CEBS Online Study—Enroll Now—
Summer Classes Begin Soon!

International Society
President Ron Krupa:
“We are a strong group
of professionals with
a common connection.”

Wellness Initiatives
Expanding in Depth
and Breadth

Online Study Classes
Computer-Based Testing
Course Corner
ISCEBS Symposium
Foundation News:
Wellness Initiatives
New Graduates
News in Brief
Resources for You
and Your Employer
In the Know
CEBS Information

Published for registrants of the Certified Employee Benefit Specialist® program.

CEBS Department | April 2015

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CONNECT WITH US
Network with peers, get news and updates, apply for courses

www.ifebp.ca
Providing you with the flexibility of where, when and how to study!

CEBS online study classes are a great way to enhance your studying and help you prepare for an exam.

Our online instructors are some of the best in the industry. They're committed to helping you learn the material and pass the CEBS exams. They come with real-world experience and, while they each have a unique way of presenting the material, you can be assured that each course will include:

- A structured syllabus to guide you through the course information
- Supplemental assignment notes that correspond to the readings of the Learning Guide and textbook
- An audio overview of the material for each assignment
- Interactive quizzes and learning activities that help monitor your progress
- At least one live interactive review session (classes even include recordings of previously held review sessions)
- A discussion board to allow you to ask questions of your instructor and interact with other students
- Supplemental course information with additional resources such as current articles and websites.

And beginning this summer, classes will run for 10 weeks. You can be assured, though, that you won't miss a thing! Classes will continue to contain all of the great features you’ve come to expect when participating in a CEBS online study class.

Online Class Schedule
Summer 2015 (Note the NEW Start Date!)
June 1-August 7, 2015
GBA 1 Principles of Group Benefits
GBA 2 Applications of Group Benefits
GBA 3 Health Care Economics and Issues
RPA 3 Government-Sponsored Benefits

Fall 2015 (Tentative—Subject to Change)
September 8-November 13, 2015
GBA 1 Principles of Group Benefits
GBA 2 Applications of Group Benefits
GBA 3 Health Care Economics and Issues
RPA 1 Retirement Income Programs
RPA 2 Asset Management
CMS 1 Compensation Concepts and Principles
CMS 2 Executive Compensation Management

Meet the Instructor
Julie Poroznuk, CEBS
RPA 3 (Government-Sponsored Benefits) Instructor

Julie is a communication consultant, specializing in pension and benefits communication. She holds a bachelor of education degree from the University of Saskatchewan and earned the Certified Employee Benefit Specialist designation in 2000. She also holds an Accredited Business Communicator (ABC) designation from the International Association of Business Communicators (IABC).

After 10 years as an educator and 15 years as a communication consultant with Mercer, Julie launched a career as an independent consultant in 2006. She provides pension, benefits and total rewards communication services for a wide variety of organizations and recently won an IABC Canada Silver Leaf Communication Award for pension plan communication for the Calgary Stampede. Julie teaches an employee communications course at the University of Calgary and has been teaching the RPA 3 online course since 2012.

“I really enjoy facilitating the government-sponsored benefits course because these important programs have a strong impact on our lives and our community. I also appreciate the opportunity to follow and share the latest changes and the intriguing controversies that can arise whenever governments are involved.”
One year ago, CEBS introduced students to computer-based testing in Canada. While hardly a new phenomenon, it’s been a period of adjustment over the old paper-and-pencil exams. Take a minute to think back to the spring of 2014. Have you taken the number of exams that you had planned on? Did procrastination step in the way? This is the perfect time to renew your commitment to professional development by ordering your next set of study materials and setting a weekly study schedule. Solidify that commitment by applying for an exam and be one step closer to earning the CEBS designation. Now, more than ever, you can count on CEBS to give you the tools that will help you move ahead in your career. Take advantage of the increased knowledge and performance that you attain from CEBS. It’s a powerful combination that can lead to immediate recognition and career enhancement.

Policies and Fees

Examination application filing instructions and procedures have greatly changed for tests being administered by computer-based testing (CBT) through the Prometric Testing Centres and for on-site testing. Please remember that you need to select one of the four CEBS testing windows when filing an exam application.

#1—January 15-March 15
#2—April 15-June 15
#3—July 15-September 15
#4—October 15-December 15

Payment of the examination application fee establishes eligibility for one testing window.

Additional information on CBT policies and fees can be found here.

Order your study material and apply for your next exam today!
Readings Updates

All readings updates are required reading and are subject to inclusion on the national examinations. Previously issued readings updates are automatically included with all book orders from Books for Business. Newly issued updates will automatically be sent to candidates who apply for the respective examination each semester. Readings updates can be downloaded directly from our website. www.cebs.org/readingsupdate

RPA 3—Government-Sponsored Benefits

In order to provide the most updated content possible, the RPA 3 course is revised annually each fall. This schedule helps ensure the course has the latest information affected by legislative and regulatory updates. See the schedule below for dates.

Books for Business

All CEBS study materials must be ordered through the website at www.booksforbusiness.com or by calling (800) 387-1417. See CEBS Study Materials for a list of study material fees.

Fall 2014 readings updates are required reading for the following courses:

- GBA 1—Principles of Group Benefits
- GBA 2—Applications of Group Benefits
- GBA 3—Health Care Economics and Issues
- RPA 1—Retirement Income Programs
- RPA 2—Asset Management
- CMS 1—Compensation Concepts and Principles
- CMS 2—Executive Compensation Management

Textbook Correction for GBA 1

Textbook: pp. 7-17. Please note the following corrections to the far right column of Table 7.7: The text should indicate $10,000 pooling limit with 15% of premium, $25,000 pooling limit with 5% of premium and $50,000 pooling limit with 2.5% of premium. The pooling limits and premiums for the bottom three figures in the chart are correct. See www.cebs.org/coursecorner for other corrections.

Interest Rate Tables for Exams

In those courses requiring them (GBA 1—Principles of Group Benefits and RPA 2—Asset Management), interest rate tables are available online during the exam. Candidates are strongly encouraged to use the tutorial before the exam to learn how to access the online interest rate tables.

2015 Course Revisions

GBA 1—Principles of Group Benefits and GBA 2—Applications of Group Benefits are scheduled to be revised for the fall 2015 testing window. The current study materials are valid for exams written on or before September 15, 2015. New study materials will be available in August for exams starting October 15, 2015.

Recent Course Revisions—2014

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As the 2015 ISCEBS President, I applaud your efforts to enhance your professional development by continuing your CEBS studies.

As a next step, if you haven’t done so already, I encourage you to join the International Society of Certified Employee Benefit Specialists (ISCEBS) and your local chapter. Networking, education, publications and online resources are just a few of the many benefits of membership. I’ve stood in your shoes as someone who is trying to balance personal and professional obligations, and I’ve found the resources that the Society and your local chapter provide are immeasurable. It’s a value that far outweighs the cost of membership. As a CEBS student, you can join an elite group of like-minded professionals serving the employee benefits industry.

During my year as Society president, I’m committed to raising the awareness and appreciation of the CEBS designation. Take a minute to read an excerpt from my message that was sent to all Society members—I’m sure you’ll agree that “we are a strong group of professionals with a common connection!”

If you’d like to learn more about the value of Society and local chapter membership, feel free to contact the Society at (262) 786-8771 or iscebs@iscebs.org.

Krupa’s Message: We Are a Strong Group of Professionals With a Common Connection!

As Society President, I want to raise public awareness and appreciation for the CEBS designation. We worked hard to achieve this designation, and it’s important for employers to understand the value we bring to the table. As mentioned in a session at the Symposium in Phoenix last year, employers looking for outside experts to help with benefits issues should make sure to ask for someone with the CEBS designation. Consultants and advisors who have the CEBS designation should make sure their clients understand what that means and how it helps them deliver better service.

The educational resources from the International Foundation and the CEBS curriculum are the crème de la crème of benefits education. These resources must evolve to meet the needs created by the new and changing legislation. Holding the CEBS, GBA, RPA or CMS designation is a huge accomplishment and well-recognized within the Society and Foundation. But how do we get employers to understand and support the value of these designations? As the common analogy goes, employers would make sure to hire a CPA to work on their taxes, so they should be sure to hire a CEBS to work on their benefits.

We have access to a lot of resources as members of the International Society. One of my goals for 2015 is to ensure we are still receiving value for our membership and explore ways to increase that value. Whether by continuing discounts to Society members on International Foundation educational materials and conferences or by opening up new membership benefits—I want to help you justify your membership dues and continue to find value.

We are a strong group of professionals with a common connection. All of us have passion for what we do and an opportunity to grow. Continue to leverage each other as you work through your challenges. Look for the ISCEBSLink Discussion Board to undergo a major revision that will further enhance the ability to collaborate. Attend local chapter meetings and serve as a mentor to a younger professional starting out in benefits. And finally, do not miss the opportunity to attend the premier benefits conference—the ISCEBS Symposium in beautiful Vancouver, British Columbia. Get ready for a fun and busy ride through 2015.

Ronald Krupa, CEBS, ISCEBS Fellow, is the 2015 ISCEBS President. He is the global benefits director for First Advantage in St. Petersburg, Florida.
Join YOUR Society!

As a CEBS student, you are eligible to join the International Society of Certified Employee Benefit Specialists (ISCEBS). You took the first step in solidifying your career in benefits when you enrolled in the CEBS program. Now it’s time to continue your journey by joining ISCEBS.

The Society is a group of CEBS graduates and students like you. Society members have extensive benefits knowledge, and they’re all willing to share their wisdom and expertise with you.

As a Society member, you’ll have access to a wide variety of benefits, including:
- **The ISCEBSLink**—a listserv discussion forum where members ask benefits questions, weigh in on issues and provide valuable resources for each other. It’s a great group where everyone is willing to share information.
- **The Information Center**—You’ll have access to a repository of information unmatched in the industry. Information specialists will perform the research to answer questions you ask of them. Members say one call or e-mail to the Information Center saves them up to six hours of work, which they translate into $500 or more in savings for their organization. Each Society member receives three free requests each year.
- **Local Chapters**—Build your professional network through ISCEBS local chapters across North America.
- **Symposium**—Amplify/maximize educational opportunities at the annual Symposium with 2½ days of top-rated industry education designed for you. The 2015 Symposium will be held in Vancouver, British Columbia August 23-26.
- **Job and Resumé Service**—Widen your employment search with the International Foundation’s job board at no additional cost.
- **Member Directory**—Exclusive listing of Society members provides access to a national network of benefits and compensation professionals.
- **Bookstore**—Discover the most complete collection of industry resources and reference materials at a reduced rate.
- **Publications**—Well-timed information in NewsBriefs provides benefits information, Society activities, survey findings and more. Written by recognized experts in total benefits, each issue of Benefits Quarterly delves into a particular issue or trend, covering it from multiple perspectives.

We know you are juggling a lot as a CEBS student: CEBS studies and exams, not to mention your regular “day” job and other personal obligations. Connect with a group of like-minded professionals and join the Society for a special rate of $205.
Reserve August 23-26, 2015 on your calendar for unsurpassed educational resources and the ability to network with old friends, make new contacts and access some of the brightest minds in the business.

A highlight of the Symposium is the conferment ceremony that will take place on Sunday, August 23. New CEBS graduates and GBA, RPA and CMS designees will be recognized for their accomplishments.

Look for a robust educational agenda containing all the latest and most critical topics. The sessions will be grouped into four educational tracks: health, retirement, general topics and a track specifically dedicated to Canadian topics. Established experts deliver sessions and provide concrete takeaways so that you can walk away with solid, actionable information and an immediate return on investment.

Attending the Symposium can also help you fulfill your professional education requirements, a real plus when we're all tasked with making each dollar and minute count. Each year, the Symposium is approved by a variety of professions in many states and provinces, including insurance producers and attorneys.

The Symposium is the conference that will keep you talking long after you get home, with knowledge that will keep you in demand. To register or learn more about the Symposium, including sponsorship opportunities, visit www.iscebs.org/symposium or contact the Society at iscebs@iscebs.org or (262) 786-8771.
Wellness Initiatives Expanding in Depth and Breadth

The International Foundation’s new report, *Workplace Wellness Trends: 2015 Survey Results*, uncovers the most popular types of traditional initiatives, emerging wellness offerings and trends and wellness outcomes. Responses were received from 479 members. Of the total, 107, or 22%, of the responses were from Canadian organizations. Surveys were received from single employers and corporations (58%), multi-employer benefit plans (22%) and public/governmental plans (20%). A variety of sizes, regions and industries/jurisdictions were represented.

Traditional Wellness

Screening, treatment, fitness and nutrition-related initiatives are common traditional wellness program offerings. Among the most popular screening and treatment initiatives are flu shot programs (71%), smoking-cessation programs (54%), health risk assessments/appraisals (HRAs) (51%) and health screenings (50%).

Wellness competitions (42%), health coaching (39%), healthy food choices (38%) and weight-loss/management programs (38%) are the most prevalent fitness and nutrition initiatives.

Traditional initiatives with the highest average worker participation rates include health screenings (47% average participation rate), flu shot programs (46%), HRAs (46%) and health fairs (41%).

More than four in five organizations are using some type of incentive to encourage healthy behaviours. The most common wellness initiatives to which organizations attach incentives are HRAs, health screenings, smoking-cessation programs and fitness programs.

Results

Organizations are tracking a variety of measures related to their wellness efforts, including HRA/screening data (44%), engagement surveys (33%), overall organization financials (29%) and absenteeism (24%). Among organizations analyzing these measures:

- 62% say wellness efforts have improved their organization’s HRA/screening data.
- 54% say wellness efforts have improved engagement survey results.
- 45% say wellness efforts have reduced absenteeism.
- 38% say wellness efforts have positively affected their organization’s overall bottom line.

Communication and Targeting

The most common methods for communicating wellness initiatives include benefit pamphlets, brochures and newsletters (61%); health fairs (49%); seminars and speakers (49%); and nurse advice hotlines (45%).

Organizations increasingly are looking to provide targeted participant education and design initiatives based on their specific populations. More than one-third of organizations (36%) survey their workers about desired wellness programs and changes, 34% design programs based on identified health risks and 29% include families/spouses in wellness initiatives.

Two in five organizations (41%) have prepared a general picture of their organization’s health status. The conditions most frequently identified as affecting costs are diabetes, heart disease, arthritis/back/musculoskeletal, cancer, hypertension/high blood pressure, obesity and depression/mental illness.

Emerging Wellness

Given the increasingly expanding definition of *wellness* and *well-being*, respondents were asked a variety of questions on emerging wellness topics, including social and community
health, mental health, growth and purpose, and technology/gamification.

- The most common social and community health initiatives organizations offer are community charity drives (57%), on-site events and celebrations (50%) and community volunteer projects (46%).
- The most common mental health initiatives are employee assistance programs (80%), mental health coverage (63%), critical incident/crisis response counseling (33%) and stress management programs (24%).
- The most common growth- and purpose-related offerings are encouraged vacation time (66%), service recognition (63%) and tuition reimbursement (63%).
- Wearable tracking devices are made available free or at a discount in 28% of organizations, wellness apps are promoted or used in 27% and gamification is incorporated into programs at 16%.

Benchmarks and Trends

Survey findings reveal that more than half (55%) of all organizations have budgets devoted to wellness and more than four in five offer some type of wellness initiatives. Among organizations with wellness offerings, seven years is the average amount of time these efforts have been in place.

The top barriers to wellness implementation are not enough time for workers to participate, dispersed population and difficulty keeping momentum going with efforts.

Nevertheless, wellness efforts appear to be growing. More than three in five organizations with wellness budgets (62%) expect their budgets to increase in the next two years, and one in five organizations without a wellness budget expects to adopt a budget in the next two years. Going forward, organizations are looking to increase emphasis on:

- Wellness communication (58%)
- Wellness incentives (45%)
- Health literacy education (44%)
- Physical health offerings (35%)
- Wellness-related technology and/or gamification (31%)
- Financial education (29%)
- Mental health and stress-related offerings (29%).

Workplace Wellness Trends: 2015 Survey Results can be downloaded at www.ifebp.org/books.asp?7549E.

by Neil Mrkvicka, Senior Research Analyst neilm@ifebp.org
CEBS Graduates
January through March 2015

ALBERTA
Jessica Lyons, CEBS
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Jim A. Vandenberg, CEBS
Calgary, AB

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Ellement & Ellement
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NOVA SCOTIA
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ONTARIO
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Operations and Vendor Management
RBC
Etobicoke, ON

Monique E. Trudeau, CEBS
System and Benefits Analyst
Thunder Bay Regional Health Sciences Centre
Thunder Bay, ON

Tianping Yang, CEBS
Pension Analyst
Toronto, ON

CEBS Graduation Recognition Ceremony—Save the Date

Mark your calendars for Wednesday, October 21 when CEBS graduates as well as GBA, RPA and CMS designees will be acknowledged at a special Graduate Recognition Ceremony in Toronto, Ontario!

Look for additional details in the next issue of the Advantage.
Group Benefits Associates (GBAs)
January through March 2015

ALBERTA
Trevor J. Erixon, GBA
Calgary, AB
Puttaporn R. Froehler, GBA
Learning and Development Advisor
Alberta Pension Services
Edmonton, AB
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Human Resource Manager
Credit Union Deposit Guarantee
Corporation
Edmonton, AB
Raj S. Rakhar, GBA
Group Underwriter
Sun Life Financial
Calgary, AB
Wendy L. Tkaczuk, GBA
Analyst, Benefits and Pension
University of Calgary
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Senior Consultant
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Langley, BC
Christina Lehtoranta, GBA
Benefits Administrator Member Support
Actra Fraternal Benefit Society
Delta, BC
Nathan J. T. Roeters, GBA
Associate Account Manager
GroupHealth Global Benefit Systems
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Winnipeg, MB
Duyen M. Truong, GBA
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Kelsey B. Blinkhorn, GBA
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East York, ON
Daljit K. Grewal, GBA
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Mississauga, ON
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Human Resources Generalist
The Royal
Ottawa, ON
Emma Kvas, GBA
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Michael Macoun, GBA
Group Underwriter
Great West Life
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Edna Tetteh, GBA
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Toronto, ON
Barbara A. Tilley, GBA
Whitby, ON

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Senior Client Service Representative
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Montreal, QC
Sharon Ha Yeung, GBA
Group Benefits Advisor
Ogilvy & Ogilvy Inc.
Westmount, QC
Nancy Lafrance, GBA
Account Executive
Manulife Financial
Montreal, QC

SASKATCHEWAN
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Senior Insurance Administrator
Saskatchewan Medical Association
Saskatoon, SK
Martha N. Galenzoski, GBA
Administrative Assistant
Saskatchewan Teachers Federation
Saskatoon, SK
James K. Stangel, GBA
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GMS
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Tianping Yang, CEBS, RPA
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Steve Veillette, RPA
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January through March 2015

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Edmonton, AB

BRITISH COLUMBIA
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North Vancouver, BC

Janet E. Poupart, CMS
Disability Claims Associate
University of British Columbia
Richmond, BC

MANITOBA
Sara N. Vandenberghe, CEBS, CMS
Ellement & Ellement
Winnipeg, MB

NOVA SCOTIA
Christine Y. Jamieson, CMS
Pension Analyst
Eckler Ltd.
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ONTARIO
Daniel A. Napier, CEBS, CMS
Group Insurance Consultant
Manion Wilkins & Associates Ltd.
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Angela Pilatan, CEBS, CMS
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Monique E. Trudeau, CEBS, CMS
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Thunder Bay Regional Health
Sciences Centre
Thunder Bay, ON

Jacquelyn J. A. Warden, CEBS, CMS
Retention Plans Specialist
CLAC
Grimsby, ON

QUEBEC
Marilena Mancuso, CMS
Account Executive
Great West Life Assurance Company
Dorval, QC
Finding Value in Rewards

Many organizations evaluate their reward programs only by benchmarking compensation levels by job, but benchmarking reward programs as a whole against key business ratios can be a useful tool for staying competitive. Economic profit per employee is an indicator of employee productivity, although a high level could mean that productivity is unsustainably high and more employees are needed. A rising rate of personnel expenses to net income indicates that rewards are generating more income than is being spent on them, while a falling rate indicates that rewards cost more than the income they are generating. Rewards spending as a proportion of overall expenses can vary widely by sector, but comparing it with the median for an organization’s sector can give a rough target. Along with tangible metrics such as these, organizations should examine intangible effects such as employee motivation.

David Hoad and Nathalie Olds | Canadian HR Reporter
January 26, 2015 | p. 23 | 0166473

The Importance of Advance Care Planning?

While four in five Canadians feel that people should make plans for the end of their lives while they are healthy, only a fraction have done so, reluctant to think about such things or worry caregivers. Yet those who have plans are more satisfied with their care and need fewer aggressive medical interventions, and they relieve the stress on caregivers. An advance care plan provides instructions about the type of health care a person would want. Creating a plan should involve family and friends who will be involved in future care and could include discussions with health, legal and financial advisors. The plan should be in writing, reviewed regularly and updated as needed to reflect evolving health conditions, available treatment and the patient’s wishes.

Caroline Tapp-McDougall | Benefits and Pensions Monitor
December 2014 | p. 44 | 0166410

Decumulation: Increasing Plan Value and Ensuring Compliance With Best Practices

The majority of defined contribution plans are focused on helping participants build wealth, leaving spending in the years after retirement to the participants’ judgment. But plans can improve their value if they assist with decumulation on a group basis through design and administration. Canadian Association of Pension Supervisory Authorities (CAPSA) Guideline No. 8 recommends administrators be proactive in helping members move to decumulation by providing information on available options, necessary actions and deadlines, defaults and the effect of plan membership termination. Without incurring costs or administrative risk, sponsors can explain payment of variable benefits, retirement transition services by plan service providers or independent consultants and the suitability of various retirement products. They can also take advantage of ways to lower fees for retirees. Communication and education leading up to retirement are most valuable.

Ian J. McSweeney and Jonathan Marin | Benefits and Pensions Monitor
December 2014 | pp. 36, 38-39 | 0166408

Taking Time Off Not Always Easy

A Canadian HR Reporter survey of human resources professionals finds that 64.1% of organizations provide more vacation time than legally required to all employees and 29.5% provide more vacation time than legally required to some employees. The vast majority of employers offer new hires two or three weeks of vacation time, but anecdotal evidence suggests that new hires are demanding more. Maximum vacation time was six weeks or less at 82.4% of organizations. While 85.6% of respondents said that most or all employees used their vacation time, 63.6% still felt that employee fatigue was a major or moderate issue, due both to the increasing difficulty of disconnecting from work and more complicated personal lives. Only 56.2% of respondents said their organization had reliable leave-of-absence usage data.

Liz Bernier | Canadian HR Reporter
January 26, 2015 | pp. 10-11 | 0166472
Resources for You and Your Employer

Workplace Wellness Trends: 2015 Survey Results by International Foundation

This survey report on the status of workplace wellness programs offered by member organizations in the United States and Canada reveals the most common types of wellness initiatives, emerging offerings and trends, incentives, strategies and the impact of the Affordable Care Act. Information on wellness program return on investment also is included.

Click here to see the Table of Contents.

Note: This product is downloadable. You will have 96 hours from time of purchase to download it from your My Downloads section in My Account.

A Closer Look: What’s Working in Workplace Financial Education by International Foundation

Based on information from the Financial Education for Today’s Workforce: 2014 Survey Results, this report examines the impact of workplace financial education programs offered by member organizations in the United States and Canada and factors influencing the success of such programs. The report includes recommendations for best practices for operating workplace financial education programs.

Note: This product is downloadable. You will have 96 hours from time of purchase to download it from your My Downloads section in My Account.

Portfolio Concepts and Management

Monday, April 27–Thursday, April 30, 2015
The Wharton School of the University of Pennsylvania, Philadelphia, PA

The Portfolio Concepts and Management program lays the groundwork for the core principles of portfolio theory and investment performance measurement, offering the practical tools and experiences needed to make sound investment management decisions for your benefit fund. This 3½-day program offers lecture/discussion sessions, problem-solving exercises and small group breakout sessions. Build confidence in your ability to evaluate investments with a broad, fundamental understanding of investment products and practices.

Outline
- Introduction and Overview of Financial Assets
- Fundamentals of Portfolio Theory
- Performance Evaluation
- Fundamentals of Valuation
- Macroeconomic Issues and Financial Markets
- The Current Markets
- Asset Allocation and Impacts of Risk on Return.

Registration Includes
- Continental breakfasts
- Lunches
- Beverage breaks
- Welcome reception.

In Partnership With the Wharton School

Annually, select investment programs are offered to International Foundation members on Wharton’s campuses. Skilled educators and researchers, award-winning authors and leading authorities in the investment management field teach and/or oversee the curriculum of each investment program.

Educational sessions at this program may qualify for CEBS continuing professional education (CPE) credit. Visit www.cebscpe.org for more information. View the full brochure here.

Featured E-Learning Course:
The CAP Maze: Defined Contribution Pension Plans (DCPPs) by International Foundation

A DC RPP is a type of registered savings plan often used by employers to provide deferred, tax-sheltered retirement income to employees or plan members. A DC RPP is part of the CAP Maze because it is a registered retirement savings plan. The plan members can make investment decisions when there are more than two investment choices and the value of a plan member’s account will be used to provide retirement income. This course provides you with an overview of DC RPPs.

What you’ll learn:
- Defining characteristics of a DC RPP
- Role of plan text and plan provisions
- Impact of pension standards legislation
- Rules on employee and employer contributions
- Tax implications during accumulation stage
- Vesting requirements
- Pension adjustment calculation arising from a DC RPP and its impact on contribution limits
- Distribution options and tax implications of distributions.

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in the know | social networks

Many Canadians have a large social network, whether it’s the traditional type or the online variety, a new Statistics Canada report shows.

The report, released in December 2014, showed that seven in ten Internet users in Canada accessed a social networking site in 2013.

Percentage who use a social networking site*

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ages 15 to 24</td>
<td>96%</td>
</tr>
<tr>
<td>Ages 25 to 34</td>
<td>87%</td>
</tr>
<tr>
<td>Ages 35 to 44</td>
<td>76%</td>
</tr>
<tr>
<td>Ages 45 to 54</td>
<td>58%</td>
</tr>
<tr>
<td>Ages 55 to 64</td>
<td>52%</td>
</tr>
<tr>
<td>Ages 65+</td>
<td>36%</td>
</tr>
</tbody>
</table>


*Among those who use the Internet.

Traditional social connections

- Feel close to at least five family members: 55%
- Have five or more close friends: 51%
- No close relatives: 4%
- No close friends: 6%
- 20 or more “other” friends, neighbours and acquaintances: 47%
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