



THE CANADIAN
BAR ASSOCIATION
L'ASSOCIATION DU
BARREAU CANADIEN

INFLUENCE. LEADERSHIP. PROTECTION.

ABA
Defending Liberty
Pursuing Justice

JCEB Joint Committee on Employee Benefits



IPEBLA
International Pension & Employee Benefits Lawyers Association

BENEFITS WITHOUT BORDERS

Global Pension and Employee Benefits Lawyers Conference

June 22-24, 2014
The Drake Hotel
Chicago, IL, USA

STEERING COMMITTEE:

Elizabeth Brown (Co-Chair)

Hicks Morley, Toronto ON

Carol Weiser (Co-Chair)

Sutherland Asbill & Brennan LLP, Washington DC

Ken Burns

Lawson Lundell LLP, Vancouver BC

Karen Case

American Bar Association, Washington DC

Susan Daley

Perkins Coie LLP, Chicago IL

Mitch Frazer

Torys LLP, Toronto ON

Caroline Helbronner

Blake, Cassels & Graydon LLP, Toronto ON

Peter Kelly

Blue Cross Blue Shield Association, Chicago IL

Jonathan Rose

Alston & Bird LLP, Washington DC

Martha Steinman

Hogan Lovells, New York NY

Larry Swartz

Morneau Shepell Ltd, Toronto ON

Carolyn Trenda

McGuireWoods LLP, Chicago IL

Presented jointly by the Canadian Bar Association's National Pension & Benefits Law Section, the American Bar Association's Joint Committee on Employee Benefits, and the International Pension and Employee Benefits Lawyers Association.

Register Now!

Join us in Chicago for this exciting two-day conference dealing exclusively with pensions and benefits in the context of a changing global environment.

Set in the renowned Drake Hotel, the conference will feature a number of interesting and thought-provoking sessions on pension law and governance, executive compensation, issues in investing plan assets, public pension and social security programs, trends in benefits, and more!

Do not miss this unique opportunity to meet colleagues from around the world and to network in beautiful Chicago while discussing current domestic and international pensions and benefits issues that may impact your practice. Canadian and US lawyers alike will be eligible to receive continuing legal education credits (see below for more details).

Education Credits:

CBA:

The time spent attending this program (11.75 Hours) may be applied towards the annual CPD requirement in all MCPD jurisdictions.

ABA:

10 CLE Credit Hours have been requested from 60-minute states // 12 CLE Credit Hours have been requested from 50-minute states. For more CLE information, please see page 10.

Thank You to our Sponsors

Robbins Geller
Rudman & Dowd LLP

Eckler
CONSULTANTS + ACTUARIES

 **Milliman**

Blakes
CANADIAN LAWYERS

MORNEAU
SHEPELL 

OSLER

BDO

BLG
Borden Ladner Gervais

Practical Law™

SIDLEY AUSTIN LLP
SIDLEY

**Hicks
Morley**

HUMAN RESOURCES
LAW AND ADVOCACY

**Hogan
Lovells**

**mccarthy
tetrault**

TORYS
LLP

Conference Agenda

SUNDAY, JUNE 22, 2014

- | | | | |
|-------------|---|-------------|---|
| 9:00-17:00 | IPEBLA MEETINGS
IPEBLA Steering Committee Meeting
Brussels Program Committee Meeting | 17:00-18:00 | IPEBLA MEET & GREET
Sponsored by IPEBLA
<i>Open to conference attendees & guests</i>
The Drake Hotel, Parkside Room |
| 15:00-17:00 | CBA MEETING & OUTREACH
CBA Pensions and Benefits Section | 18:00-19:30 | OPENING RECEPTION
Sponsored by Eckler Ltd & Milliman
<i>Open to conference attendees & guests</i>
The Drake Hotel, Parkside Room |
| 17:00 | REGISTRATION & INFORMATION DESK OPEN | | |

MONDAY, JUNE 23, 2014

- 7:30 **REGISTRATION & INFORMATION DESK OPEN**
- 7:30-8:30 **BREAKFAST**
Sponsored by BDO
- 8:45-9:00 **WELCOME REMARKS**
- 9:00-9:45 **KEYNOTE ADDRESS**
ERISA at 40: Looking Back, Forward and Beyond the Borders
There have been many changes in the workforce, the law, and the economy since ERISA was enacted in 1974. What is the state of the PBGC and the defined benefit plan in the US today? What can the US learn from models in other countries, and what might other countries learn from the US?
- Moderator: **Jonathan Rose**, Alston & Bird LLP, Washington DC US
Speaker: **Israel Goldowitz**, Chief Counsel, Pension Benefit Guaranty Corporation, Washington, DC US
- 9:45-11:00 **CONCURRENT WORKSHOPS**
Workshop 1: Group Life and Health Plans – A Global Update
Employer-sponsored group health, life and disability benefit plan models throughout the world continue to evolve with, in some cases, increased complexity. This workshop will explore recent developments with employer-sponsored group benefits, with a focus on the legal and regulatory environment shaping these developments, and the role of government incentives motivating employers to provide or amend their group benefit programs. The workshop will also compare the various approaches to legislation surrounding group benefits in the United States, Canada, and Belgium, which range from heavily prescriptive to a virtual absence of regulation.
- Speakers: **Cynthia Boyle Lande**, Brown Winick, Des Moines, IA US
 Elise Laeremans, Younity, Brussels, Belgium
 Michael Wolpert, Lawson Lundell LLP, Calgary, AB Canada
- Workshop 2: Structuring Benefit and Pension Plans for Globally Mobile Employees for Benefit Security and Tax Efficiency**
Attracting talent to global assignments requires the promise of financial security for retirement and tax efficiency, now and at payment. Coordinating a company's employee benefit plans while being mindful of local tax and legal concerns minimizes disruption for mobile employees. This session will address needs related to short-term and long-term assignments. Topics to be covered include:
- *Offering competitive benefits*
 - *Addressing global needs*

- *Designing cross-border pension schemes*
- *Facing the challenges of administration - flexibility*
- *Aligning with business objectives*
- *Determining which employees - which plan*
- *Maximizing favorable tax treatment*
- *Communicating benefits*

Speakers: **Brian Buggy**, Matheson, Dublin, Ireland
Mark Poerio, Paul Hastings, Washington, DC US
Susan Seller, Bennett Jones, Toronto, ON Canada

Workshop 3: Insolvency Issues in Pension and Benefits

There has been considerable debate surrounding how claims concerning outstanding deficits in pension plans should be treated in circumstances where the employer becomes insolvent or bankrupt. This session will examine the treatment of pension claims in the context of corporate insolvency throughout various jurisdictions, as well as highlight other notable treatment of employee benefits in the insolvency process. Recent cases, including Kodak and Timminco, will be discussed. We will also consider the extent of legislative provisions imposing pension liabilities on affiliated entities.

Moderator: **Eduardo Singerman**, BDO, New York, NY US
Speakers: **Katie Banks**, Hogan Lovells, London, UK
Tina Hobday, Langlois Kronström Desjardins, Montreal, QC Canada
Robin Struve, Latham & Watkins LLP, Chicago, IL US

Workshop 4: New Developments in Pension Fund Investment Regulation

This workshop will discuss a number of legislative reforms on the regulation of pension fund investments underway or recently adopted in the US, in Canada, and in Switzerland, as well as how domestic pension legislation can apply to the foreign investment of pension fund assets.

Topics will include:

- *In the US: Fee disclosure and fiduciary obligations (including new Department of Labor regulations on the definition of a fiduciary)*
- *In Canada: New investments rules for pooled registered pension plans, reform of diversification limits (defined benefit and defined contribution pension funds) and investment in employer securities*
- *In Switzerland: New investment rules for pension funds - authorized investments, investment limits, liability of the board and reinforcement of the prudent investor principle*

Moderator: **Caroline Helbronner**, Blakes, Toronto, ON Canada
Speakers: **Jeremy Forgie**, Blakes, Toronto, ON Canada
Rayan Houdrouge, Lenz & Staehelin, Geneva, Switzerland
Mitchel Pahl, Duane Morris LLP, New York, NY US

11:00-11:15 **REFRESHMENT BREAK**
Sponsored by Borden Ladner Gervais LLP

11:15-12:30 **CONCURRENT WORKSHOPS**
Workshop 5: The Pension Plan is Dead, Long Live the Pension Plan – New Trends in Pension and Other Retirement Plan Design

The traditional defined benefit (DB) and defined contribution (DC) models have faced increased scrutiny. For DC plans, there is no pooling of longevity or investment risk and members are generally left with complicated decision making. For DB plans, there are cost uncertainty issues from the plan sponsor's perspective. In addition, with the changing demographics and low interest rates, many DB plans are facing sustainability issues. While many jurisdictions are seeking creative solutions to tweak the DB and the DC model to overcome these challenges, some jurisdic-

Conference Agenda

tions are also considering other plan design options that incorporate certain of the DB and DC attributes, but attempt to address some of these issues.

Speakers: **Teun Huijg**, Stibbe, Amsterdam, NL
Jana Steele, Osler, Hoskin & Harcourt LLP, Toronto, ON Canada
Carolyn Trendera, McGuire Woods LLP, Chicago, IL US

Workshop 6: Mainstreaming the Alternative – The Rise of Private Equity, Infrastructure and Other Alternative Investments for Pension Funds

This workshop will look at the legal issues that arise when pension funds invest in “alternative” asset classes, such as private equity and infrastructure. The session will aim to compare practices in different jurisdictions and discuss the approaches taken to issues which frequently arise in negotiations, such as liquidity, transparency and liability. We will also discuss the trend for consortia of pension funds to tackle the perceived imbalances in current market practice by establishing their own alternative investment platforms.

Speakers: **Randy Bauslaugh**, McCarthy Tétrault, Toronto, ON Canada
Judith Donnelly, Clyde & Co, London, UK
Mark Ruloff, Towers Watson Investment Services, Inc., Arlington, VA US

Workshop 7: Labour and Employment Law/Collective Bargaining Issues in Pension and Benefits

This session will explore benefits issues impacting collective bargaining in the United States, Canada and the Netherlands. The session will cover:

- *Withdrawal liability and the trend of moving from defined benefit retirement plans to defined contribution retirement plans and the impact on collective bargaining in the United States*
- *Employer “Pay or Play” penalties, plan design changes, the “Cadillac Tax” and other elements of the Affordable Care Act of 2010 impacting collective bargaining in the United States*
- *Canadian pension issues associated with business closures and negotiating closure agreements, including early retirement programs, reduction of actuarial penalties, pension credit accrual, pension wind-up, final deficits, and strategies to allow the pension plan to survive a large plan closure*
- *Current discussions/changes of pension benefits in collective bargaining processes in the Netherlands*

Speakers: **Dannae Delano**, The Lowenbaum Partnership LLC, St. Louis, MO US
Dominique Monet, Fasken Martineau, Montreal, QC Canada
Paul Vestering, Stibbe, Amsterdam, NL

Workshop 8: Collective Action: Pension Plan Involvement in Class Actions

Institutional investors, including public pension funds, can recover some of their investment losses through class actions, and their involvement in those cases plays a significant role. In the U.S. alone, 87 of the top 100 securities class action settlements have had an institutional investor serving as a lead plaintiff. Recently, however, in the Morrison v. National Australia Bank case in 2010, the U.S. Supreme Court issued a decision which prohibited investors who purchase securities on non-U.S. exchanges from seeking to recover their investment losses in U.S. courts. This presentation will review the Morrison case, discuss U.S. litigation impacted by this decision, explore some of the 80+ cases currently pending in Canada, Australia, the Netherlands, the United Kingdom, France, Japan, and other foreign jurisdictions, and examine the importance of monitoring these cases. The presentation will highlight those cases with cross-border implications (instances of dual-listed companies with pending parallel actions, with a focus on the Canadian and U.S. litigation in Imax) and discuss the significant difficulties of litigating cases outside the U.S. or Canada. This session will also outline the considerations that institutional investors must weigh when deciding whether or not to participate in these actions, including fiduciary and other implications.

Moderator: **Emily Christiansen**, Kessler Topaz Meltzer & Check LLP, Radnor, PA US
Speakers: **Darren Check**, Kessler Topaz Meltzer & Check LLP, Radnor, PA US
Amanda Darrach, Cavalluzzo Hayes Shilton McIntyre & Cornish LLP, Toronto, ON Canada
Andrew Watson, Maurice Blackburn Lawyers, Melbourne Australia

12:30-14:00 LUNCH
Sponsored by Osler, Hoskin & Harcourt LLP

14:00-15:15 PLENARY
Big Deals & Big Debt: Pension and Benefits on the Front Pages and how they are Changing the Law
People often say bad facts lead to bad law. While there may be disagreement on whether the laws enacted are in fact “bad,” when deals go “bad,” it often leads to governments enacting laws to protect against the same issues in future transactions. When purchasers acquire businesses with employees in more than one country, keeping up with the latest legislative changes that can impact a transaction becomes increasingly difficult. This panel will focus the most recent lessons and legal developments impacting transactions in each speaker’s respective jurisdiction, and provide practical advice on steps practitioners can take to prevent their deals from appearing on the front page for the wrong reason.

Moderator: **Larry Swartz**, Morneau Shepell, Toronto, ON Canada
Speakers: **Susan Wetzel**, Haynes and Boone, Dallas, TX US
Hugh Wright, McInnes Cooper, Halifax, NS Canada
Guido Zeppenfeld, Mayer Brown, Frankfurt Germany

15:15-15:30 REFRESHMENT BREAK

15:30-16:45 CONCURRENT WORKSHOPS
Workshop 9: Pensions and Family Relationships – Latest Issues & International Comparisons
This workshop will provide an overview of employer pension administration and operation in the context of family relationships in various jurisdictions, with a particular emphasis on multi-jurisdictional issues. The presentation will focus on pension benefit considerations in the context of death and divorce. Topics will include:

- *The beneficiary designation requirements applicable under various different jurisdictions, and how these requirements impact beneficiaries’ rights*
- *Statutory regimes developing in various jurisdictions, addressing the equities of Family asset division with regard to pension credits upon separation and divorce*
- *International implications of recent developments in the United States, the United Kingdom and Canada, granting same-sex married couples access to pension rights, tax breaks, and other government retirement-related benefits*

Come and learn how the US, the UK, Canada and other countries address retirement benefits in these contexts, as well as how recent changes in these areas may affect cross-border retirement plans.

Speakers: **René Avilés**, Ferraiuoli LLC, Hato Rey, Puerto Rico
Joanne Jacobson, Buck Consultants, Washington, DC US
Victoria Lehman, Victoria E. Lehman Law Offices, Winnipeg, MB Canada

Workshop 10: Trends in Executive Compensation and Employee Perks
This panel will highlight 2014 global trends in executive compensation, focusing on issues for multinational employers and their globally-mobile employees. The program will cover grants of equity awards and supplemental pensions for expatriates abroad and will also highlight trends in corporate governance affecting compensation, such as say-on-pay, shareholder disclosure, and trends in director pay. The panelists are experienced in advising on US, Canada, UK and EU compensation practices and practice with an international view.

Speakers: **Andrea Boctor**, Stikeman Elliott, Toronto, ON Canada
Sandra Cohen, Osler, Hoskin & Harcourt LLP, New York, NY US
Ian Fraser, Simmons & Simmons, London UK

Workshop 11: Pension Funding Rules
This workshop will address the current solvency funding rules for defined benefit pension plans in Canada, the US, and the Netherlands, as well as proposed changes to the solvency funding rules in each of these jurisdictions. The

Conference Agenda

speakers will also discuss current trends for the mitigation or elimination of solvency funding requirements, including annuitization and conversion to a defined contribution or target benefit arrangement.

Speakers: **Jessica Bullock**, Davies Ward Phillips & Vineberg LLP, Toronto, ON Canada
Kees-Pieter Dekker, Van Benthem & Keulen, Utrecht, Netherlands
José Jara, Buck Consultants, New York, NY US

18:30 GALA DINNER
The Signature Room at the 95th
Sponsored by Robbins Geller Rudman & Dowd LLP
Tickets are available for purchase on the registration form

TUESDAY, JUNE 24, 2014

7:30 REGISTRATION & INFORMATION DESK OPEN

7:30-8:30 BREAKFAST
Sponsored by Sidley Austin LLP

8:30-9:45 PLENARY
Pension Regulators Panel

The growing importance of private pension plans in the provision of retirement income security is calling upon pension regulators to assess and strengthen their supervision. This panel of pension regulators will focus on a range of topics that are high on supervisory agendas. Special attention will be placed on such issues as the benefits of a risk-based approach to pension supervision, which is being adopted by the increasing number of pension regulators around the world, the challenges of the solvency funding crunch facing many defined benefit pension plans, and changes in pension plan design from defined benefit to other plan designs.

Moderator: **Ian Edelist**, Eckler, Toronto, ON Canada
Speakers: **Karla Small Dwyer**, Financial Services Commission, Kingston, Jamaica
Teresa T. Bloom, Employee Benefits Security Administration, US Department of Labor, Washington, DC US
Sandra Wilkinson, British Columbia Financial Institutions Commission, Vancouver, BC Canada

9:45-11:00 CONCURRENT WORKSHOPS
Workshop 12: Lenses and Filters – The Developing Legal Ramifications of Socially Responsible Investing
This workshop will provide U.S., Chinese, Canadian and other global perspectives on the legal dimensions of “ethical” or “socially responsible” pension fund investments. Among other things, the panelists will discuss:

- *Whether trustees’ fiduciary duty allows them to take into account environmental, social and governance (ESG) lenses and screens*
- *The legal ramifications of using pension fund investments to serve a greater social purpose, for example, investing in local infrastructure or disadvantaged groups*
- *The legal and ethical risks and consequences of pension funds’ continued contractual relationships with investment banks, managers and counterparties that have been charged with or settled allegations of securities law violations or fraud*

Speakers: **Mark Firman**, McCarthy Tétrault, Toronto, ON Canada
Stuart Leckie, Stirling Finance Limited, Hong Kong
Kurt Schacht, CFA Institute, New York, NY US

Workshop 13: Pension Portability – International Perspectives

Today’s workforce pursues opportunities across borders: within their own nation or world region, on different continents, and within different hemispheres. Pension schema designed for an old economic model, where employees

spent decades in the same employer organization, have given way to demands for flexibility and mobility, but have also raised concerns over lost retirement income security through savings leakage and the higher costs. Panelists will discuss developments and challenges in pension portability for their clients, including the following:

- How will the new EU pension portability directive deal with obstacles to the transfer of occupational pension rights across the EU?
- What impact should we expect in EU Member States?
- Canadian schema that facilitate and challenge pension portability, limited windows to transfer
- Debates in Canada involving the expansion of the Canadian Pension Plan (CPP) and Pooled Registered Pension Plans (RRSP) savings rates
- Wrap-around pension plans for US expatriate executives
- Tax challenges for US expatriates, including treaties, FATCA, and FBAR

Speakers: **Joni Andrioff**, Littler Mendelson, Chicago, IL US
Jan van Gysegem, Claeys & Engels, Brussels, Belgium
Martin Rochette, Norton Rose Fulbright Canada LLP, Montréal, QC Canada

Workshop 14: Document Retention / Privacy / Disclosure Rules

The use and management of member data has historically been a neglected area of pension and other benefit plans. With more benefits in payment and claims arising about incorrect or missing data, along with increased regulation, particularly in Europe, on data management, this is a growing area of concern. This session will look at the issues and liabilities that arise from data errors, the rules on data privacy and data ownership, the tension between privacy concerns and the need to retain pension information for long periods of time, and rules and concerns around the transfer of data between plan sponsors, trustees and administrators. Our speakers will cover the issues in the US, Canada, the UK, with the last giving a window into the European regulation in this area.

Moderator: **Rosalind Connor**, Taylor Wessing, London, UK
Speakers: **Vinod Bange**, Taylor Wessing, London, UK
Laura Ferguson, Locke Lord LLP, Houston, TX US
Douglas Rienzo, Osler, Hoskin, Harcourt LLP, Toronto, ON Canada

Workshop 15: Pension Guarantee Funds in Different Countries

A number of recent high-profile corporate insolvencies in several jurisdictions have once again highlighted the issue of pension benefit security and raised questions as to the appropriate role for pension guarantee funds in insuring benefits, collecting premiums, and pursuing pension debtors. A number of questions related to pension guarantee funds will be examined by the panel including:

- The level and types of benefits guaranteed in each jurisdiction;
- Responsibility for funding and administration;
- Can a parent or affiliated company of the employer be held liable for a wind-up deficiency? (e.g. Asahi Tec case in U.S.);
- The role of the guarantee fund in a corporate insolvency; and
- The future of guarantee funds.

Moderator: **Barbara Austin**, Financial Services Commission of Ontario, Toronto, ON Canada
Speakers: **Catherine Drinnan**, Latham & Watkins LLP, London, UK
Deborah McPhail, Financial Services Commission of Ontario, Toronto, ON Canada
Andreia Rosa, Kutak Rock LLP, Omaha, Nebraska US

11:00-11:15 REFRESHMENT BREAK
Sponsored by Practical Law

Conference Agenda

11:15-12:30 CONCURRENT WORKSHOPS

Workshop 16: Social Security/Government Mandated Pension Programs – International Trends and Comparisons

The retirement and health care challenges associated with the changing demographic profile in industrialized countries are not restricted to employer-sponsored pension and benefit programs. Governments also have started to make changes to government-sponsored social security and health care programs in response to the mounting cost pressures associated with ageing populations and concerns about the affordability of health care costs. This session will review the Canadian, American, and South African systems of social security coverage and compare recent changes to retirement age under the Canada Pension Plan and Old Age Security Act, public health insurance coverage under the Patient Protection and Affordable Care Act, and the proposals for National Health Insurance and the National Social Security Fund in South Africa. The workshop will compare these trends in Canada, the US and South Africa, and provide insight on how the changes may impact employer-sponsored programs in years to come.

Moderator: **Beth J. Dickstein**, Sidley Austin LLP, Chicago, IL US

Speakers: **Lisa Mills**, Hicks Morley Hamilton Stewart Storie LLP, Ottawa, ON Canada
Jonathan Mort, Jonathan Mort Inc. Attorneys, Cape Town, South Africa
Robert Neis, US Department of Treasury, Washington, DC US

Workshop 17: Public Sector Defined Benefit (DB) Pensions – Sustainability: What Does it Mean and What is Being Done About it?

In this era of low interest rates, volatile investment returns and changing demographics, many public sector DB plans in North America and elsewhere are so poorly funded, they are labeled an unsustainable burden. The DB plan model, if not under direct attack in the public sector in some places, is certainly under critical scrutiny in most others. It is expected that sustainability will have a different meaning to different stakeholders. What pension policy advisors and lawmakers are recommending be done speaks volumes about their notions of sustainability. Speakers will highlight and discuss some of the many responses proposed or implemented for addressing the sustainability question in their respective countries, including, in some cases, modifications to benefits, changes in liability assumptions, and additional employee contributions to sustain existing benefit levels.

Speakers: **David Hildebrandt**, Kirton McConkie, Lehi, UT US
David Miller, Healthcare of Ontario Pension Plan, Toronto, ON Canada
Danny Tsang, Simmons & Simmons LLP, London UK

Workshop 18: “I Don't Understand This Stuff” – Communication Issues with Retirement Benefits

Legislators around the world are becoming increasingly focused on the adequacy of the information provided to members and beneficiaries of retirement plans. As a result, plan administrators are left with the difficult task of abiding by disclosure requirements while simplifying the message to ensure that members and beneficiaries can understand it. This session will examine global best practices in plan member communication.

Speakers: **Jeffrey Arnold**, Seyfarth Shaw LLP, Chicago, IL US
Kobus Hanekom, Simeka Consultants & Actuaries, Bellville, South Africa
Mariana MacIntosh, Ontario Teachers' Pension Plan, Toronto, ON Canada

Workshop 19: Legal/Tax Issues for De-Risking Products – Before De-risking Was Cool, it Was Called Risk Management

This workshop will discuss a variety of defined benefit risk management strategies including longevity swaps, plan design changes, LDI, Dynamic Asset mix, letters of credit etc., and the opportunities that these strategies provide for pension lawyers. Representatives from Germany, United States and Canada will describe the current state of law and practice in their jurisdiction with respect to the following strategies and opportunities:

- *Review of contracts*
- *Assessments of risk and barriers*
- *Ensuring fiduciary duties are met*
- *Evaluation of pension legislation as it relates to plan benefit changes*

- *Reviewing regulatory restrictions around funding policies*
- *Letters of credit*
- *Longevity swaps and the necessary governance, delegation and other documentation*

Speakers: **Elizabeth Boyd**, Blakes, Toronto, ON Canada
Loretta Richard, Ropes & Gray LLP, Boston, MA US
Nicolas Roessler, Mayer Brown, Frankfurt, Germany

12:30-14:00 LUNCH
Sponsored by Blake, Cassels & Graydon LLP

& KEYNOTE ADDRESS

Comparing Retirement Systems Around the Globe: The Melbourne Mercer Global Pension Index

Gemma Baranguan will discuss key findings of the Melbourne Mercer Global Pension Index, which compares retirement systems in 20 countries. The countries and pension systems studied, including those of Canada, Chile, India, Netherlands, UK and USA, encompass a diversity of pension policies and practices. The Index benchmarks each country's system and highlights shortcomings and possible areas for reform to increase sustainability and ensure the provision of adequate benefits. Ruby Menon will moderate the discussion.

Moderator: **Ruby Menon**, Robbins Geller Rudman & Dowd LLP, New York, NY US
 Speaker: **Gemma Baranguan**, Mercer, Chicago, IL US

14:00-15:15 PLENARY: Global Trends in Pension and Benefits Plan Governance

Increasingly, multinationals must examine retirement plan operations on a global basis. In addition to efficiencies from the consolidation of administrative and investment functions, more multinationals are looking at fiduciary risk considerations in the various countries in which they operate, and how to mitigate these risks. This plenary session will model the development of global plan governance through a role play, in which a client will receive advice from Canada, US, and EU counsel on the following: (i) risk management and other underlying reasons for the strategic decision by the multinational to establish global plan governance processes; (ii) identifying core plan governance considerations and best practices; and (iii) establishing global plan governance policies and procedures

Moderator: **Howard Pianko**, Seyfarth Shaw LLP, New York, NY US
 Speakers: **Gregory Brown**, Holland & Knight LLP, Chicago, IL US
Rosalind Connor, Taylor Wessing, London,
Mitch Frazer, Torys LLP, Toronto, ON Canada

SCHOLARSHIPS A limited number of scholarships to defray tuition expenses are available for this program. To request an application or receive additional information, contact Karen Case at 202.662.8641. Scholarship applications must be received no later than thirty days prior to the program presentation. Preference will be given to full-time LL.B. candidates.

MCLE The ABA directly applies for and ordinarily receives CLE credit for ABA programs in AK, AL, AR, AZ, CA, CO, DE, GA, GU, HI, IA, IL, IN, KS, KY, LA, MN, MS, MO, MT, NM, NV, NY, NC, ND, OH, OK, OR, PA, SC, TN, TX, UT, VT, VA, VI, WA, WI, and WV. These states sometimes do not approve a program for credit before the program occurs. This course is expected to qualify for 10 CLE credit hours in 60-minute states, and 12 credit hours in 50-minute states. This transitional program is approved for both newly admitted and experienced attorneys in NY. Attorneys may be eligible to receive CLE credit through reciprocity or attorney self-submission in other states. For more information about CLE accreditation in your state, visit http://www.americanbar.org/cle/mandatory_cle.html or contact Karen Case at karen.case@americanbar.org or 202.662.8641.

CPE The American Bar Association is registered with the National Association of State Boards of Accountancy (NASBA), as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors, through its website: www.learningmarket.org.

For additional details, or to register, please visit the conference website: www.cbapd.org/details_en.aspx?id=NA_pens14.

Registration Form

MEETING VENUE

The Drake Hotel
140 E Walton Place, Chicago, IL 60611, USA
1 (800) 553-7253 // www.thedrakehotel.com

HOTEL RESERVATION

A block of rooms has been reserved at The Drake Hotel. Please contact the hotel directly and mention the conference to obtain the preferred rate of \$249/night. Subject to availability, the preferred room rate is offered until May 22, 2014.

AIR TRAVEL FROM CANADA

Book online at www.aircanada.com to take advantage of a 10% discount on airfares to Chicago (ORD). Use promo code GBEMRUN1 at the time of booking.

AIR TRAVEL FROM THE US

Discounted airfares are available directly from the airlines:

American: Call 800-433-1790 and use code A5414SS

United: Call 800-426-1122 and use Agreement Code 461920

Z Code ZR45 or Online Discount Code ZR45461920

Delta Airlines: Call 800-426-1122 or visit www.delta.com and use Meeting Event Code NMFUD

Virgin America Airlines: visit www.virginamerica.com and use code VXABA312

PAYMENT BY CHEQUE

Send cheque or money order in Canadian Dollars made payable to the Canadian Bar Association together with this form to:

Canadian Bar Association
Attn: Lauren DalBello, PD Coordinator
865 Carling Avenue, Suite 500
Ottawa, ON K1S 5S8 CANADA

Fax: 613-237-0185 // Email: laurend@cba.org

CANCELLATION POLICY

There is a 20% administrative charge for any cancellation received in writing by the CBA (address above) prior to May 22, 2014. No refund will be given after May 22, 2014. All optional event payments are non-refundable. There will be no refunds for "no-show" registrants.

PERSONAL INFORMATION CONSENT:

CBA's programs are supported by preferred suppliers, sponsors, and exhibitors. Subject to the following paragraph, I understand that the provision of contact information on this form constitutes my consent to such information being disclosed to the preferred suppliers, sponsors, and exhibitors of this program. For further information about the CBA's treatment of personal information, see members' Privacy Policy at www.cba.org.

By checking this box, I do not wish my name to appear on the delegate list.

By checking this box, I do not wish my contact information to be disclosed to the preferred suppliers, sponsors, and exhibitors of this program.

BENEFITS WITHOUT BORDERS Global Pension and Employee Benefits Lawyers Conference

June 22-24, 2014 • Chicago, IL, USA

Registration Fee (Tax Exempt)

- | | |
|--|-----------|
| <input type="checkbox"/> CBA/ABA/IPEBLA Members | CAD\$ 655 |
| <input type="checkbox"/> Students (CBA/ABA/IPEBLA Members) | CAD\$ 345 |
| <input type="checkbox"/> Non-Members | CAD\$ 865 |

- Yes**, I would like to attend the **Welcoming Cocktail Reception** at the Drake Hotel on Sunday, June 22
- Yes**, My companion(s) would like to attend the **Chicago Architectural Foundation River Cruise** on Monday, June 23 (Payment onsite; details to follow)
- Please indicate how many will be attending:* _____
- Yes**, I would like to attend the **Gala Dinner** at the Signature Room on Monday, June 23 (Cost is \$95 per person; payment due with registration form.)
- Please indicate how many will be attending (max. 2):* _____
- Yes**, I would like to attend the **Chicago Field Museum Tour** on Wednesday, June 25 (Payment onsite; details to follow)
- Please indicate how many will be attending:* _____
- Yes**, I would like to join the CBA, ABA or IPEBLA now and pay the member fee to attend this program. I understand a Membership Representative will contact me shortly.

I am a member of: CBA ABA IPEBLA (if applicable)

Membership Number:

Ms. Mr.

Surname Given Name

Firm or Organization

Address

City Province/State Postal/Zip Code

Office Phone No. Fax No.

E-mail (required)

Please indicate special needs (dietary requirements, wheelchair access, etc.)

Method of Payment

Payment is due with form. Registration is not guaranteed until payment is received

Cheque (payable to the CBA) Visa MasterCard AMEX

Card No. Expiry Date

Authorized Signature