



The
MEARIE
Conference
2022

Rejuvenation

Conference Program

*Building our...
...New Future*

June 15-17, 2022

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

Celebrating **35**
years of service to
Ontario's energy sector

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benefit programs.**

Proudly Celebrating 30 Years of Partnership

In 2022, Comprehensive Benefit Solutions celebrates our 30th anniversary! As the benefit advisor of 30 years, we would like to thank The MEARIE Group for our continuing partnership.

Contact Us

To learn more about The MEARIE Group's Employee Benefit Program, please contact:

David Ainslie
dainslie@mearie.ca

Mike Trowell
mtrowell@compben.com



The MEARIE Conference 2022

Welcome to The MEARIE Conference!



It is our great pleasure to celebrate with you at a very special edition of our annual Conference event in Muskoka. We have hit yet another milestone year: **MEARIE's 35th year of operations!**

With constant change and pandemic disruption spanning the past several years, we are excited to finally reconnect and re-establish our ties with you. Over the next three days, we are hosting presenters spanning the Human Resources, Legal, Cyber Security and Leadership arenas. We hope that these sessions will provide you with the tools to continue on your path to success.

So, let us re-unite, rejuvenate, and collaborate during this milestone occasion.

Thank you always for choosing us to be your partner in delivering insurance and risk management solutions. We look forward to celebrating this occasion with all of you and to ***Building our New Future...Together.***

Sincerely,

A handwritten signature in black ink, reading 'C.C. Macaluso'.

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

Connect + Learn + Engage



Pre-Conference Workshops

Wednesday, June 15

1:30 - 5:00 PM

Resilient Leadership for Uncertain Times

Location: Rosseau Ballroom 4

Presented by: Carlos Esteves, *LifeWorks*

Unexpected events or a series of events, such as COVID-19, can have a profound impact on employees, organizations, and society in general. During such events, leading with resilience and managing through change will help build the capacity of teams to respond and adapt to such transitions. Being resilient is important to an individual's and organization's health and well-being. In this workshop, you will learn how to:

- Recognize the different types of stress and how they impact our total health
- Discover the importance of coping skills and how resilience can evolve coping skills
- Recognize how attitudes, actions and choices contribute to resilience
- Explore strategies that cultivate resiliency and increase self-agency
- Improve workplace relationships while making the best use of emotional intelligence
- Learn how to build resiliency and emotional intelligence in teams



3:00 - 3:15 PM

Networking Break - Rosseau Ballroom Foyer



Carlos Esteves, *LifeWorks*

Carlos has an extensive background in the IT industry and has grown into a respected educator to IT service leaders. He is a member of an international corporate customer advocacy team and led its national counterpart. As an educator, Carlos designed and delivered corporate training, including business communications and cross-cultural skills workshops for international corporate relocation services organizations. He has provided training and development consulting to municipal organizations and facilitated workshops for marginalized communities. Carlos also launched process improvement programs and was an assessor on a national process quality leadership board. He holds a Bachelor of Science, with a Psychology Major and a Master of Education degrees from University of Toronto.

12:00 - 8:00 PM

Concierge Desk Open for Registration

Location: Concierge Desk/Hotel Lobby

Enjoy the items in your delegate package!



Dress Code: *Business Casual*

The MEARIE Conference 2022

The MEARIE Conference Program Schedule

Wednesday, June 15	
7:30 - 11:00 PM	<i>Conference Kick-off Evening - Living Room, Library Terrace & Muskoka Room</i>
	<ul style="list-style-type: none">Featuring multiple food stationsMix, mingle and reconnect with your peers <div>utilismart[™] CORPORATION</div>

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The MEARIE Conference Program Schedule

Thursday, June 16			
7:00 - 8:30 AM	Breakfast - Cottages Restaurant		 GLOBAL CORPORATE SPECIALTY
8:30 - 9:45 AM	Conference Opening Remarks		
	Kick-Off Plenary Keynote - Rosseau Ballroom 1/2/3		
	The Science of Emotional Intelligence Dr. JP Pawliw-Fry, Leadership & Performance Expert		
9:45 - 10:30 AM	Stream A - Rosseau Ballroom 4/5	Stream B - Rosseau Ballroom 1/2/3	
	Cutting through the Myths of Forest Fires in Canada Glenn McGillivray, ICLR	Workplace Trends to Watch Anne Gallop, Norton Rose Fulbright Canada	
10:30 - 10:45 AM	Networking Break - Rosseau Ballroom Foyer		
10:45 - 11:30 AM	The First Line of Defence: Limiting Liability Through Better Contracts Alan Mark, Goodmans	Human Resources - Drivers of Organizational Purpose and Strategy Dr. David Kunsch, The Directors College	
	Stream A - Rosseau Ballroom 4/5	Stream B - Rosseau Ballroom 1/2/3	
11:30 - 12:00 PM	Cybersecurity - Closing the Gap Between IT & OT Dave Cullen, OTORIO	The Future Impact of COVID on Group Benefits Barb Martinez, CanadaLife	





OTORIO

Leading the Safe Industrial Digitalization

Join us on June 16th, for a talk by Dave Cullen, Field CTO:

Cybersecurity - Closing the Gap between IT and OT

Risk Assessment, Monitoring, and Management for OT Security and Converged OT-IIoT-IT Networks.

According to GigaOm's Radar Report on Industrial IoT Security, OTORIO's platform is "a future-proof investment" for utilities and critical infrastructure companies that:



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About OTORIO

OTORIO is an end-to-end OT cyber security company whose proactive digital risk mitigation solutions are deployed at enterprises worldwide to protect business continuity and ongoing operations. We provide comprehensive risk assessment, monitoring, and management solutions and services for critical infrastructure and industrial manufacturing organizations, enhancing their security postures and enabling digital transformations in converged IT-OT-IIoT networked environments. Our global team brings extensive mission-critical experience from top nation-state cyber security experts combined with deep operational and domain expertise.

Learn more: OTORIO.com

The MEARIE Conference Program Schedule

Thursday, June 16

12:00 - 5:30 PM

Golf Tournament - The Rock Golf Club

- Boxed Lunch available in Rosseau Ballroom 12 - 12:45 PM
- Meet in front of the hotel
- Departure at 12:45 PM sharp



The golf tournament will be a Shotgun Start with the Best Ball format. Highlights of the tournament include:

- 12th hole - MEARIE Hospitality Stop - enjoy some refreshments and snacks
- 8th hole - Mens "Closest to the Pin"
- 11th hole - Ladies "Closest to the Pin"
- 9th hole - Mens and Ladies "Longest Drive"

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



12:15 - 1:45 PM

Non-Golfers' Lunch - Teca Restaurant

- Simple, delicious chef-crafted food made with the freshest ingredients
- Open kitchen and pizza oven aromas create the perfect environment for gatherings

2:00 - 3:45 PM

On the Water Activity

Location: Waterfront, Lake Rosseau

Enjoy a one-hour guided tour on kayaks or canoes on Lake Rosseau. This tour will occur in two groups.

Group 1: 1:30 - 2:30 PM

Group 2: 2:45 - 3:45 PM

Please make your way to the waterfront 15 minutes prior to your paddle time. Bring your cellphone to sign the waiver.



The MEARIE Conference 2022



Conference Kick-off Evening

The conference launches with a very special opening evening reception on June 15th with opportunities to mix, mingle and rejuvenate with your connections and industry peers.

Lakeside Reception & Dinner

Always an exciting evening of delicious food in a beautiful setting. This year's BBQ dinner on June 16th will be a highlight. Ensure to take in the ambiance of Lake Rosseau during this spectacular evening. Conclude the evening with live music from *Arden and the Tourists* and celebrate 35 years of service to Ontario's energy sector!

Networking Breakfasts & Lunches

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



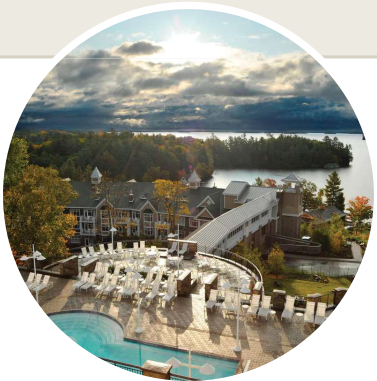

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The MEARIE Conference Program Schedule

Thursday, June 16	
3:00 - 5:00 PM	<p>Steamship Cruise</p> <p>Location: Port Carling</p> <p>The Muskoka Steamships & Discover Centre has a heritage older than Canada! This year, The MEARIE Conference has a unique opportunity available to you to enjoy cottage country with either a Wenonah II cruise or Specialty cruise on Lake Rosseau. This two-hour cruise departs from Port Carling Locks at 3:00 PM.</p> <p>Tickets available at a 10% discount. They can be purchased at the Concierge Desk or online using a promo code: HOTEL10.</p> <p>Transportation is <u>not</u> provided. <u>Guests must arrive 45 minutes ahead of departure.</u> Port Carling is approximately 12-15 minutes from the JW Marriott.</p> 
Thursday, June 16	
6:00 - 8:00 PM	<p>Lakeside Reception & BBQ Dinner - Rooftop Terrace</p> <ul style="list-style-type: none"> 35th Anniversary Acknowledgements An exciting evening of food, fun and live entertainment BBQ dinner overlooking the lake Golf prizes announced after dinner Scotch Tasting Bonfire and s'mores on the patio <div>  <p>COMPREHENSIVE BENEFIT SOLUTIONS LIMITED</p> <p>Marjorie Richards & Associates Ltd.</p> </div>
8:00 - 8:15 PM	Golf Tournament Results & Prize Announcements
8:15 - 11:00 PM	Entertainment: Arden & The Tourists



The MEARIE Conference 2022

The MEARIE Conference Program Schedule

Friday, June 17		
7:00 - 8:45 AM	<i>Breakfast - Cottages Restaurant</i>	Goodmans^{LLP}
8:45 - 9:45 AM	<i>Plenary Keynote Session - Rosseau Ballroom 1/2/3</i> NOW WHAT? Prioritizing Personal & Organizational Growth to Go from Recovery to Reinvention Ron Tite, <i>Marketing Expert</i>	 PHILLIPS, HAGER & NORTH Investment Management gestion de placements®
9:45 - 10:30 AM	<i>Stream B - Rosseau Ballroom 1/2/3</i> Economic Update Eric Lascelles, <i>Chief Economist at RBC</i>	
10:30 - 10:50 AM	<i>Networking Break - Rosseau Ballroom Foyer</i>	 DION STRATEGIC Consultants and Actuaries
10:50 - 11:50 AM	<i>Conference Closing Plenary - Rosseau Ballroom 1/2/3</i>	
	Executive Panel - Leadership for a New Era Jenny Alfandary, <i>Westario Power Inc.</i> David Fell, <i>Utilities Kingston</i> Simon Wu, <i>Rideau St. Lawrence Distribution Inc.</i> Moderated by: Tim Wilson, <i>Synergy North</i>	
11:50 - 12:00 PM	<i>Closing Remarks & Draws</i>	





The MEARIE Conference Program Schedule

Friday, June 17	
12:00 PM	<i>Boxed Lunch & Departure</i>
	Available in Convention Foyer

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MEARIE and their members!

*Congratulations on 35 years of dedicated
service to Ontario's energy sector.*

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Speaker Abstracts & Sessions

The Science of Emotional Intelligence

Why would anyone want to be led by you? The single most important question a manager or leader needs to ask themselves if they want to unlock the potential and creativity of their people. The reason your employees get up in the morning and choose to be engaged and productive has nothing to do with a manager's level of IQ or technical capabilities, it has everything to do with their manager's level of Emotional Intelligence (EI).



Dr. JP Pawliw-Fry, Leadership & Performance Expert

Dr. JP is a highly captivating speaker and thought leader. Pawliw-Fry brings his passion, humour and engaging stories to every keynote. He challenges groups to think differently about human behaviour and leadership, and how to manage the pressure that is overtaking so many organizations and individuals today. Pawliw-Fry shows people how to leverage the power of the science of emotional intelligence, and to embrace pressure and manage disruption. He engages the audience with interactive opportunities to learn and strategies they can implement immediately.

Cutting Through the Myths of Forest Fires in Canada

From an early age people are taught fire is bad. Nothing good comes from fire, or so people are told, including fire in the wildlands. This session explores the many myths and misconceptions surrounding the hazard of wildland fires in Canada. Glenn will discuss current trends regarding fire, including looking at some of the largest wildfire losses experienced in recent history. He is examining what is being done to prevent the losses of structures during "interface" fire events.



Glenn McGillivray, ICLR

Glenn McGillivray is Managing Director of the Institute for Catastrophic Loss Reduction. Prior to joining ICLR, he served as Assistant Vice President of Corporate Communications for Swiss Reinsurance Company Canada and was Corporate Secretary for three Swiss Re operations in the country. He is also an Adjunct Professor in the Graduate Program at York University's Emergency and Disaster Amangement Program.

The First Line of Defense: Limiting Liability Through Better Contracts

Join Alan Mark in learning about relevant legal trends, precedents and insights pertinent to the sector.



Alan Mark, Goodmans

Alan Mark carries a diversified advocacy practice, specializing in corporate-commercial litigation, class actions and electricity law and regulation. Alan's corporate-commercial litigation practice encompasses all manner of business disputes with a focus on corporate governance, corporate finance, securities, financial services, and restructuring and insolvency.



Speaker Abstracts & Sessions

Cybersecurity - Closing the Gap Between IT & OT

Cybersecurity is critical for all businesses. Beyond Information Technology (IT) systems which help run the business, the utility sector has specialized Operational Technology (OT) security needs. This session will provide insight into priorities which can help utilities make the best decisions in support of cybersecurity risk management practices.



Dave Cullen, OTORIO

Dave Cullen is the Field CTO for OTORIO, a leading OT security solutions provider focused on protecting critical infrastructure and environments. Dave joined OTORIO after 10 years in the Ontario utility sector where he was recently the chair of the OEB Cybersecurity Advisory committee. Dave holds his Certified Information Systems Professional (CISP) designation and combines a strong technical background in managing OT and IT cybersecurity with a passion for risk management and governance.

Workplace Trends to Watch

There are a variety of issues shaping the workplace landscape today. This session will feature an overview of recent legislative changes impacting HR policy, practices, occupational safety, and other LDC workplace/operational topics.



Anne Gallop, Norton Rose Fulbright Canada

Anne Gallop practices in all areas of employment and labour law, including wrongful dismissal, human rights and disability management. Anne has significant experience in corporate reorganizations and corporate mergers and acquisitions, where she advises on the labour, employment and employee privacy issues arising from such transactions. She routinely advises on employment and executive contracts, including executive compensation such as change of control agreements and stock option plans.

Human Resources - Drivers of Organizational Purpose and Strategy

Increasingly, the role of human resources is taking a predominant role in defining the purposes of organizations and in formulating strategy. Once relegated to a secondary role, both demographic and technology advances have made consideration and leveraging of human resources a primary concern for the development and execution of strategy.



Dr. David Kunsch, The Directors College

Dr. David Kunsch received his PhD. from the Richard Ivey School of Business focused on corporate governance and deviance. His research centres upon strategic and risk attitudes and processes at the board level and what drives prudent board behaviour. Dr. Kunsch has ongoing studies and research the areas of strategic and risk process compliance and the cognitive biases that interfere with appropriate strategic and risk responses among board members. He regularly lectures internationally on corporate governance including risk, board performance and effectiveness.



Speaker Abstracts & Sessions

The Future Impact of COVID on Group Benefits

COVID is impacting the healthcare landscape, particularly with drugs and LTD. A yearly COVID booster is very likely. Brain fog, fatigue, memory problems are some of the symptoms experienced by COVID long haulers. The number of Canadians currently affected by long-term COVID is conservatively estimated at 150,000, with only 27% of long haulers returning to work at full time hours.



Barb Martinez, Canada Life

As the National Practice Leader, Drug Solutions in Canada Life's Toronto Office, Barbara A. Martinez supports sales offices across Canada on prescription drug management initiatives. She plays a key role in supporting advisors and their clients, including designing and managing drug benefit plans.

Barbara joined Canada Life in 2012 after 10 years at Mercer, where she led the Canadian drug benefits consulting team. Her past experience also includes 13 years in the pharmaceutical industry, where she worked in sales and marketing as well as government and professional affairs.

NOW WHAT? Prioritizing Personal & Organizational Growth to Go from Recovery to Reinvention

Leaders have been forced to react and respond to a dynamic environment that featured everything from a dismantled supply chain and muted virtual teams to overdue calls for equality, mental health concerns, and an economy on the brink. Ron Tite will discuss how great challenges generate great opportunities and how you can prioritize growth to push through.



Ron Tite, Marketing Expert

Relevant, engaging, and interactive, Ron Tite exceeds expectations every time he takes the stage. Named one of the "Top 10 Creative Canadians" by Marketing Magazine, he's an award-winning advertising writer and creative director who has worked with some of the world's most respected brands, including Air France, Evian, Hershey, Kraft, Intel, Microsoft, and Volvo. Addressing a variety of topics surrounding leadership, corporate strategy, and creativity, Tite's presentations are not only information-packed but also infused with his unique humour.

Economic Update

Get an economic update that will benefit you and help you build strategies for your future business plans.



Eric Lascelles, Chief Economist at RBC Global Asset Management (GAM)

Eric is responsible for the RBC GAM's global economic forecast and generating microeconomic research. He is a member of the RBC GAM Investment Strategy Committee, the group responsible for global asset mix recommendations.

In his session, Eric will provide an overview for key economic themes spanning market performance, monetary policy and more including comments on both the domestic and global economic outlook.



Speaker Abstracts & Sessions

Executive Panel - Leadership for a New Era

Given ongoing transformation of the LDC sector, in concert with a pandemic that remains a factor in our everyday lives, this is a unique moment in history. Facing the future, CEOs are shifting how they lead. This panel will discuss the priorities, imperatives, and strategies deployed by CEOs to advance their organization and people.



Jenny Alfandary
Westario Power
Speaker



Simon Wu
Rideau St. Lawrence
Distribution Inc.
Speaker



David Fell
Utilities Kingston
Speaker



Tim Wilson
Synergy North
Moderator

Celebrating **35**
years of service to
Ontario's energy sector



The MEARIE Conference 2022

The MEARIE Conference 2019 Memories





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Thank You for Joining us at The MEARIE Conference!



Managing risk
together





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