

CBA/ABA/IPEBLA GLOBAL PENSION AND EMPLOYEE BENEFITS LAWYERS CONFERENCE

JUNE 10-12, 2018 | BOSTON, MA



THE CANADIAN
BAR ASSOCIATION



International Benefits Revolution – What’s Coming Next?

SUNDAY, JUNE 10

11:30 | 13:30 IPEBLA Steering Committee Meeting | Room: Petite Ballroom

14:30 | 15:50 Pre-Conference Tour – Boston Duck Tour | Pick up location: Hotel Lobby

Boston Duck Tours is a great way to start off your visit to Boston. We give you a great overview of the city, show you many unique neighborhoods and splash you into the Charles River for a breathtaking view of the Boston and Cambridge skylines.

Registration to this event is required, partners and guests are welcome. See registration form or website for registration and cost information.

16:00 | 17:00 IPEBLA 2019 Biennial Conference (Lisbon, Portugal) – Program Committee Meeting
Room: Petite Ballroom

17:00 | 20:00 Registration and Conference Information Desk Open | Room: Roof Foyer

18:00 | 19:30 Welcoming Reception | Room: The Roof

Sponsored by:  and  IPEBLA

MONDAY, JUNE 11

7:30 | 8:30 Breakfast and Registration | Room: Grand Ballroom Foyer

Sponsored by: **DAVIES**

8:45 | 9:00 **Welcome and Introductions | Room: Grand Ballroom**

9:00 | 9:45 **OPENING PLENARY: Keynote Speaker | Room: Grand Ballroom**

Speaker: **J. Mark Iwry**, Nonresident Senior Fellow, The Brookings Institution;
Visiting Scholar, The Wharton School, University of Pennsylvania

9:45 | 11:00 **CONCURRENT WORKSHOPS:**

Workshop I: Protecting Wage, Pension and Severance Claims Against Employer Insolvency | Room: Petite Ballroom

It's hard for workers to make ends meet and to earn a pension. And employer insolvency can result in loss of both income and retirement security.

The US has led in developing a modern bankruptcy system and pension insurance. But U.S. bankruptcy law does not protect wage or severance claims as well as laws of other developed nations, which have more robust priorities and often guaranty funds for such claims.

Join our panel, which includes experts on employee benefits, labor, and employment law, for a discussion of the leading models for protecting employee claims, their strengths and their shortcomings, practical challenges in enforcement, and suggestions for reform.

Program Coordinator: **Izzy Goldowitz**, Deputy General Counsel, Pension Benefit Guaranty Corporation (US)

Speakers: **Natalie Bussiere**, Blakes (Canada)
Bas Dieleman, Loyens & Loeff (Netherlands)
Paul Secunda, Professor of Law, Director, Labor and Employment Law Program, Marquette University Law School (US)

Workshop II: How can Defined Benefit and Defined Contribution Plans Evolve to Survive and Meet Member Needs? | Room: Main Dining Room

With defined benefit (DB) plans in decline due to affordability and sustainability concerns, and defined contribution (DC) plans facing their own issues such as longevity and investment risks as they mature, can the two evolve to create pension plans that survive and thrive into the future? Is evolution to a plan design that has both DB and DC features the answer in order to ensure pension plans remain a viable way of delivering retirement benefits in the modern workplace? This panel will discuss examples of innovations in plan design in three jurisdictions.

Program Coordinator: **Angela Mazerolle**, Superintendent of Pensions and Insurance, Financial and Consumer Services Commission, New Brunswick (Canada)

*** Please note that topics and speakers are still subject to change ***

Speakers: **Philip Bennett**, Slaughter and May (Ret.)(UK)
W. Gordon Hamlin, Jr., President, Pro Bono Public Pensions (US)

Workshop III: Marijuana in the Workplace | Room: Taj 1

Join our panel for a discussion of the legal issues associated with medical and recreational marijuana use in the employment context. Learn how the legal framework in Canada, the U.S. and the U.K. differ and how those differences translate to employer practices in each jurisdiction.

The panel members will offer their expertise to discuss three main issues relating to marijuana use in the workplace:

Medical marijuana coverage under employer and union-sponsored benefit plans in their home jurisdiction and the jurisprudence on point. Is this merely a matter of interpreting the benefits policy?

Must medical marijuana use be accommodated in the workplace? What are the limits and pressure points in putting legal obligations into practice.

Particularly for safety sensitive positions, what rights does an employer have to implement drug testing policies and how do those policies apply specifically to marijuana use?

As some jurisdictions move to legalize the recreational use of marijuana, the panel members will offer their perspectives on how employer benefits, accommodation and drug testing practices may need to change.

Program Coordinator: **Lisa Mills**, Brown Mills Klinck Prezioso (Canada)

Speakers: **Michael Clarkson**, Ogletree Deakins (US)
Jillian Houlihan, Pink Larkin (Canada)
Sheena McCaffrey, Baker Botts (UK)

Workshop IV: Discrimination and Pension & Benefits Plans | Room: Taj 2

Discrimination is inherent in pensions and employee benefits plans. While some distinctions, such as those based on age, are often based on conditions accepted for such plans, not all are appropriate. Discrimination on the basis of gender is generally prohibited but inequities between members and beneficiaries of different genders still occur. Inequality has also been allowed on other protected grounds such as sexual orientation, marital status, family status and gender identity. This panel will consider the legal issues with respect to discrimination in pensions and benefits plans, including litigation and approaches that have been taken by plan sponsors.

Program Coordinator: **Level Chan**, Stewart McKelvey (Canada)

Speakers: **Denise Clark**, Clark Law Group PLLC (US)
Finn Pressly, Littler (US)
Anne Slivinskas, Financial Services Commission of Ontario (Canada)

11:00 | 11:15 REFRESHMENT BREAK | Room: Grand Ballroom Foyer

Sponsored by:



11:15 | 12:30 CONCURRENT SESSIONS:

Workshop V: Unique Issues Facing DC Plans – Including Decumulation, Auto-Enrolment, etc. | Room: Petite Ballroom

Defined contribution plans across the world are currently facing new challenges. This applies in particular to Canada, Germany, the UK and the US where various new developments need to be addressed. This includes the following:

Due to the maturing of capital accumulation plans, plan sponsors, beneficiaries and regulators in Canada have a growing need to promote successful decumulation strategies after retirement. This leads to a shift of focus from the accumulation phase to the decumulation phase for which new strategies are being developed.

German legislation has just introduced auto-enrolment and defined contribution schemes for the first time. A number of questions evolve around the issue of how to set up an auto-enrolment process and how to transfer beneficiaries from an existing DB scheme to a DC scheme. In addition, employers may face legal risks with regard to the selection of the pension providers in case of pension shortfalls.

Meanwhile, in the UK employers are facing new DC scheme regulations such as the step-up of the minimum defined contribution rates and cyclical automatic re-enrolment of those who have opted out of membership, and are dealing with the impact of allowing members to draw their benefits entirely in cash.

In the US, employers are considering whether any changes to defined contribution plans are necessary or desired in light of the new tax reform bill, including whether to move towards a greater focus on Roth contributions.

Program Coordinator: **Thomas Granetzny**, Freshfields (Germany)

Speakers: **Elizabeth Boyd**, Blakes (Canada)
Charles Magoffin, Freshfields (UK)
Alec Nealon, Morrison Cohen LLP (US)

Workshop VI: Employee Benefit Relief in Times of Natural Disasters and Other Catastrophic Events | Room: Main Dining Room

This Program will focus on the actions employers may take to provide relief to employees when natural disasters occur. Actions to be considered include loans and hardship distributions from U.S. Code Section 401(k) plans; employee paid time off (PTO) transfer programs to other employees or to charities without triggering “constructive receipt” to employees and without violating the “assignment of income” principles, employer loans and contributions from employers from forfeited paid time off banks to fund benefits. The impact on employees, charitable gift rules and practical employee concerns will be addressed. The program will cover issues from Canadian wildfires to relief for employees in Puerto Rico.

Program Coordinator: **Frank Palmieri**, Palmieri & Eisenberg (US)

Speakers: **Carlos Gonzalez**, Benefits PuertoRico.com LLC (PR)
Nizam Hasham, Canadian Pacific Railway (Canada)
Barbra Veder, Morneau Shepell (Canada)

Workshop VII: Trends in Pension Litigation | Room: Taj 1

Speakers from the United States, Canada and Europe will discuss litigation trends and recent pension and benefits cases in their jurisdictions.

Program Coordinator: **David Stamp**, Osler (Canada)

Speakers: **Onno Blom**, Blom Veugelers Zuiderman Advocaten (Netherlands)
Susan Katz Hoffman, employee benefits mediator/arbitrator, Littler Mendelson (Ret.)(US)
Deborah McPhail, Financial Services Commission of Ontario (Canada)

Workshop VIII: Supplementary Pension Plans | Room: Taj 2

Unregistered supplementary pension plans – or top up plans as they are often called – generally consist of a contractual arrangement for higher income earners over and above the registered or qualified pension plan limits. These arrangements come in a variety of shapes and sizes. Historically, restricted to the very few top executives, these arrangements have become more broad-based in some cases. Some are simply a contractual arrangement with the individual employee while others are secured through trusts, letters of credit or other means. This session will explore current trends and practices in supplementary pension plans across jurisdictions, including a consideration of key terms such as funding, vesting, survivor benefits, termination provisions, jurisdiction-specific requirements, and the enforceability of non-competition provisions that may be found in such arrangements.

Program Coordinator: **Elizabeth Brown**, Brown Mills Klinck Prezioso (Canada)

Speakers: **Greg Brown**, Holland and Knight (US)
Ken Burns, Lawson Lundell (Canada)
Suzanne Meeker, Verrill Dana (US)
Catherine Millet-Ursin, Fromont Briens (France)

*** Please note that topics and speakers are still subject to change ***

12:30 | 14:00 Lunch Session: Hot Topics in Non-North American Jurisdictions | Room: Grand Ballroom

A discussion of developments by two government regulators and the oversight of pension plans/funds:

12:45-13:00: Activities by the Australian Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry

Speaker: **Michael Beatty**, Financial Services Council Limited (AUS)

13:00-13:15: The release of the UK Pensions White Paper regarding defined benefit plan governance and funding by the Department for Work and Pensions

Speaker: **Charles Magoffin**, Freshfields (UK)

Sponsored by: 

14:00 | 15:15 PLENARY: Global Initiatives to Address Plan Sustainability and Affordability | Room: Grand Ballroom

Over the last many years, sponsors of defined benefit single employer pension plans have faced funding pressures associated with persistently low interest rates. Following the 2008 global recession, to assist plan sponsors, many jurisdictions around the world provided temporary easing of funding requirements with the intention to provide sponsors with additional time to fulfil their obligations during unfavorable economic conditions. However, low interest rates have persisted and many plan sponsors continue to face challenges stemming from their funding obligations. In some jurisdictions, temporary easing (and often successive rounds of temporary easing) have given way to permanent reform. However, easing funding rules often (if not always) comes at the expense of member benefit security. This plenary discussion will examine the measures taken in Canada, the Netherlands, UK and US to address sustainability and affordability, with the aim of sparking discussion the right balance between sustainability and affordability on the one hand and benefit security on the other.

Program Coordinator: **Andrea Boctor**, Stikeman Elliott (Canada)

Speakers: **Philip Bennett**, Slaughter and May (Ret.)(UK)
Louis Kuypers, A.C.M., Examining officer – Intervention and Enforcement, De Nederlandsche Bank Eurostysteem (Netherlands)
Rob Neis, Benefits Tax Counsel, Office of Benefits Tax Counsel, U.S. Department of Treasury (US)

15:15 | 15:30 Refreshment Break | Room: Grand Ballroom Foyer

*** Please note that topics and speakers are still subject to change ***

15:30 | 16:45 CONCURRENT SESSIONS:

Workshop IX: Cybersecurity and Pensions and Benefits | Room: Petite Ballroom

Most of us are aware of the importance of cybersecurity in our personal lives, of protecting our personal credit card or financial information and keeping our passwords secure. But what about in respect of the pension and benefit plans we provide to employees or provide services to? Are we paying enough attention to cybersecurity as it applies to pension and benefit plans and their administration? This session will explore cybersecurity and its application to pension and benefit plan sponsors, administrators and third-party service providers in Canada, the U.S. and the U.K. Topics discussed will include:

- What is cybersecurity and why is it relevant to pension and benefit plan sponsors and administrators?
- Cybersecurity legislation and best practices in Canada, the U.S. and the U.K.
- Duties of pension and benefit plan sponsors and administrators in protecting member and beneficiary data.
- Cybersecurity and third-party service providers.
- Steps to protect member and beneficiary data and reduce plan sponsor and administrator liability.

Program Coordinator: Charles Magoffin, Freshfields (UK)

Speakers: Kim Ozubko, Miller Thomson (Canada)

Helen Powell, Allen & Overy (UK)

Susan Serota, Pillsbury Winthrop Shaw Pittman (US)

Workshop X: Offshore Investment Structures for Pension Funds | Room: Main Dining Room

Canadian pension funds frequently invest in various alternative asset classes through their own or third party managed feeder, co-investment or other vehicles established in jurisdictions outside of Canada. This workshop will focus on some key legal and taxation issues including some new developments for commonly used structures in the Cayman Islands, Delaware, Ireland and Luxembourg. The focus of the discussion will be on practical examples from a Canadian pension fund perspective and will include legal experts specializing in Cayman Islands, Delaware, Ireland and Luxembourg investment structures.

Program Coordinator: Jeff Sommers, Blakes (Canada)

Speakers: Jeremy Forgie, Blakes (Canada)

Elaine Murphy, Ropes & Gray (US)

Workshop XI: Issues in Public Sector Plan Administration | Room: Taj 1

Public sector plans can face unique administration, governance and funding opportunities and challenges due to the nature of their political and funding environments, and the size and nature of their membership. The workforce is changing and aging, and retirement ages are being scrutinized and in some cases being increased. Will laws and regulations respond to keep pace with changing member needs. Does the approach to plan design in the past have a place in the workplace of the future? What

*** Please note that topics and speakers are still subject to change ***

role will mergers and consolidations play? This panel will discuss these opportunities and challenges, public sector plan reform and the impact on regulation, governance, funding, investment and plan design.

Program Coordinator: **Stephanie Kalinowski**, Hicks Morley (Canada)

Speakers: **Gareth Gibbins**, Vice President, Pension Legal at OMERS (Canada)

Makhubalo Ndaba, Company Secretary & Group Head: Legal, PGC Group of Companies (South Africa)

Cathy M. Smith, General Counsel, Government Employees' Retirement System of the Virgin Islands (US)

Workshop XII: Employer Provided Health Plans: Trends in Employer-Provided Health and Wellness | Room: Taj 2

Wellness programs, schemes are commonplace in developed and developing countries, and wellness issue in general transcends national borders. In some jurisdictions, e.g. Canada and the U.K., "wellness" is a part of a larger set of workplace initiatives the also include training, safety and job satisfaction. In others, e.g., the U.S., wellness programs tend to stand alone or be integrated with employer-sponsored health care coverage. This workshop will provide an overview of the comparative regulation of wellness programs across jurisdictions. It will also examine and provide the vendor perspective— i.e., what practices, service agreements, and protocols are recommended or required when wellness programs are outsourced to a third-party vendor? The workshop will also consider the wellness program experience and competing concerns of wellness program participants.

Program Coordinator: **Alden Bianchi**, Mintz Levin Cohn Ferris Glovsky & Popeo (US)

Speakers: **Anne Corbett**, Borden Ladner and Gervais (Canada)

Dennis Labrasca, CEO Paradigm Health Systems (US)

18:30 Gala Dinner - Odyssey Dinner Cruise | Pick up location: Hotel Lobby

Enjoy upscale dining, live music entertainment and stunning skyline views. Cruising year-round from Rowes Wharf, Odyssey shows you the most breathtaking views of Downtown Boston and its famous waterfront.

Transportation to and from venue included, registration to this event is required. Partners and guests are welcome. See registration form or website for registration and cost information.

Sponsored by:

**Robbins Geller
Rudman & Dowd LLP**

TUESDAY, JUNE 12

7:30 | 8:30 **Breakfast and Registration | Room: Grand Ballroom Foyer**

Sponsored by: 

8:30 | 9:45 **OPENING PLENARY: Issues in Cross Border Pension Plan Participation | Room: Grand Ballroom**

The movement of workers and corporations across borders at an increasing pace makes the world often seem like a smaller place – will retirement plans be able to keep up? This panel of experts will focus on a the variety of approaches, initiatives and potential solutions to provide internationally mobile workers with meaningful retirement benefits. The panel will discuss the atmosphere in the United States towards cross border, including a discussion of preemption rules vs. separate state initiatives, among other issues, and compare and contrast those efforts against progress in the EU –such as RESAVER, IORP II, UCITS, PEPPs and now the CBBA. Finally, the panel will discuss "friction" at the border - current legal issues and burdens on cross border – such as tax treaties on participation, accumulations and distributions, taxation of investments, extraterritorial reach of some laws, application of financial regulation to investments, and also how global governance and the desire for global rationalization of benefits towards corporate culture and goals are pushing ever more in the cross-border direction.

Speakers: **David Powell**, Groom Law Group (US)
 The Honorable Phyllis C. Borzi, Consultant and Former Assistant Secretary of Labor for the Employee Benefits Security Administration (US)
 Francesco Briganti, Cross Border Benefits Alliance-Europe, (Belgium)

9:45 | 11:00 **CONCURRENT SESSIONS:**

Workshop XIII: Adapt or Perish... But How? The Legal Issues Surrounding Making Changes to Pension, Benefit and Executive Compensation Plans | Room: Petite Ballroom

Employers around the world are looking for ways to make their pension, benefit and executive compensation plans more sustainable and affordable. Some jurisdictions are offering new options, like target-benefit plans and shared risk plans. But the legal issues surrounding making these kinds of fundamental changes to plan design continue. Our panel of experts from Europe, the U.S. and Canada will discuss what legal challenges plan sponsors face in adapting their plan designs for the future and will consider how employers and plan sponsors can involve employees and plan members to reduce litigation risk when changes in plan design are on the horizon.

Program Coordinator: **Mariana MacIntosh**, Director & Associate General Counsel at Ontario Teachers' Pension Plan (Canada)

Speakers: **René Döring**, Freshfields (Germany)
Julien Ranger, Osler (Canada)
Susan Wetzel, Haynes and Boone (US)

Workshop XIV: Uber Retirement – How to Use Retirement Funds to Provide Retirement Benefits to Gig Workers | Room: Taj 1

Countries around the world face similar challenges to address the needs of their on-demand workforce as these types of workers prepare for retirement. In some countries, there may be a heavy reliance on social security programs (which provides a safety net for gig workers), while in others, the employer may play a big role to provide income during retirement. In countries where occupational pensions play a larger role, the challenge is how to provide retirement plan access to workers who do not fit the historical “employee” model. Outside influences such as culture and social factors may also impact how a country develops their pension system to deal with these new sharing economy issues, offering unique solutions to the same problem. The presenters will provide the audience a perspective on global pension trends and other innovative developments in how retirement plans can be established to provide retirement security for gig workers.

At the conclusion of the session, attendees will be able to:

- Describe global pension trends;
- Compare and contrast differences in pension systems; and
- Apply best practices to their own country's pension system.

Program Coordinator: **Paul Secunda**, Professor of Law, Director, Labor and Employment Law Program, Marquette University Law School (US)

Speakers: **Dr. Marco Arteaga**, DLA Piper (Germany)
Alex Mazer, Common Wealth Pension Services (Canada)

Workshop XV: Global Equity Grants for Employees in Multiple Jurisdictions | Room: Taj 2

Global companies tend to grant equity awards to employee in multiple jurisdictions. However, what may be common or normal in the issuer company's jurisdiction may not be acceptable, or may have unintended and sometimes severe consequences, in the employee's resident jurisdiction. This panel discussion will focus on equity plan terms and design features, particularly those relating to securities and tax implications on awards, applicable to private and public company plans in the UK, the US and Canada. The discussion will include highlighting common terms and features to watch out for in the relevant jurisdictions that may be of particular interest for those who are providing equity grants to employees outside of the issuer's resident jurisdiction.

Program Coordinator: **Victoria Zerjav**, Holland & Knight (US)

Speakers: **Doreen Lilienfeld**, Shearman & Sterling (US)
Lynne Lacoursiere, Osler (Canada)
Mahesh Varia, Travers Smith (UK)

*** Please note that topics and speakers are still subject to change ***

11:00 | 11:15 REFRESHMENT BREAK | Room: Grand Ballroom Foyer

11:15 | 12:30 CONCURRENT SESSIONS:

Workshop XVI: Pension and Benefits Issues in International Transactions | Room: Petite Ballroom

This seminar will focus on pensions and benefits in mergers and acquisitions. The speakers will address key issues in their jurisdictions, including options for how pension plans are dealt with in share and asset deals. Issues such as funding and consideration of pension and non-pension post-employment liabilities in the transaction will be discussed. The speakers will cover key components of the share or asset purchase agreement, including representations and warranties and covenants. Differences between the various jurisdictions will be highlighted through the use of an interactive case study.

Program Coordinator: **Mitch Frazer**, Torys (Canada)

Speakers: **Dan Brandenburg**, Wagner Law Group (US)

Elise Laeremans, Younity (Belgium)

Jonathan Mort, Jonathan Mort, Inc. (South Africa)

Workshop XVII: Compensation and Benefit Provisions in Employment Agreements

Room: Main Dining room

Contractual guarantees to provide employees with compensation and benefits through language in an employment agreement can often be laden with traps for the unwary. Language in an employment agreement may be in addition to, or can sometimes contradict, a benefit expressed elsewhere, for example, under an employer plan. The employment agreement may address compensation or benefits not otherwise provided for in any agreement, such as equity interests, perquisites or severance benefits. The contractual guarantee of compensation and benefits may also have tax implications, especially where receipt of the benefit is deferred. This panel will review common issues regarding compensation and benefits clauses in employment agreement across multiple jurisdictions.

Program Coordinator: **Andrew Liazos**, McDermott Will & Emery (US)

Speaker: **Jessica Bullock**, Davies Ward Phillips & Vineberg (Canada)

Peter Wehner, Hengeler Mueller (Germany)

Workshop XVIII: Regulation and Public Policy | Room: Taj 1

How often and to what extent do regulation and public policy pertaining to pension plans truly intersect? Is regulation always reflective of public policy or can regulation sometimes be the driver of public policy?

Panelists will explore:

- the meaning of “public policy” from a regulatory perspective - is it limited to what actually ends up in legislation, or is it broader than that, with legislation being simply a reflection of public policy

*** Please note that topics and speakers are still subject to change ***

- how public policy can now be quickly influenced by media, both mainstream and social, and the resulting pressure that can be put on regulators to respond.
- the interaction between government, the regulation of pension plans and public policy, both perceived and actual
- how and when regulators can address situations where broad public policy does not get reflected in legislation

Program Coordinator: **Michael Wolpert**, Lawson Lundell (Canada)

Speakers: **Paul Owens**, Deputy Superintendent of Pensions, Government of Alberta (Canada)

Carol Weiser, Deputy Benefits Tax Counsel, Office of Benefits Tax Counsel, U.S. Department of Treasury (US)

Workshop XIX: Say it Ain't So – Dutch to go DC! | Room: Taj 2

It seems that everyone other than the Dutch believe the Dutch have the best private occupational pension system on the planet. In the fall of 2017 the fairly new Dutch coalition government announced its plans for pension reform “aimed at a collective transition to a defined contribution system” with individual accounts. What does this mean? Why the transition from what most of us believe is the most cost effective style of pension provision to the most expensive? What financial genius will the inventors of the stock market introduce to DC pension provision?

Program Coordinator: **Randy Bauslaugh**, McCarthy Tetrault (Canada)

Speakers: **Louis C. Kuypers**, A.C.M., Examining officer – Intervention and Enforcement, De Nederlandsche Bank Eurostysteem (Netherlands)

12:30 | 13:45 LUNCH and Keynote Speaker | Room: Grand Ballroom

Speaker: **Jean Pierre Aubry**, Associate Director, State and Local Research, Center for Retirement Research, Boston College

Sponsored by: 

13:45 | 14:45 PLENARY SESSION: International Guidance in Plan Governance | Room: Grand Ballroom

Canada, the U.S., the U.K., the Netherlands, the OECD, the World Economic Forum each of these has been giving pension plan governance an enthusiastic nod in recent years. Join us in looking on the bright side - discovering and discussing best practices around the world – and the dark side - as governance hits its stride; where will the banana peel be lurking, or is it more a case of the straw that broke the administrator’s back?

Program Coordinator: **Bethune Whiston**, Morneau Shepell (Canada)
Speakers: **David Hildebrandt**, Kirton McConkie (US)
Jeff Mamorsky, Greenberg Traurig (US)
Michael Peters, Acting Superintendent of Pensions at BC
Financial Institutions Commission (FICOM)(Canada)

14:45 | 15:45 CLOSING PLENARY SESSION: Pension Risk Management – What’s New? What Options Are Out There? |Room: Grand Ballroom

This Plenary session will look at the de-risking strategies that can be used by plan sponsors and trustees to assist in managing pension risks. The speakers in this session will discuss annuity buy in / buy out strategies, longevity swaps and enhanced transfer value exercises amongst other topics.

The speakers will also discuss the results of a recent de-risking study commissioned by the Office of the Participant and Plan Sponsor Advocate at Pension Benefit Guaranty Corporation.

Program Coordinator: **Brian Buggy**, Matheson (Ireland)
Speakers: **Camille Castro**, Associate Participant & Plan Sponsor Advocate,
Pension Benefit Guaranty Corporation (US)
Constance Donovan, Participant & Plan Sponsor Advocate,
Pension Benefit Guaranty Corporation (US)
Hugh Kerr, VP & Assoc. General Counsel at Sun Life Financial
(Canada)
John Sheppard, Linklaters (UK)