Canadian provinces – are increasing in frequency LDCs are not immune to the potential for a major loss whether through fire, flood or extreme storms. How does the increase in these types of events change the way we think about and manage risk for these perils? And how do you prepare for high severity/low frequency events. Glenn will provide information on these trends and paint the landscape for catastrophic loss and what it could mean for infrastructure planning.



Glenn McGillivray, Managing Director, Institute for Catastrophic Loss Reduction

Glenn McGillivray is an insurance writer/commentator with more than 215 magazine and journal articles, publications and blogposts on a range of issues for Canadian Underwriter, Canadian Insurance, Municipal World, Disaster Management Canada, Canadian Consulting Engineer, The Lawyers Weekly, The Globe and Mail, as well as for the International Journal of Insurance Law.

8:50 AM – 9:35 AM – STREAM B

Merging Bargaining Units

Amalgamating divisions and organizations is tricky at the best of times, and merging bargaining units is one of the more important considerations. This session will help you understand the relevant questions and potential issues that need to be considered. Learn how The Labour Relations Act, Case Law and even Charter Values can have an impact. Examples from the sector will be discussed.



Alex Mercer, President, Labserv Consulting

Alex Mercer has over 35 years of experience as a Human Resource and Labour Relations specialist. He 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 and has instructed at the University of Western Ontario in the areas of labour relations and employment law matters.

9:35 AM – 10:20 AM – STREAM A

Contractual Legal Ramifications and Indemnification Clauses Explained

As LDC operations and service offerings expand beyond distribution, so do your contractual liabilities. What you agree to in a contract and the liabilities associated with the agreement can have unintended consequences, possibly not covered by insurance. Knowing what you are agreeing to can reduce surprise exposures and mitigate potential losses.



Chris Morrison, Partner, Will Davidson LLP

Christopher Morrison practices complex civil litigation in the areas of insurance coverage, class proceedings, and negligence claims. Chris has developed a special interest in appellate advocacy and does the majority of the firm's appeals. He has been involved in the evaluation and negotiation of historic liability policy claims involving multi-million dollar environmental claims.

9:35 AM – 10:20 AM – STREAM B

Workplace Trends to Watch

There are a variety of issues shaping the workplace landscape today. From a new sexual harassment law 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.



Speaker & Session Abstracts in order of appearance

10:35 AM – 11:20 AM – STREAM A

Innovation and Strategic Risk Management: A Perfect Pairing

Increasingly, innovation is a chosen response to strategic risks and the rapidly changing landscape in which organizations are operating today. Taking the first steps of understanding the context within which innovation happens, and generating and transforming ideas into reality, requires a combination of creativity and rigor to increase the odds of success. Learn from one organization that is optimizing SRM to support innovating successfully and managing both risk and opportunity throughout the innovation process, to build on their uniqueness and impact in communities served. Discover practical tools to navigate strategic uncertainty, and the attributes for success when innovating in your organization.



Monica Merrifield, Vice President, Risk Intelligence, YMCA of Greater Toronto

Monica Merrifield has championed the embedding of risk thinking to protect and grow value and impact. She is Chair of the RIMS Strategic Risk Management Development Council and her work includes design and implementation of Strategic Risk Management, Innovation, ERM, Business Continuity and Collaborative Compliance to address an evolving risk landscape.



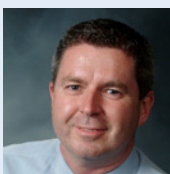
John Schmitt, Vice President, YMCA Camping & Outdoor Education, YMCA of Greater Toronto

John Schmitt's 38 year career includes work in operational and leadership roles in six YMCA's in Ontario. John has expanded or rebuilt operational sustainability at many levels. He has provided leadership to significant increases in participation, programs and locations, revenue and contributions in the areas of camping and outdoor education for the YMCA of Greater Toronto.

10:35 AM – 11:20 AM – STREAM B

The DNA Of High Performing Teams

It's easy to see when a sports team isn't performing well, but harder to measure in organizations. Understanding "The Performance Equation" and how it works with your employees, and how it impacts the performance of your team, is just one of the many tips and strategies you'll learn from this session. Motivating your employees to perform at a higher level can be challenging - but it doesn't have to be. This session will help show you how.



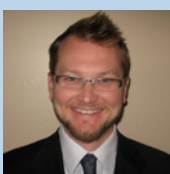
Gerald McGroarty, President, Brandon Taylor Consulting

Gerald McGroarty has been an inspirational leader, coach and business strategist for over 20 years helping organizations align their talent to achieve professional and organizational excellence with customized performance and organizational design solutions. His expertise and passion in leadership, change management and continuous improvement has helped individuals and organizations across all industry sectors.

11:20 AM – 12:05 PM – STREAM A

Is Fleet Safety Your Risk Management Blind Spot?

It would not be unusual if your organization downplayed auto risks since LDCs do not operate a large fleet of trucks. Vehicle collisions, however, remain the top cause of workplace fatalities. And, auto liability and workers' compensation costs resulting from vehicle collisions weigh heavily on your total cost of risk. With real-life examples, learn how your organization can benefit from a proactive approach to fleet safety management.



Paul Gallately, Field Manager, Risk Control, Travelers Canada

Paul Gallately has been a Risk Control professional within the insurance industry for the past 15 years. Currently, he is responsible for overseeing Risk Control services in Ontario, Quebec, Atlantic Canada and Nunavut. As well, he is responsible for reviewing, developing and implementing safety programs, including driver and vehicle safety management for the trucking, passenger transportation, construction, manufacturing and non-profit sectors.



Speaker & Session Abstracts *in order of appearance*

11:20 AM – 12:05 PM – STREAM B

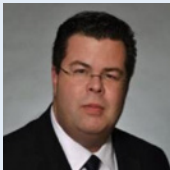
A Change in Thinking that Gets Results

In a changing world, it's easy to talk about change but much harder to actually do it. Learn how one LDC implemented an approach to change that helped it to build a model utility of the future. In the process of building capacity around innovation, this LDC was able to strengthen participant's leadership and collaborative skills. As LDC's prepare for the future, building innovation and creativity are as important as developing the next generation of organizational leaders. In this session, both David Chalmers and Art Skidmore (CEO Halton Hills Hydro) will present their process and the team's results.



Art Skidmore, President & CEO, Halton Hills Hydro

Art Skidmore has provided strategic and visionary leadership to Halton Hills Hydro as its President and CEO since 2009. Art's strong vision for a 'Best in Class' utility was recognized by the EDA with the 2013 LDC Performance Excellence Award. He has held various senior level positions in the electricity sector at several LDCs, and is known as a team builder with a strong commitment to the local community.



David Chalmers, Managing Partner, Nexus Human Capital

David Chalmers has 20 years of experience working with organizations, their leaders and their teams to develop human capital, to strengthen performance and productivity and to close gaps that inhibit sustainable change. His practice utilizes leadership development, executive coaching and emotional intelligence as levers for influencing sustainable and continual growth within organizations.

1:00 PM – 1:45 PM – Wellness Workshop

Alison Dumont, Strive Holistic Nutrition

The Four Pillars of Holistic Health and How to Easily Work them into Your Busy Lifestyle

- 1. Nutrition:** The building block of our physiology. There is no such thing as the "Mind-Body Connection," they are simply the same thing! Mind and body are chemically limited by what we provide it – our food! This segment reviews the importance of including fresh and whole foods, and the simple science of doing so behind keeping physically and mentally well.
- 2. Balance:** Optimal Health means sometimes choosing the cheesecake! In this segment we will explore concepts that support the 70% rule and making choices that are "best in the moment".
- 3. Empowerment:** Each day is an opportunity to change your life! During this segment we will discuss how to tap into core values to discover our gifts, and true power to change the world around us for the better.
- 4. Self-awareness:** We all have individual biochemical and emotional needs based on: our personal past, genetics, medical history, and preferences. During this last segment, we will discover the greatness that comes from the ability to know and appreciate one's individuality.



Speaker & Session Abstracts in order of appearance

8:45 AM – 9:45 AM – PLENARY – KEYNOTE ADDRESS

Blockchain Revolution: How the Technology Behind Bitcoin is Changing Money, Business, and the World

Getting ready for the internet's next wave...in a world where, according to Alex, "It's cheaper and faster to mail an anvil to China than it is to send \$100," blockchain facilitates an authenticated, peer-to-peer transfer of value without an intermediary (such as a bank), in a manner that is transparent, public, permanent — and completely anonymous. With an in-depth knowledge of blockchain's transformative capabilities, Alex addresses its potential applications in global finance, government, healthcare, education — as well as its promise for the start-up world.



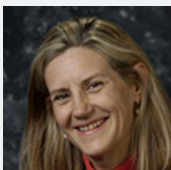
Alex Tapscott, Co-author of Blockchain Revolution; Founding Member, IMF's High Level Advisory Group on Fintech

Alex Tapscott is an expert in early-stage, high growth companies and path-breaking business ventures. A passionate advocate for the disruptive potential of new technologies as key to start-up success, he believes the emerging blockchain platform will provide significant entrepreneurial opportunities as it revolutionizes the way we transact our lives. Alex currently sits on the Advisory Board to Elections Canada.

9:45 AM – 10:45 AM – PLENARY – KEYNOTE ADDRESS

Dealing with the Boiled Frogs: Its All About Workload

Many employers implement family friendly policies such as flextime and compressed work weeks – but do not get the desired results. This talk focuses on the reason why many of the family friendly practices just do not seem to work – they are implemented into a culture which focuses on hours of work not output: where “presenteeism” is equated with productivity. This talk begins with an examination of why employee workloads, especially at the managerial and professional level, have increased over the past several decades. It then presents evidence on why employers should care – the impact of high workloads on the employer's bottom line. The talk ends with a number of suggestions on how workloads can be decreased – without hiring more staff.



Dr. Linda Duxbury, Professor, Sprott School of Business at Carleton University

Canada's most accomplished researcher, writer and speaker on work-life balance, has influenced policy and attitudes to help create supportive work environments in both the private and public sectors. Dr. Duxbury has co-written numerous comprehensive national studies on work-life balance and their effect on business bottom-line.

11:00AM – 12:00 PM – PLENARY

Overview Of The New OEB Cyber Security Framework

This session will provide an overview of the new OEB Cyber Security Framework that will apply to Ontario electricity distributors. The background and rationale for the initiative will be described as well as the foundational elements of the Framework. The expectations for LDCs will be described.



Doug Westlund, Senior Vice President, AESI

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.



Andres Mand, Manager, Regulations Consumer Protection & Industry Performance Division, Ontario Energy Board

Andres Mand is a professional engineer who has worked in the power sector for over 40 years. Current policy consultations include the development of a sector wide Cyber security framework, cost responsibility for investments with multiple beneficiaries, as well as Commercial and Industrial distribution rate review.



Good Times @ The MEARIE Conference





Celebrating 30

*years of service to
Ontario's electricity sector*

The MEARIE Group is acknowledging a significant milestone— its **30th year delivering insurance and risk management solutions to Ontario's electricity sector**. We develop and offer insurance and risk management solutions to the electricity utilities of Ontario. Thirty years into our story, we are one of the most successful reciprocal insurance exchanges in existence today and continue to demonstrate the unity that originally brought us together.

With an emphasis on helping you manage risk, **we develop solutions designed to meet the needs of the energy sector**. Our ability to leverage the power of group purchasing enhances many of our offerings:

- Commercial Property & Casualty Insurance
- Group Employee Benefits Program
- Risk Management Solutions
- HR Solutions
- Executive, Professional & Technical Training

mearie.ca

Managing risk together

We're your risk management solutions provider!



The MEARIE Group gratefully acknowledges our Sponsors!

The MEARIE Conference 2017

Diamond



Lakeside Reception & Dinner

Titanium



Golf Tournament

Gold



Conference Kick-Off Evening

Gold



Opening Keynote Speaker

Emerald



Fireworks, June 22

Ruby



Delegate Breakfast, June 22

Ruby



Delegate Breakfast, June 23

Opal



Traveling Lunch, June 23

Opal



Delegate Badge Lanyard

Opal



Delegate Bag

Quartz



Evening Entertainment, June 22

Quartz



Wellness Afternoon & Lunch

Double Pearl



Delegate Pen & Delegate Prize

Pearl



Networking Break, June 23

Pearl



Networking Break, June 22

Pearl



Networking Break, June 21

Pearl



Delegate Prize, June 22

General



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