

59TH ANNUAL CANADIAN EMPLOYEE BENEFITS CONFERENCE

August 30-September 2, 2026

Halifax Convention Centre | Halifax, Nova Scotia

Preconferences: August 28-30, 2026

Full Program Agenda

www.ifebp.org/canannual

International Foundation
OF EMPLOYEE BENEFIT PLANS  CANADA

59TH ANNUAL CANADIAN EMPLOYEE BENEFITS CONFERENCE

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Since 1968, Canadian pension and benefits leaders have collaborated to deliver the Annual Canadian Employee Benefits Conference—providing the in-depth education needed to effectively manage benefit and pension plans while serving the interests of Canadian plan practitioners.

Join us in Halifax for unbiased, objective insights into emerging trends, legislative changes and key topics impacting your funds. Gain actionable takeaways to strengthen your organization and the funds you serve. Now more than ever, it's crucial for you to cut through the noise and prepare your plans for what's ahead.

Benefits of Attending

- Fulfill your fiduciary duty by staying up to date on the latest regulatory and legislative changes.
- Learn new approaches from leading industry experts.
- Receive unbiased education to help secure long-term sustainability for your fund.
- Uncover ideas to ensure your fund is maximizing its potential.
- Find out how other funds are tackling issues similar to your own, and discuss what worked and what didn't.
- Hear about emerging trends and what they could mean for your plans.
- Network with your colleagues and peers.

New for 2026

- Expanded Canada Connect Centre with tabletop displays
- Lunches on Monday and Tuesday are included with registration!
- Welcome reception



**NEW
IN
2026!**



Lunch is now included with your Annual Conference registration and will be served in the **Canada Connect Centre**, now enhanced with tabletop displays and engaging attendee activities. Enjoy time to connect with colleagues without needing to leave the convention centre.



Sundae Social and Welcome Reception

Attendees are invited to gather for ice cream and casual conversation before the opening keynote on Sunday, August 30, 2:00-3:00 p.m. In addition, attendees can join us Monday, August 31, 4:00-5:30 p.m. for the welcome reception. These are perfect opportunities to connect, mingle and get energized for the conference ahead.

Give Back to Halifax

Drop in to assemble care kits filled with essentials for unhoused women, children and gender-diverse individuals in the Halifax community, in partnership with Adsum for Women and Children. Located near the expanded **Canada Connect Centre** and easily accessible between sessions, the volunteer area offers you an opportunity to impact the community in a direct and meaningful way.



Join Us in Halifax!

Halifax, Nova Scotia is a lively coastal city that blends rich maritime heritage with modern urban energy, offering visitors an experience that feels both welcoming and effortlessly vibrant. Stroll along the scenic waterfront boardwalk; explore historic sites such as the Halifax Citadel; or dive into the city's thriving arts, music and culinary scenes—all set against the backdrop of the Atlantic Ocean.

Known for its friendly locals, fresh seafood and bustling breweries, Halifax is an ideal place to unwind while still enjoying the amenities of a dynamic city. From outdoor adventures on nearby beaches and trails to boutique shopping, museums and year-round festivals, Halifax offers something for everyone. Whether you're visiting for business or pleasure, you're bound to find a memorable mix of culture, charm and coastal beauty.



Preconference Schedule

Thursday, August 27

PRECONFERENCE-ONLY Registration..... 4:00-6:00 p.m.

Friday, August 28

Registration 7:00 a.m.-4:30 p.m.

Trustee Education Preconferences

8:00 a.m.-4:30 p.m.

Foundations of Trust Management Standards (FTMS®)

**Advanced Trust Management Standards (ATMS®)
Sessions A and B**

**Master of Trust Management Standards (MTMS®)
Sessions A and B**

**Principes fondamentaux de gestion des fiducies
8 h 00 à 16 h 30**

Saturday, August 29

Registration 7:00 a.m.-4:30 p.m.

Preconference Workshop..... 8:00 a.m.-12:00 noon

Trustee Education Preconferences

FTMS 8:00 a.m.-4:30 p.m.

ATMS Sessions A and B..... 8:00 a.m.-4:00 p.m.

MTMS Session A 8:00 a.m.-4:00 p.m.

MTMS Session B 8:00 a.m.-3:30 p.m.

**Principes fondamentaux
de gestion des fiducies**..... 8 h 00 à 16 h 30

Sunday, August 30

Registration 7:00 a.m.-5:00 p.m.

Preconference Workshop..... 8:00 a.m.-12:00 noon

MTMS Advanced Leadership Summit.... 8:00 a.m.-12:00 noon

Conference Schedule

Visit www.ifebp.org/canannual
by July 20 to register and save C\$300.

Friday, August 28

Registration 12:00 noon-4:30 p.m.

Saturday, August 29

Registration 7:00 a.m.-4:30 p.m.

Sunday, August 30

Registration 7:00 a.m.-5:00 p.m.

Canada Connect Centre Open* 1:00-4:00 p.m.

Sundae Social 2:00-3:00 p.m.

Doors Open 4:00 p.m.

Opening Entertainment* 4:15-4:45 p.m.

Opening Keynote* 4:45-6:15 p.m.

Réception de bienvenue pour
les participants francophones 18 h 15 à 19 h 30

Monday, August 31

Registration/Information 7:00 a.m.-5:00 p.m.

Welcome 7:45-8:00 a.m.

Keynote Session 8:00-9:00 a.m.

Featured Session 9:30-10:30 a.m.

Canada Connect Centre Open 10:30 a.m.-5:30 p.m.

Breakout Sessions 11:00 a.m.-12:00 noon

Lunch provided
(in the Canada Connect Centre) 12:00 noon-1:30 p.m.

Breakout Sessions 1:30-2:30 p.m.
3:00-4:00 p.m.

Welcome Reception
(in the Canada Connect Centre) 4:00-5:30 p.m.

Tuesday, September 1

Registration/Information 7:00 a.m.-4:00 p.m.

Keynote Session 8:00-9:00 a.m.

Featured Session 9:30-10:30 a.m.

Canada Connect Centre Open 10:30 a.m.-3:00 p.m.

Breakout Sessions 11:00 a.m.-12:00 noon

Lunch provided
(in the Canada Connect Centre) 12:00 noon-1:30 p.m.

Breakout Sessions 1:30-2:30 p.m.
3:00-4:00 p.m.

Wednesday, September 2

Registration/Information 7:00 a.m.-12:00 noon

Breakout Sessions 8:00-9:00 a.m.
9:30-10:30 a.m.

Closing Keynote* 11:00 a.m.-12:00 noon

**Guests are welcome to attend.*

Lunch will be provided on Monday and
Tuesday for main conference attendees.

Lunch sponsored by:

CONCERT®
PROPERTIES

Trustee Education Preconference Courses



Foundations of Trust Management Standards

www.ifebp.org/ftms

Friday, August 28 8:00 a.m.-4:30 p.m.

Saturday, August 29 8:00 a.m.-4:30 p.m.

Breakfast and lunch
will be provided.

Designed for the needs of new trustees looking to get up to speed on the basics of trust management, Foundations of Trust Management Standards (FTMS) will provide the knowledge you need to help ensure your plan's success. FTMS is the first step in the trustee education path, focused on the needs of new Canadian trustees.

Course Objective

The objective of FTMS is to increase **awareness** and **understanding** of the basics in the key knowledge areas of effective management of trusts:

- Legal
- Administration
- Governance
- Funding/investment/finance.



Principes fondamentaux de gestion des fiducies

fr.ifebp.ca/fiduciaire

vendredi 28 août 8 h 00 à 16 h 30

samedi 29 août 8 h 00 à 16 h 30

Le petit-déjeuner et le dîner seront
offerts aux participants.

Objectif du cours :

Ce programme constitue la première étape du parcours de formation des fiduciaires et est spécifiquement adapté aux fiduciaires souhaitant acquérir une base solide en gestion de fiducie. Ce cours vise à accroître la compréhension des principes de base dans les domaines clés suivants de la gestion efficace des fiducies :

- Matières juridiques et réglementaires ;
- Administration ;
- Gouvernance ;
- Financement, placements et gestion financière

Trustee Education Preconference Courses



Advanced Trust Management Standards

www.ifebp.org/atms

Friday, August 28 8:00 a.m.-4:30 p.m.

Saturday, August 29 8:00 a.m.-4:00 p.m.

Breakfast and lunch
will be provided.

Designed for the needs of advanced trustees, Advanced Trust Management Standards (ATMS) has engaging instruction and interactive case studies that will give you the tools you need not only to be successful in your role as a trustee but also to look toward the future and prepare your plan for the challenges ahead. ATMS includes two sequential programs: **ATMS Session A** and **ATMS Session B**.

Course Objective

ATMS focuses on the **application** and **analysis** of the key knowledge areas of effective trust management, adding breadth and depth to what is learned in FTMS and strengthening the pension and health and welfare application. Course materials consist of all on-site presentation materials, supplementary readings and additional information for future reference.



Master of Trust Management Standards

www.ifebp.org/mtms

Friday, August 28 8:00 a.m.-4:30 p.m.

Saturday, August 29 8:00 a.m.-4:00 p.m.

MTMS B ends at 3:30 p.m. on Saturday.

Breakfast and lunch
will be provided.

Designed for those who have completed both FTMS and ATMS, Master of Trust Management Standards (MTMS) participants will gain the skills and resources needed to optimize their contributions as leaders for their organizations. MTMS includes two sequential programs: **MTMS Session A** and **MTMS Session B**.

Course Objective

The objective of MTMS is to prepare longer term trustees/fiduciaries to contribute to effective board management in a leadership capacity and to fulfill the board's oversight role. The MTMS program is highly interactive, focusing on the **evaluation** and **creation** of new points of view as well as behavioural change in the areas of leadership, governance, oversight, strategic planning and risk management.

Trustee Education Preconference Courses



MTMS Advanced Leadership Summit

www.ifebp.org/mtmssummit

Sunday, August 30 | 8:00 a.m.-12:00 noon

The MTMS Advanced Leadership Summit is a continuing education program for those who have earned an MTMS credential. Each Summit focuses on a topic of particular interest to plan trustees. The focus of the MTMS Advanced Leadership Summit changes each year to reflect the most essential issues facing trustees.

This Year's Topic:

Understanding What Drives and Motivates Action

This practical workshop teaches trustees how to identify and grow high-value behaviours while understanding the core values that drive individual decision making. Using actionable frameworks, the session helps participants focus effort on highest yield activities, neutralize counterproductive actions and build sustainable relationships.

Participants will learn how to:

- Identify the top ten behaviours that drive high performance on boards, as well as the bottom ten actions and methods to neutralize or redirect them
- Apply the 10-80-10 framework to increase trustee and board cohesion and output
- Use a *value print*—the distinctive ordering of what matters most—to improve decision making and collaboration
- Align board roles and responsibilities to strengths and values to reduce conflict and deliver measurable gains.



**Sunjay Nath,
MBA, CSP**

*Hall of Fame
Professional Speaker
Human Performance
Engineer
Spetha Inc.
Toronto, Ontario*

Begin, continue or culminate
your trustee training journey.



Learn more about the trustee training path at www.ifebp.org/cdtrusteepath.

Preconference Workshops

As lifespans lengthen, we have more healthy years to enjoy, requiring plan members to focus beyond just financial planning.

“

Really enjoyed this presentation. It was filled with good, detailed information that all those thinking of retirement should hear.

Through an evidence-informed perspective, this two-day workshop will help you understand and prepare for a successful and healthy retirement.

“

Highly interactive and engaging session. I had not planned my retirement in this way before, and it was an excellent exercise.

DAY ONE

Health, Wealth and Happiness—

Planning Your Path to a Successful Retirement (Part One)

Saturday, August 29 | 8:00 a.m.-12:00 noon

Plan members no longer need to settle for a one-size-fits-all approach to retiring. Shift your mindset from planning for retirement to designing a longevity lifestyle. Discover how to fund your ideal retirement.

SPEAKERS



Roland Chiwetelu, CFP

*Associate Director,
Financial Wellness
Eckler Ltd.
Toronto, Ontario*



Kyra Jones, PhD

*Principal Consultant
kj3 Consulting
Waterloo, Ontario*

DAY TWO

Health, Wealth and Happiness—

Living Your Best Retirement (Part Two)

Sunday, August 30 | 8:00 a.m.-12:00 noon

Securing a healthy and successful retirement should not be stressful. This workshop will continue to explore tools and resources to boost and protect your retirement income and focus on achieving a healthy and productive retirement.

SPEAKERS



Roland Chiwetelu, CFP

*Associate Director,
Financial Wellness
Eckler Ltd.
Toronto, Ontario*



**Tyler Amell,
PhD, MSc, BSc**

*Chief Health and
Strategy Officer
MediKeeper, Inc.
Faculty and Registrar
Pacific Coast University
for Workplace
Health Sciences
Calgary, Alberta*

Keynote Speakers



Commander Paul Smith, OMM, MSM, CD

*Decorated Naval Officer
and Leadership Strategist
Toronto, Ontario*



Chantal Hébert, OC, CQ

*Freelance Political Columnist
Ottawa, Ontario*

SUNDAY OPENING KEYNOTE

Breaking the Mold: Leadership That Redefines What's Possible

August 30 | 4:45-6:15 p.m.

In this powerful keynote, Commander Paul Smith unpacks what it means to lead when you don't fit the mold, as well as how individuals, teams and organizations can lead with clarity, influence with integrity and perform under pressure, even when the stakes are high and the spotlight is on. This is more than a leadership talk. It offers a challenge to every audience: *Don't just lead the way it's always been done—Lead in a way that redefines what's possible.*

MONDAY MORNING KEYNOTE

The Shifting Canadian Political Landscape

August 31 | 7:45-9:00 a.m.

Discussing the shifting Canadian political landscape requires navigating a volatile environment defined by a major leadership change, intense U.S.–Canada relations and a realignment of voter priorities. In this session, Chantal Hébert, a renowned journalist and political commentator, will share her view of the increasingly complicated landscape.

Chantal Hébert présentera une session en français.



La **traduction** simultanée de certaines sessions sera offerte.

Keynote Speakers

TUESDAY MORNING KEYNOTE

The New AI Power Shift: Risks, Rewards and Readiness for 2026 and Beyond

September 1 | 8:00-9:00 a.m.

Amber Mac is an award-winning podcaster, bestselling author and media host on the topic of AI and emerging technology. A new AI power shift is underway, reshaping how we work, lead and compete. To navigate this shift with confidence, Amber provides a practical blueprint for making smarter decisions, building resilient teams and leading responsibly in an AI-driven future. The real opportunity isn't just adopting AI, but ensuring more people are empowered to participate in this transformation.



Amber Mac

*Author and Host of
The AmberMac Show Podcast
Toronto, Ontario*



Michael (Pinball) Clemons, O.Ont

*Football Legend and Founder,
Pinball Foundation
Etobicoke, Ontario*

WEDNESDAY CLOSING KEYNOTE

The Importance of Teamwork

September 2 | 11:00 a.m.-12:00 noon

Toronto Argonauts general manager (and former coach and player) Michael (Pinball) Clemons exemplifies the capabilities of teamwork and leadership while demonstrating what it means to beat the odds. Michael's tireless community involvement and participation in countless charitable causes exemplify the qualities he possesses. His presentations are captivating and empowering and clearly demonstrate the capabilities of teamwork.

Featured Sessions



Todd Hirsch

*Navigator of Economic Disruption,
Speaker and Author
Calgary, Alberta*

MONDAY MORNING FEATURED SESSION

A Rupture—Not a Transition: Navigating Economic Uncertainty in a Time of Chaos

August 31 | 9:30-10:30 a.m.

This economic outlook will set the stage for the day, exploring key forces of disruption facing Canadian trustees and plan sponsors, organized in three parts.

Part 1: Major Disruptors

- Global geopolitical instability
- Fractured Canada—U.S. trade relations and rising tariffs
- Climate-driven extreme weather events
- Rapid technological disruption, especially AI

Part 2: Canada's Economic Landscape

- Consensus forecast for national real GDP
- Labour market prospects
- Inflation trends and potential Bank of Canada interest rate moves

Part 3: Futureproofing in Turbulent Times

- Essential tools to navigating uncertainty

Une session sur la perspective économique pour 2027 sera offerte en français par un autre conférencier.

TUESDAY MORNING FEATURED SESSION

Legal/Legislative Developments Across Canada

September 1 | 9:30-10:30 a.m.

This panel will discuss proposed and recently passed legislation and regulations as well as court decisions affecting pension and health and welfare plans.



Lisa C. Chamzuk

Partner

*Lawson Lundell LLP
Vancouver, British Columbia*



Hugh Wright

Partner

*Miller Thomson LLP
Halifax, Nova Scotia*



Mark Zigler

Partner

*Koskie Minsky LLP
Toronto, Ontario*

FOLLOW-UP AFTERNOON SESSIONS

Regional updates will be presented during the breakout sessions following the featured session. See page 20 for details.

Five Ways to Spend Your 30-Minute Breaks

As you start browsing through the schedule and planning your Annual Conference experience in Halifax, you'll notice something new: Extended 30-minute breaks between sessions now replace the traditional 15-minute breaks. Why the change? We listened to your feedback and want to better accommodate attendees needing more time to catch up on emails, make a quick phone call or walk across the convention centre to their next session. Wondering how to use your extra time? **Start by heading to the newly expanded Canada Connect Centre.**

1 Make a new connection and explore solutions with service providers—New tabletop displays make it easy to find ideas for your organization.

2 Make an impact by assembling a kit of care items for unhoused women, children and gender-diverse individuals in Halifax with Adsum for Women and Children. Your contribution will make a direct and meaningful difference in the community.

3 Grab a snack and get the scoop on upcoming International Foundation education and resources.

Snack breaks sponsored by:

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J.P.Morgan
ASSET MANAGEMENT

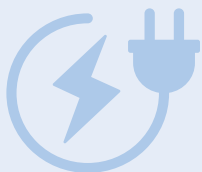
**KOSKIE
MINSKY**
PENSION & BENEFITS
KOSKIE GLAVIN GORDON

4 Refresh your LinkedIn profile with a complimentary professional headshot or recharge with a complimentary massage.

Professional headshots sponsored by:

canada *life*

5 Strike up a conversation with a fellow attendee. This is one of the best opportunities you'll have to connect with someone who truly understands the challenges you and your fund are facing.



Charging Stations

Spend time between sessions recharging both yourself and your mobile devices at our sponsored charging stations.

Charging stations sponsored by:



H E A L T H

Recommended Starter Track

New trustees and first-time attendees can be overwhelmed by the many topic choices offered at the Annual Conference. Here is a recommended track for new trustees who are looking for appropriate content across a wide range of subjects. These sessions are in addition to the keynote and featured sessions on pages 10-12.

MONDAY, AUGUST 31			
11:00 a.m.-12:00 noon	Investments I02 Basics in Financial Performance Benchmarking		
1:30-2:30 p.m.	Fiduciary Responsibility/Governance F04 Running Your Board and Committee Meetings Effectively	Investments I03 Alternative Investments 101	
3:00-4:00 p.m.	Investments I01 Investments 101		
TUESDAY, SEPTEMBER 1			
11:00 a.m.-12:00 noon	Fiduciary Responsibility/Governance F05-1 CAPSA Guidelines No. 3 and No. 10	Investments I07-1 Bonds Bootcamp	
1:30-2:30 p.m.	Health and Wellness/Group Benefits H01-1 Creating an Inclusive Benefits Plan and Workplace Culture	Pensions/Retirement Security P06-1 Bridging the Generational Divide: Rethinking Retirement Savings for a Changing Workforce	
3:00-4:00 p.m.	Fiduciary Responsibility/Governance F05-2 CAPSA Guidelines No. 3 and No. 10	General Topics G01-1 Resistance Is Futile: Dealing With Accelerating Change	
WEDNESDAY, SEPTEMBER 2			
8:00-9:00 a.m.	General Topics G03 Maximizing Your Membership: Foundation Resources and Roundtables		Investments I07-2 Bonds Bootcamp
9:30-10:30 a.m.	General Topics G01-2 Resistance Is Futile: Dealing With Accelerating Change	Health and Wellness/Group Benefits H01-2 Creating an Inclusive Benefits Plan and Workplace Culture	Pensions/Retirement Security P06-2 Bridging the Generational Divide: Rethinking Retirement Savings for a Changing Workforce

Fiduciary Responsibility/Governance

Content Levels

Sessions are developed for participants at a variety of experience levels and are identified as all, basic or advanced.

All

These sessions are applicable to trustees, administrators and fiduciaries at all levels of experience.

Basic

Basic sessions are intended for trustees and administrators just starting in the role or who have never attended an International Foundation conference.

Advanced

Advanced sessions are for experienced trustees, administrators, consultants, managers and those involved in the overall management of benefit trust funds.

F01



Artificial Intelligence and Fiduciary Duty: What Every Board Should Know

Monday 11:00 a.m.-12:00 noon

- Understanding the board's role in overseeing AI, where it is used, what decisions it influences and how oversight may change
- Identifying key risks, including fiduciary duty, data privacy, bias, cybersecurity and third-party vendors, and how these inform the board's approved risk appetite
- Understanding the evolving regulatory landscape in Canada and the growing expectation that boards understand and oversee both the risks and opportunities of AI, even without a clear set of rules
- Practical approaches to evaluating, approving and monitoring AI, including how boards may use AI to support their own oversight

F02



Navigating Conflicts and Board Dilemmas

Tuesday 1:30-2:30 p.m.

- Understanding how different roles and perspectives shape boardroom decisions and how inherent structural conflicts must be recognized and managed
- The challenge of fiduciary duty in practice, balancing representation, loyalty and the obligation to act in the best interest of the plan as a whole
- Why conflicts are not always obvious or intentional and how they can influence decisions even when individuals believe they are acting appropriately
- Practical approaches to managing conflicts at the board level, including clear policies, transparency and effective oversight of areas such as reimbursements, education and related benefits

Program
Content



Fiduciary Responsibility/Governance

F03



The Brain Science of Decision Making

- 1 Monday 3:00-4:00 p.m.
- 2 Tuesday 1:30-2:30 p.m.

- Explore cognitive biases that shape judgment and risk assessment
- Brain-based strategies to build consensus and reduce conflict
- Common mistakes that derail sound governance decisions

F04



Running Your Board and Committee Meetings Effectively

- Monday 1:30-2:30 p.m.

- Preparation—Agenda and meeting materials
- Role of the chair—Facilitating reporting and decision making
- Self-assessment—Measuring your effectiveness
- Attendees will receive an FAQ/checklist resource.

F05



CAPSA Guidelines No. 3 and No. 10

- 1 Tuesday 11:00 a.m.-12:00 noon
- 2 Tuesday 3:00-4:00 p.m.

- Key principles from the Canadian Association of Pension Supervisory Authorities (CAPSA) Guideline No. 3: Guideline for Capital Accumulation Plans
- Updates and expectations under CAPSA Guideline No. 10: Guideline for Risk Management for Plan Administrators
- Integrating enterprise risk frameworks into board oversight

Program
Content



Health and Wellness/Group Benefits

H01



Creating an Inclusive Benefits Plan and Workplace Culture

- 1 **Tuesday** 1:30-2:30 p.m.
- 2 **Wednesday** 9:30-10:30 a.m.

- Building an inclusive environment
- What types of benefits support a diverse population?
- Administrative changes that remove barriers
- New coverages available for plan members transitioning
- How benefit plans can supplement government-sponsored programs
- How analysing claims data can lead to a practical design framework that aligns benefits with member experience, optimizing utilization and outcomes

H03



Beyond Burnout: Reimagining Mental Health in the Global Workplace

- 1 **Monday** 11:00 a.m.-12:00 noon
- 2 **Wednesday** 8:00-9:00 a.m.

- Draw on the latest research and global trends to understand the evolving definition of burnout and the hidden organizational costs.
- Treat burnout as a systemic issue—shaped by workload, culture, leadership practices and the evolving demands of hybrid work.
- Equip leaders with clear, evidence-informed strategies they can apply immediately to strengthen resilience, belonging and mental health.
- Evolve from reactive support to proactive, human-centred prevention.

H02



Managing High-Cost Claims: Strategies to Reduce Costs and Manage Health Outcomes

- 1 **Tuesday** 11:00 a.m.-12:00 noon
- 2 **Tuesday** 3:00-4:00 p.m.

- New drugs entering the Canadian market
- The associated high costs and financial sustainability
- How insurers are reimbursing these drugs
- Strategies for plan sponsors to mitigate the cost impact of these drugs within their drug plan design and ensure their appropriate use

H04



Proactive Strategies: Embedding Early Intervention Programs in Absence and Disability Management

- 1 **Tuesday** 11:00 a.m.-12:00 noon
- 2 **Wednesday** 9:30-10:30 a.m.

- Understand the critical role of early intervention programs in preventing prolonged absences and disability claims.
- Learn how to design and implement intermittent absence management and proactive accommodation programs focused on prevention.
- Explore case studies demonstrating successful early intervention strategies embedded within the continuum of health for maximized outcomes.

Health and Wellness/Group Benefits

H05



Navigating Financial Stress to Strengthen Workplace Mental Well-Being

Monday 1:30-2:30 p.m.

- How financial stress is a major source of distress
- The link between debt and mental health
- Recognizing signs of stress and referring members to resources
- Supporting financial and mental well-being at work
- Resources, where to find them and what questions to ask

H06



Family Benefits: Meeting Evolving Needs With Modern, Meaningful Plans

Monday 3:00-4:00 p.m.

- Emerging trends in Canada aimed at expanding the range of benefits
- Benefits include fertility treatment, egg freezing, adoption, and legal and administrative fees
- Typical plan design, including maximums and coinsurance
- How do benefit plan innovations create cultures that support career growth and personal well-being?

Visit www.ifebp.org/canannual by July 20 to register and save C\$300.

Program Content



All



Basic



Advanced

Pensions/Retirement Security

P01



Seeing Through the Noise

- 1 **Tuesday** 11:00 a.m.-12:00 noon
- 2 **Wednesday** 8:00-9:00 a.m.

- Trends, temperature check, and news and regulations
- Understanding current markets
- Keeping emotions out of investment decisions
- Reviewing your investment policy statement
- Risk management strategies

P02



Retirement by Design: Decisions That Shape Women's Retirements

- 1 **Tuesday** 1:30-2:30 p.m.
- 2 **Wednesday** 8:00-9:00 a.m.

- A look at gender gaps in retirement savings
- How career breaks impact lifetime earnings
- Longevity and retirement income needs
- Plan design considerations

P03



Target Benefit Regulatory Update

- 1 **Monday** 11:00 a.m.-12:00 noon
- 2 **Monday** 3:00-4:00 p.m.

- Target benefit framework
- New rules for multi-employer pension plans
- Conversion considerations
- Funding and benefits policy requirements
- Provisions for adverse deviation (PfADs)
- Oversight, supervision and governance

P04



Making the Most of Pension Surplus: A Framework for Fair, Sustainable Decisions

- Tuesday** 11:00 a.m.-12:00 noon

- Governance principles for surplus decisions
- Intergenerational equity considerations
- Benefit improvements and contribution holidays
- Long-term plan sustainability

P05



Balancing Income and Flexibility: A Holistic Approach to Retirement

- 1 **Monday** 11:00 a.m.-12:00 noon
- 2 **Monday** 3:00-4:00 p.m.

- Retirement income sustainability and flexibility
- Decumulation, timing and risk trade-offs
- Coordination of pensions, benefits and personal savings
- Predictable income for essential expenses
- Access to savings for changing needs
- Plan design and governance for better outcomes

P06



Bridging the Generational Divide: Rethinking Retirement Savings for a Changing Workforce

- 1 **Tuesday** 1:30-2:30 p.m.
- 2 **Wednesday** 9:30-10:30 a.m.

- Workforce trends shaping plan design
- Generational shifts in retirement expectations
- Growth of defined contribution plans
- Role of defined benefit plans
- Engagement and member experience strategies

P07



The Long View: Managing Intergenerational Equity for Pension Plans

- Monday** 1:30-2:30 p.m.

- Defining intergenerational equity
- Identifying drivers of generational imbalance
- Funding policy impacts across generations
- Evaluating surplus decisions and long-term effects
- Tools to monitor and manage equity

Program
Content



All



Basic



Advanced

Legal/Legislative

L01



Legal/Legislative Update— Atlantic Canada

Tuesday 11:00 a.m.-12:00 noon

- Provide an overview of proposed and recently passed legislation and regulations.
- Explore court decisions affecting pension and health and welfare benefit plans specific to Atlantic Canada.

L03



Legal/Legislative Update— Western Canada

Tuesday 3:00-4:00 p.m.

- Provide an overview of proposed and recently passed legislation and regulations.
- Explore court decisions affecting pension and health and welfare benefit plans specific to Western Canada.

L02



Legal/Legislative Update— Central Canada

Tuesday 1:30-2:30 p.m.

- Provide an overview of proposed and recently passed legislation and regulations.
- Explore court decisions affecting pension and health and welfare benefit plans specific to Central Canada.

L04



Pension Plan Consolidations and Mergers

Monday 1:30-2:30 p.m.

- Strategic drivers: Scale, cost efficiency and governance capacity
- Fiduciary and regulatory considerations in plan mergers
- Due diligence: Funding, investments, administration and member impact
- Integration planning, communication and risk management

Investments

I01



Investments 101

Monday 3:00-4:00 p.m.

- Institutional investing fundamentals
- Asset classes
- Interest rates and their impact on bonds
- Risk-and-return concepts

I02



Basics in Financial Performance Benchmarking

Monday 11:00 a.m.-12:00 noon

- Define appropriate benchmarks for pension plan performance.
- Select effective performance monitoring tools.
- Identify common benchmarking pitfalls.
- Compare plan performance to relevant peer groups.
- Improve oversight of investment results and benchmarks.

I03



Alternative Investments 101

Monday 1:30-2:30 p.m.

- Define alternative investments and core strategies.
- Understand fee structures.
- Evaluate liquidity constraints and capital calls.
- Assess pacing, commitments and cash flow impact.
- Diversification and risk strategies
- Questions to ask before investing

I04



From Reaction to Strategy: A Rational Investment Approach

Monday 1:30-2:30 p.m.

- Geopolitical events and market impacts
- Avoiding emotion-driven investment decisions
- Disciplined investment decision making
- Global diversification strategies
- Long-term perspective during market uncertainty

I05



The Inflation Puzzle: Understanding and Managing Its Impact on Pension Plans

Tuesday 1:30-2:30 p.m.

- Inflation trends affecting pension plans
- Impact on funding and long-term sustainability
- Drivers behind the current inflation environment
- Inflation mitigation strategies
- Discussion on conditional indexation and proactive investment approaches
- Questions trustees should be asking

I06



Investing in Commodities

1 Monday 11:00 a.m.-12:00 noon

2 Monday 3:00-4:00 p.m.

- Historical market supply and inventory trends
- Commodities' role in portfolio diversification
- Inflation hedging strategies
- Assessing potential over the next decade

Program
Content



All



Basic



Advanced

Investments

I07



Bonds Bootcamp

- 1 **Tuesday** 11:00 a.m.-12:00 noon
2 **Wednesday** 8:00-9:00 a.m.

- Explain the current value of bonds in portfolios.
- Understand interest rate dynamics and bond performance.
- Compare active and passive bond strategies.
- Risk management
- Diversification to strengthen portfolios
- Building portfolios in current market conditions

I08



Weathering the Storm: Climate Risk Strategies for Modern Pension Funds

- 1 **Tuesday** 11:00 a.m.-12:00 noon
2 **Wednesday** 8:00-9:00 a.m.

- How climate risks affect pension plans
- Impacts on returns and funding
- Climate disclosure standards
- Measuring and reporting climate exposures
- Investment opportunities

I09



From Crisis to Comeback: Institutional Investing in Commercial Real Estate

- 1 **Tuesday** 11:00 a.m.-12:00 noon
2 **Tuesday** 3:00-4:00 p.m.

- The pandemic's impact on commercial real estate markets
- Trends in commercial real estate
- Lessons learned from institutional investor responses
- Current market challenges
- Strategies to achieve expected returns

I10



When Cash Flows Turn Negative: Governance and Investment Implications for Mature Pension Plans

- 1 **Tuesday** 3:00-4:00 p.m.
2 **Wednesday** 9:30-10:30 a.m.

- Cash flow's impact on plan risk profile
- Liquidity needs and asset mix adjustments
- Benefit payment strategies
- Sequencing risk and derisking paths
- Cash flow monitoring and drawdown policies
- Alignment of funding, investment and benefit decisions

Investments

I11



Investing in Agricultural Opportunities and Technology

- 1 **Monday** 11:00 a.m.-12:00 noon
- 2 **Monday** 3:00-4:00 p.m.

- Survey of agricultural investments
- Food demand and supply trends
- Technology in modern agriculture
- Farmland as a long-term asset
- Portfolio diversification benefits

I12



Target-Date Funds: The Next Generation

- 1 **Tuesday** 1:30-2:30 p.m.
- 2 **Wednesday** 9:30-10:30 a.m.

- Evolution of target-date funds
- Alternative investment strategies
- Blending public and private assets
- Role of multimanager structures
- Assessing target-date glidepaths

I13



Investing in Canada's Energy and Natural Resources

- 1 **Monday** 1:30-2:30 p.m.
- 2 **Tuesday** 1:30-2:30 p.m.

- Canada as a major global energy supplier
- AI growth on demand
- Areas of opportunity
- Hydroelectric and nuclear energy advantages
- Critical minerals
- Natural gas
- Examples of domestic energy projects

I14



Consultants Roundtable

- Tuesday** 3:00-4:00 p.m.

This facilitated panel discussion will offer an opportunity for investment consultants to discuss hot topics in the investment landscape.

Program
Content



All



Basic



Advanced

Administration

A01



Fraud: The Invisible Risk in Governance

Monday 1:30-2:30 p.m.

- Fraud risk is often addressed through policies, controls and risk registers.
- Why fraud risk is so difficult for boards to see
- How power dynamics and organizational culture contribute to blind spots
- What trustees can do to strengthen oversight without turning governance into investigations, including pension and benefits plans

A02



Understanding Your Financial Statements

Monday 11:00 a.m.-12:00 noon

- A practical walk-through of common financial statement components with an emphasis on changes in *CPA Canada Handbook*, Section 4600
- How these changes show up in disclosures and audit approaches, especially around alternative investments

A03



Cybersecurity

1 Tuesday 3:00-4:00 p.m.

2 Wednesday 9:30-10:30 a.m.

- As a trustee, what do you need to know, and what is your role?
- Walk through a breach process and understand who is responsible for what.
- What expectations should a trustee have regarding cybersecurity insurance?
- Creating awareness through a tabletop exercise and a case study

Program Content

All Basic Advanced

Communication

C01



Communicating Difficult Decisions

Monday 1:30-2:30 p.m.

- What defines an organizational crisis, including a labour strike, and its psychological impact?
- Best practices for crisis management and communication
- Communicating benefit reductions, funding shortfalls and plan changes
- Balancing fiduciary duty with member expectations
- Clear, compliant messaging aligned with pension standards legislation

C02



Innovation in Member Engagement Opportunities

Monday 3:00-4:00 p.m.

- How pension plans engage with their members
- Understand the modern user experience (UX), segmentation/personas, different communication channels and opportunities to enhance retirement literacy.
- Case study evaluations and lessons learned along the way

Program
Content



All



Basic



Advanced

Apprenticeship, Training and Education

T01



Changes in Funding Policy

- 1 Tuesday 11:00 a.m.-12:00 noon**
2 Tuesday 3:00-4:00 p.m.

- Countrywide overview
- Ontario funding shifts and training capacity investments
- Alberta grants expansion
- Nova Scotia direct supports
- Manitoba employer incentives and grants
- Strategies to address shortages in the trades

T02



Helmets to Hardhats for Success

- 1 Monday 11:00 a.m.-12:00 noon**
2 Monday 3:00-4:00 p.m.

- Connecting transitioning service members to apprenticeship opportunities
- Translating military training into career pathways
- Addressing common challenges veterans face
- Supporting veterans
 - Mental health
 - Transitioning challenges

Program Content

All Basic Advanced

Public Plans

PE01



Are You Ready for Business Interruption?

Tuesday 1:30-2:30 p.m.

- Explore the BC Pension Corporation labour dispute (strike) case study and business continuity plan.
- Provide lessons learned for other administrators to consider as part of their business continuity plan.
- Applicable for pension administrators and benefits administrators

PE02



The Cost of Doing Nothing

1 Monday 11:00 a.m.-12:00 noon
2 Monday 3:00-4:00 p.m.

- Financial and health impacts of inaction on benefit plans
- How to assess and manage costs when designing a plan
- How envy can pose a risk to your own plan

Visit www.ifebp.org/canannual by July 20 to register and save C\$300.

General Topics

G01



Resistance Is Futile: Dealing With Accelerating Change

- 1 Tuesday 3:00-4:00 p.m.**
- 2 Wednesday 9:30-10:30 a.m.**

- How do we manage to keep ourselves up and prevent our employees from being overwhelmed?
- Recognize when it's important to jump on the change train and when you ought to pause.
- How to break down change into practical steps, like a coach teaching a player to hit a baseball
- The mindset that allows for continual change without feeling scattered and off balance

G03



Maximizing Your Membership: Foundation Resources and Roundtables

Wednesday 8:00-9:00 a.m.

Join this session to learn about the wide array of educational options, toolkits, survey results and customized research available to Foundation members. Then discuss with fellow attendees the latest hot topics and trends impacting trustees, administrators and benefit plans in a roundtable setting.

G02



From Frenzy to Focus: Finding Clarity and Calm in a Chaotic Economy

Monday 1:30-2:30 p.m.

- With the rules of geopolitics being rewritten, Canada's economy is in unfamiliar and unpleasant territory.
- A fractured Canada–U.S. trade relationship
- Tariffs and what they could mean for supply chains and macro disruption
- Extreme weather events and their economic impact
- The path forward for interest rates and inflation
- Technological disruption, especially artificial intelligence

**Program
Content**



59^E CONFÉRENCE ANNUELLE CANADIENNE

SUR LES AVANTAGES SOCIAUX

30 août au 2 septembre 2026

Centre des congrès d'Halifax | Halifax, Nouvelle-Écosse

Pré-conférences : du 28 au 30 août

Depuis 1968, la Conférence annuelle canadienne réunit les leaders des régimes de retraite et d'avantages sociaux afin d'offrir une formation approfondie, objective et directement applicable aux réalités du marché.

À Halifax, accédez à des perspectives claires et impartiales sur les tendances émergentes, les changements législatifs et les enjeux qui façonnent l'avenir de vos régimes. Repartez avec des stratégies concrètes pour renforcer la performance et la pérennité des fonds que vous gérez.

Cette année, nous vous offrons 12 sessions conçues pour répondre aux réalités et aux priorités des professionnels francophones à travers le Canada.

Dans un environnement de plus en plus complexe, il ne suffit plus de suivre l'évolution – il faut l'anticiper.

Pourquoi participer

- Restez à l'avant-garde des évolutions réglementaires et législatives
- Bénéficiez d'une formation objective
- Découvrez des approches innovantes auprès d'experts reconnus
- Maximisez le potentiel et la durabilité de vos régimes
- Échangez avec vos pairs sur des enjeux concrets et actuels
- Développez votre réseau à l'échelle nationale

Nouveautés en 2026

- Bar à crème glacée avant la session d'ouverture du dimanche au Centre Canada Connect
- Centre Canada Connect élargi avec espaces d'exposition
- Dîners inclus le lundi et le mardi
- Réception de bienvenue

 **Fondation internationale**
pour les avantages sociaux

GÉNÉRALE

FR01 **L'évolution du paysage politique canadienne**

Lundi, 13 h 30 à 14 h 30

L'état des lieux sur la scène politique canadienne à l'avant-veille d'un scrutin décisif pour la suite référendaire des choses au Québec et d'un plébiscite sur l'indépendance en Alberta sur fond de sables mouvants canado-américains. Au cours de cette session, l'analyste politique Chantal Hébert présente un tour d'horizon des enjeux de la rentrée politique 2026 au Canada.

FR02 **Perspective économiques 2027**

Mardi, 8 h 00 à 9 h 00

- Analyse des principales tendances économiques mondiales et canadiennes à surveiller en 2027.
- Impact de l'inflation, des taux d'intérêt et des politiques monétaires sur les marchés financiers.
- Enjeux géopolitiques et leur influence sur la croissance économique et les décisions d'investissement.
- Points de vigilance et stratégies pour naviguer dans un environnement économique incertain.

SANTÉ ET ASSURANCES COLLECTIVES

FR03 **Surmonter le stress financier pour renforcer le bien-être mental au travail**

Lundi, 8 h 00 à 9 h 00

- L'impact du stress financier sur la santé mentale
- Lien entre endettement et bien-être des employés
- Reconnaître les signes de détresse financière
- Ressources et stratégies pour soutenir les employés

FR04 **Prestations familiales : évolution des besoins et des régimes**

Lundi, 9 h 30 à 10 h 30

- Types de prestations familiales offertes (fertilité, adoption, etc.)
- Conception des régimes et options des assureurs
- Coûts et considérations financières
- Enjeux administratifs et réglementaires

FR12 **Médicaments et régimes collectifs : naviguer les nouvelles réalités**

Mercredi, 9 h 30 à 10 h 30

- Tendances émergentes en matière de médicaments
- Facteurs influençant les coûts des régimes
- Nouveaux traitements et innovations
- Stratégies de gestion des coûts et d'accès aux soins

RETRAITE

FR05 **Utilisation des excédents de régime : principes et considérations clés**

Lundi, 11 h 00 à 12 h 00

- Évaluer les améliorations de prestations et autres options
- Comprendre le rôle des marges de financement
- Assurer l'équité entre les participants et la durabilité
- Outils pour soutenir des décisions

FR06 **Équité intergénérationnelle : mesurer, comprendre et agir**

Mardi, 9 h 30 à 10 h 30

- Facteurs pouvant créer des inégalités entre générations
- Impact des politiques de financement et des décisions sur les excédents
- Cadre et outils pour évaluer la durabilité et l'équité à long terme des régimes

PLACEMENTS

FR07 **De la réaction à la stratégie : bâtir une approche d'investissement rationnelle**

Mardi, 15 h 00 à 16 h 00

- Comprendre l'influence des événements géopolitiques sur les marchés
- Éviter les décisions guidées par l'émotion
- Maintenir une stratégie d'investissement diversifiée à l'échelle mondiale

FR08 **Investir aujourd'hui : enjeux, tendances et stratégies émergentes**

Mercredi, 8 h 00 à 9 h 00

- Tendances actuelles des marchés et de l'investissement institutionnel
- Nouveaux risques et occasions à surveiller
- Stratégies et approches pour s'adapter à un environnement incertain
- Perspectives d'experts du secteur

GOUVERNANCE

FR09 **Cybersécurité : comprendre et contrer les nouvelles menaces**

Lundi, 15 h 00 à 16 h 00

- Tendances émergentes
- Rôles et responsabilités des fiduciaires et des promoteurs de régimes
- Bonnes pratiques de prévention et de détection

FR10 **Gouvernance des comités : relever les défis et prendre des décisions éclairées**

Mardi, 13 h 30 à 14 h 30

- Défis fréquents rencontrés par les comités
- Gestion des divergences d'opinions
- Favoriser des discussions productives et une gouvernance efficace
- Bonnes pratiques pour soutenir la prise de décision collective

COMMUNICATIONS

FR11 **Gérer les crises organisationnelles : rôles clés et communication efficace**

Mardi, 11 h 00 à 12 h 00

- Comprendre l'impact psychologique d'une crise organisationnelle
- Bonnes pratiques en matière de gestion et de communication en situation de crise
- Coordination des ressources et des intervenants internes et externes
- Importance de la préparation et de la résilience organisationnelle

Conference Schedule: Sunday/Monday

Fiduciary Responsibility/
Governance

Health and Wellness/
Group Benefits

Pensions/
Retirement Security

Legal/
Legislative

Investments

SUNDAY, AUGUST 30

4:45-6:15 p.m.

OPENING SESSION: Breaking the Mold: Leadership That Redefines What's Possible



MONDAY, AUGUST 31

7:45-9:00 a.m.

KEYNOTE SESSION: The Shifting Canadian Political Landscape

9:30-10:30 a.m.

FEATURED SESSION: A Rupture—Not a Transition: Navigating Economic Uncertainty in a Time of Chaos

11:00 a.m.-12:00 noon

F01

Artificial Intelligence and
Fiduciary Duty: What Every
Board Should Know

H03-1

Beyond Burnout:
Reimagining Mental
Health in the Global
Workplace

P03-1

Target Benefit
Regulatory Update

P05-1

Balancing Income and
Flexibility: A Holistic
Approach to Retirement

I02

Basics in Financial
Performance Benchmarking

I06-1

Investing in Commodities

I11-1

Investing in Agricultural
Opportunities and Technology

12:00 noon-1:30 p.m.

Lunch (provided in the Canada Connect Centre)

1:30-2:30 p.m.

F04

Running Your Board
and Committee
Meetings Effectively

H05

Navigating Financial
Stress to Strengthen
Workplace Mental
Well-Being

P07

The Long View:
Managing
Intergenerational Equity
for Pension Plans

L04

Pension Plan
Consolidations
and Mergers

I03

Alternative Investments 101

I04

From Reaction to Strategy: A
Rational Investment Approach

I13-1

Investing in Canada's Energy
and Natural Resources

3:00-4:00 p.m.

F03-1

The Brain Science of
Decision Making

H06

Family Benefits:
Meeting Evolving
Needs With Modern,
Meaningful Plans

P03-2

Target Benefit
Regulatory Update

P05-2

Balancing Income and
Flexibility: A Holistic
Approach to Retirement

I01

Investments 101

I06-2

Investing in Commodities

I11-2

Investing in Agricultural
Opportunities and Technology




Traduction simultanée en français

Conference Schedule: Sunday/Monday

Administration	Communication	Apprenticeship, Training and Education	Public Plans	General Topics	Volet francophone
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SUNDAY, AUGUST 30

OPENING SESSION: Breaking the Mold: Leadership That Redefines What's Possible 

MONDAY, AUGUST 31

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FR03 (8 h 00 à 9 h 00)
Surmonter le stress financier pour renforcer le bien-être mental au travail

FEATURED SESSION: A Rupture—Not a Transition: Navigating Economic Uncertainty in a Time of Chaos

FR04
Prestations familiales : évolution des besoins et des régimes

A02
Understanding Your Financial Statements

T02-1
Helmets to Hardhats for Success

PE02-1
The Cost of Doing Nothing

FR05
Utilisation des excédents de régime : principes et considérations clés

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A01
Fraud: The Invisible Risk in Governance

C01
Communicating Difficult Decisions

G02
From Frenzy to Focus: Finding Clarity and Calm in a Chaotic Economy


FR01
L'évolution du paysage politique canadienne

C02
Innovation in Member Engagement Opportunities

T02-2
Helmets to Hardhats for Success

PE02-2
The Cost of Doing Nothing

FR09
Cybersécurité : comprendre et contrer les nouvelles menaces

 Traduction simultanée en français

Conference Schedule: Tuesday

	Fiduciary Responsibility/ Governance	Health and Wellness/ Group Benefits	Pensions/ Retirement Security	Legal/ Legislative	Investments
TUESDAY, SEPTEMBER 1					
8:00-9:00 a.m.	KEYNOTE SESSION: The New AI Power Shift: Risks, Rewards and Readiness for 2026 and Beyond				
9:30-10:30 a.m.	FEATURED SESSION: Legal/Legislative Developments Across Canada				
11:00 a.m.-12:00 noon	F05-1 CAPSA Guidelines No. 3 and No. 10	H02-1 Managing High-Cost Claims: Strategies to Reduce Costs and Manage Health Outcomes H04-1 Proactive Strategies: Embedding Early Intervention Programs in Absence and Disability Management	P01-1 Seeing Through the Noise P04 Making the Most of Pension Surplus: A Framework for Fair, Sustainable Decisions	L01 Legal/Legislative Update— Atlantic Canada	I07-1 Bonds Bootcamp I08-1 Weathering the Storm: Climate Risk Strategies for Modern Pension Funds I09-1 From Crisis to Comeback: Institutional Investing in Commercial Real Estate
12:00 noon-1:30 p.m.	Lunch (provided in the Canada Connect Centre)				
1:30-2:30 p.m.	F02 Navigating Conflicts and Board Dilemmas F03-2 The Brain Science of Decision Making	H01-1 Creating an Inclusive Benefits Plan and Workplace Culture	P02-1 Retirement by Design: Decisions That Shape Women's Retirements P06-1 Bridging the Generational Divide: Rethinking Retirement Savings for a Changing Workforce	L02 Legal/Legislative Update— Central Canada	I05 The Inflation Puzzle: Understanding and Managing Its Impact on Pension Plans I12-1 Target-Date Funds: The Next Generation I13-2 Investing in Canada's Energy and Natural Resources
3:00-4:00 p.m.	F05-2 CAPSA Guidelines No. 3 and No. 10	H02-2 Managing High-Cost Claims: Strategies to Reduce Costs and Manage Health Outcomes		L03 Legal/Legislative Update— Western Canada	I09-2 From Crisis to Comeback: Institutional Investing in Commercial Real Estate I10-1 When Cash Flows Turn Negative: Governance and Investment Implications for Mature Pension Plans I14 Consultants Roundtable

Conference Schedule: Tuesday

Administration	Apprenticeship, Training and Education	Public Plans	General Topics	Volet francophone
TUESDAY, SEPTEMBER 1				
KEYNOTE SESSION: The New AI Power Shift: Risks, Rewards and Readiness for 2026 and Beyond				FR02 Perspective économiques 2027
FEATURED SESSION: Legal/Legislative Developments Across Canada				FR06 Équité intergénérationnelle : mesurer, comprendre et agir
	T01-1 Changes in Funding Policy			FR11 Gérer les crises organisationnelles : rôles clés et communication efficace
Lunch (provided in the Canada Connect Centre)				
		PE01 Are You Ready for Business Interruption?		FR10 Gouvernance des comités : relever les défis et prendre des décisions éclairées
A03-1 Cybersecurity	T01-2 Changes in Funding Policy		G01-1 Resistance Is Futile: Dealing With Accelerating Change	FR07 De la réaction à la stratégie : bâtir une approche d'investissement rationnelle

Conference Schedule: Wednesday

	Health and Wellness/Group Benefits	Pensions/Retirement Security	Investments
WEDNESDAY, SEPTEMBER 2			
8:00-9:00 a.m.	H03-2 Beyond Burnout: Reimagining Mental Health in the Global Workplace	P01-2 Seeing Through the Noise P02-2 Retirement by Design: Decisions That Shape Women's Retirements	I07-2 Bonds Bootcamp I08-2 Weathering the Storm: Climate Risk Strategies for Modern Pension Funds
9:30-10:30 a.m.	H01-2 Creating an Inclusive Benefits Plan and Workplace Culture H04-2 Proactive Strategies: Embedding Early Intervention Programs in Absence and Disability Management	P06-2 Bridging the Generational Divide: Rethinking Retirement Savings for a Changing Workforce	I10-2 When Cash Flows Turn Negative: Governance and Investment Implications for Mature Pension Plans I12-2 Target-Date Funds: The Next Generation
11:00 a.m.-12:00 noon	FINALE SESSION: The Importance of Teamwork		

	Administration	General Topics	Volet francophone
WEDNESDAY, SEPTEMBER 2			
8:00-9:00 a.m.		G03 Maximizing Your Membership: Foundation Resources and Roundtables	FR08 Investir aujourd'hui : enjeux, tendances et stratégies émergentes
9:30-10:30 a.m.	A03-2 Cybersecurity	G01-2 Resistance Is Futile: Dealing With Accelerating Change	FR12 Médicaments et régimes collectifs : naviguer les nouvelles réalités
11:00 a.m.-12:00 noon	FINALE SESSION: The Importance of Teamwork		

Hotel Information

Hotel Reservation Deadline: July 13, 2026

Visit www.ifebp.org/canannual-hotels for current availability.

The International Foundation has negotiated discounted rates for conference attendees at the Halifax hotels noted below. Reservations must be booked through the International Foundation to receive this discounted rate.

Hotel room availability is not guaranteed outside of scheduled program dates. Conference room rates are available on a first-come-first-served basis. The room rate will be available until July 13, 2026 or the conference block is sold out, whichever occurs first.

- 1 Cambridge Suites Hotel Halifax**
Block: 45 Rooms
1A Standard Room: C\$289 Single/Double Occupancy
- 2 Courtyard by Marriott Halifax Downtown**
Block: 70 Rooms
2A Standard Room: C\$329 Single/Double Occupancy
- 3 Four Points by Sheraton Halifax**
Block: 120 Rooms
3A Traditional Room: C\$309 Single/Double Occupancy
- 4 Halifax Marriott Harbourfront**
Block: 150 Rooms
4A Standard Room: C\$365 Single/Double Occupancy
- 5 Hampton Inn by Hilton Halifax Downtown**
Block: 95 Rooms
5A Standard Room: C\$259 Single/Double Occupancy
- 6 Homewood Suites by Hilton Halifax-Downtown**
Block: 65 Rooms
6A Standard Room: C\$279 Single/Double Occupancy
- 7 Moxy Halifax Downtown**
Block: 90 Rooms
7A One Queen Room: C\$269 Single/Double Occupancy
7B Two Queen Room: C\$269 Single/Double Occupancy
- 8 Residence Inn by Marriott Halifax Downtown**
Block: 45 Rooms
8A Studio Queen Suite: C\$289 Single/Double Occupancy
- 9 The Hollis Halifax - a DoubleTree Suites by Hilton Hotel**
Block: 55 Rooms
9A Standard Room: C\$289 Single/Double Occupancy
- 10 The Prince George Hotel**
Block: 80 Rooms
10A Deluxe Room: C\$319 Single/Double Occupancy
- 11 The Westin Nova Scotian**
Block: 200 Rooms
11A Traditional Queen (One Bed): C\$319 Single/Double Occupancy
11B Traditional King (One Bed) or Double/Double (Two Beds):
C\$339 Single/Double Occupancy
11C Harbourview King (One Bed) or Queen (One Bed):
C\$349 Single/Double Occupancy

- 12 Delta Hotels Halifax Downtown**
Block: 150 Rooms
12A Standard Room: C\$349 Single/Double Occupancy
- 13 The Barrington Hotel**
Block: 50 Rooms
13A Standard Room: C\$245 Single/Double Occupancy



All hotels are within walking distance of the Convention Centre.



Halifax Convention Centre

Cancellation Policy:

Hotel deposit forfeited for reservations cancelled within 72 hours prior to arrival. Hotel room availability is not guaranteed outside of scheduled program dates. Conference room rates are available on a first-come-first-served basis. The room rate will be available until July 13, 2026 or the conference block is sold out, whichever occurs first. If you don't receive your preferred hotel, contact edreg@ifebp.org to be waitlisted.

New! Sponsorship and Tabletop Opportunities

Join us and be a visible part of the nation's most respected employee benefits conference. With options to fit every goal and budget, sponsorships give you the opportunity to connect in person with more than 1,300 multi-employer and public sector trustees, administrators and support staff—decision makers who oversee billions of dollars in health, welfare and pension fund assets.

You'll stand out from the crowd with **four new levels** of exclusive and general sponsorship of events and branded items that will give you unprecedented brand exposure, including:

- Welcome reception
- Attendee lunches and snack breaks
- Lanyards
- Conference app
- Wi-Fi
- Hydration and relaxation station

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*Current as of 5/14/26.

This year's new **tabletop displays** at the Canada Connect Centre will provide even greater opportunities to engage and connect with attendees. Tabletop displays are **FREE** with the top two levels of sponsorship or available for separate purchase.

For more information, please contact Diane Mahler, Manager, Business Development and Industry Engagement, at dianem@ifebp.org or (262) 373-7656.

Canada Connect Centre—Expanding in 2026!

We're enriching our Canada Connect Centre with more engaging attendee activities, exclusive sponsorships, tabletop displays, and food and beverage events.

Service providers can now sponsor:



Welcome reception

Connect with attendees in a relaxed, social setting and make a strong first impression.

Attendee lunches and snack breaks

Keep your brand top-of-mind while attendees are networking and recharging.



Tabletop displays with lead retrieval

Showcase your products and services while having meaningful one-on-one conversations.



Pour en savoir plus sur les options de commandite, contactez Niech'Elle Skeete, Directrice adjointe - Canada, Développement des affaires et engagement sectoriel, à nskeete@ifebp.org ou au 438 812-3948.

Before You Arrive



Book Your Hotel

Be sure to book your hotel room by July 13, 2026 to receive a lower negotiated rate through the International Foundation. There are 13 hotels to choose from. All conference activities will take place at the Halifax Convention Centre.



Request Continuing Education Credits

The Annual Conference provides an excellent environment for earning needed continuing education (CE) credit. Request CE credit on conference registration forms at least 60 days prior to the beginning of the conference so that the Foundation can seek preapproval from the governing agency. Due to the approval process by the Chambre de la sécurité financière, insurance CE credit is not available in Québec. For more information, contact the Continuing Education Department at (833) 886-3749, or email continuinged@ifebp.org.



Create Your Personalized Schedule

Build an agenda around your unique interests using the online schedule builder for a custom conference experience. Selecting your sessions in advance also helps us determine room sizes for each session. Make your selections by **Tuesday, July 7** for your chance to win a C\$100 gift card of your choice! **More information to come!**



Download the Conference App

Use the free IFEBP conference app to navigate sessions, find speakers, access handouts, complete session evaluations and more! Please note that the conference app is free, but it is also private, so the passphrase will be made available only to registered attendees at the conference.

Conference app sponsored by:



While You Are There

Check In at the Registration Desk

When you first arrive, check in at the registration desk with your name. You will receive a badge with a QR code to wear for the **entire** conference. This QR code will be used to scan you out of **every** session.

Earn Your Certificate of Attendance

A certificate of attendance will be issued to registrants whose attendance can be verified at 11 or more sessions of the conference, beginning with the opening keynote session on Sunday. Be sure to have your badge scanned as you exit each session you attend to ensure you are meeting these requirements.

Earn Continuing Education (CE) Credits

If you requested CE on your registration form, you will receive personalized CE attendance forms when you check in. You may also request CE credit on site and obtain blank forms. All CE forms must be completed properly and submitted at the conclusion of each session. CE forms will not be accepted at any other location, and only one (1) will be accepted for each time period. Badge scanning does NOT qualify for CE credit. Due to the approval process by the Chambre de la sécurité financière, insurance CE credit is not available in Québec. For more information, contact the Continuing Education Department at (833) 886-3749, or email continuinged@ifebp.org.



CEBS Compliance Credit

Educational sessions at this program can qualify for self-reported CEBS® Compliance credit. Visit www.cebs.org/compliance for additional information.

Canadian Lifetime Volunteer Award Winner

In recognition of invaluable contributions toward the enrichment of International Foundation education efforts and membership, the International Foundation is pleased to present the 2026 Canadian Lifetime Volunteer Award to Kirby Watson.

Presentation of Award

Keynote Session Welcome | Monday, 7:45 a.m.

Honouree

Kirby Watson



Advisor
Coughlin & Associates Ltd.
Winnipeg, Manitoba

Kirby Watson acts in an advisory capacity for Coughlin & Associates Ltd., a firm that provides consulting and administration in the area of employee group insurance benefits and pension plans. His background includes over 49 years in the employee benefits field. Kirby has been a member of the Coughlin team since 1984 and is well-versed in the group life, health and pension plan fields. He has been a primary instructor for the International Foundation's Advanced Trust Management Standards (ATMS®) program, group benefits management session. Kirby currently sits on the Canadian Board, is a member of the Canadian Strategic and Program Planning Committee, and is an advisory director on the Foundation's Board of Directors. He is the past Canadian Sector Representative on the International Foundation Executive Committee and served as past chair of the Canadian Board. Kirby has previously participated as a member of the International Foundation Research Committee and the Certified Employee Benefit Specialist® (CEBS®) Advisory Board Committee of Manitoba. He has frequently moderated and spoken at benefits conferences, including those of the International Foundation and the Canadian Pension and Benefits Institute. Kirby has served on the board of directors of the Multi-Employer Benefit Plan Council of Canada (MEBCO).

Acknowledgements

The International Foundation is grateful to the members of the Canadian Strategic and Program Planning Committee for their guidance in the development of the 59th Annual Canadian Employee Benefits Conference.

2026 Canadian Strategic and Program Planning Committee



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59TH ANNUAL CANADIAN EMPLOYEE BENEFITS CONFERENCE

August 30-September 2, 2026

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Preconferences: August 28-30, 2026

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59^E CONFÉRENCE ANNUELLE CANADIENNE SUR LES AVANTAGES SOCIAUX

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Halifax, Nouvelle-Écosse

Pré-conférences : du 28 au 30 août



6M-526 ED2614053

International Foundation
OF EMPLOYEE BENEFIT PLANS  CANADA

Join Us in Halifax!

Make sure to register and make your travel arrangements early.

Hotel room availability is not guaranteed outside of scheduled program dates. Conference room rates are available on a first-come-first-served basis. The room rates will be available until July 13, 2026 or the conference block is sold out, whichever occurs first.

