

2008 PENSION AND BENEFITS CONSULTANTS ONLINE DIRECTORY

A.W. SCHREIBER BENEFIT CONSULTANTS LTD.

23 Roy St., Kitchener, Ont. N2H 4B4

Contact: Alan Schreiber, president

Tel: 1-800-267-4983 **Fax:** 519-578-8755

Email: al.schreiber@awschreiber.com

Website: www.awschreiber.com

Services: DC/CAP consulting, benefits consulting

Description: A.W. Schreiber is a full-service consulting organization working with both public and private companies. The firm provides expert pension and benefits consulting knowledge and service to employers of any size.

Total Canadian Clients: 93

Total Employees in Canada: 9

ACTUARIAL SOLUTIONS INC.

Suite 202, 1695 Manning Rd., Tecumseh, Ont. N8N 2L9

Contact: Joe Nunes, president

Tel: 519-979-4600 **Fax:** 519-979-4699

Email: joe@actuarialsolutionsinc.com

Website: www.actuarialsolutionsinc.com

Services: DB pension consulting, DC/CAP consulting, plan administration/outsourcing, actuarial

Description: Actuarial Solutions Inc. is a boutique firm specializing in savings and retirement programs. The services offered include consulting, actuarial valuations and pension administration.

Total Canadian Clients: 32

Total Employees in Canada: 9

ACTUBEN CONSULTING INC.

Suite 130, 2155 Leanne Blvd., Mississauga, Ont. L5K 2K8

Contact: Brian Jenkins, president

Tel: 905-823-7942 **Fax:** 905-823-7944

Email: bjenkins@actuben.com

Services: DB pension consulting, DC/CAP consulting, investment consulting, small plan administrative assistance, non-registered plans

Description: ActuBen offers a wide variety of programs, particularly retirement programs, for staff and executives of clients on a cost-efficient basis. ActuBen provides actuarial and consulting services for companies and individuals.

Total Canadian Clients: 273

Total Employees in Canada: 5

ASSOCIUM BENEFITS

403-1 Peter St., Toronto M5V 2H1

Contact: Neil Iddon, director, benefits practice

Tel: 416-867-9350 **Fax:** 416-867-9139

Email: ndi@associum.com

Website: www.associum.com

Services: Benefits consulting, HR consulting, plan administration/outsourcing, HR outsourcing, GAIN Advantage group purchasing for non-profits

Description: ASSOCIUM provides group employee benefits plan management, consulting and TPA services to a wide array of clients including the non-profit sector. It also provides all kinds of HR consulting as well as unique HR outsourcing services for small organizations. Its GAIN Advantage program leverages economies of scale to reduce the cost of core operating expenses for non-profit (member) agencies.

Total Canadian Clients: 268

Total Employees in Canada: 11

AON CONSULTING

Suite 500, 145 Wellington St. West, Toronto M5J 1H8

Contact: Marilynne Madigan, senior vice-president

Tel: 416-542-5578 **Fax:** 416-542-5501

Email: marilynne.madigan@aon.ca

Website: www.aon.ca

Services: Retirement, health and benefits, human capital outsourcing

Description: Shaping the workplace of the future through benefits, talent management and reward strategies and solutions.

Total Canadian Clients: 3,000

Total Employees in Canada: 748

AUTOMATED ADMINISTRATION SERVICES INC.

102-200 Town Center Blvd., Markham, Ont. L3R 8G5

Contact: Keith M. Foot, president

Tel: 905-513-9868 **Fax:** 905-513-9893

Email: info@asinc.ca

Website: www.asinc.ca

Services: Plan administration/outsourcing

Description: Established in 1985, Automated Administration Services Inc. is a founding member of the Third Party Administrators' Association of Canada. The company offers integrated benefits administration services to insurers and plan sponsors. Services include flexible and fully insured plans, EFAP and out-of-country/stop-loss plans, affinity plan administration, association insurance

plan administration and claims payment facilitation and administration for ASO.

Total Employees in Canada: 10

AVALON ACTUARIAL INC.

Suite 1050, 2000 McGill College Ave., Montreal H3A 3H3

Contact: Claude Emond, senior partner

Tel: 514-282-1181 **Fax:** 514-282-9293

Email: claude.emond@avalon.ca

Website: www.avalon.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting

Description: Avalon Actuarial is an independent actuarial consulting firm specializing in group benefits, pension and reinsurance. The firm delivers innovative benefits and risk management solutions, and specialized actuarial consulting services. Avalon Actuarial offers its clients worldwide support through its membership in the IBN and NORACS networks of actuaries and benefits consultants.

Total Employees in Canada: 50

BEARING CAPITAL PARTNERS INC.

Suite 301, 4230 Sherwoodtowne Blvd., Mississauga, Ont. L4Z 2G1

Contact: Kathleen O'Keefe, partner

Tel: 416-929-2369 x4829

Fax: 416-960-2267

Email: kokeefe@bearingcapital.ca

Website: www.bearingcapital.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, plan administration/outsourcing, executive compensation

Description: Bearing Capital Partners provides independent, creative, flexible and cost-effective group insurance and retirement programs.

Total Employees in Canada: 4

BELTON FINANCIAL SERVICES LTD.

295 Broadway, Winnipeg R3C 0R9

Contact: Kasey Boisselle, principal

Tel: 204-956-9860 **Fax:** 204-956-9869

Email: kasey@beltonfinancial.com

Website: www.beltonfinancial.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, guaranteed standard issue, individual life, living benefits

Description: As leaders in employee benefits, executive compensation,

group retirement, guaranteed standard issue, corporate insurance and estate planning solutions, Belton specializes in both the group and individual insurance marketplace.

Total Canadian Clients: 45
Total Employees in Canada: 5

BENEFIT PARTNERS

Unit 1, 2140 Regent St., Sudbury, Ont. P3E 5S8

Contact: Bruce Frick, principal
Tel: 705-524-1559 **Fax:** 705-524-5553
Email: bruce.frick@benefitpartners.com
Website: www.benefitpartners.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, HR consulting, plan administration/outsourcing, HR outsourcing, executive compensation, financial planning, insurance planning
Description: Benefit Partners is a full-service consulting firm offering a variety of professional services to manage a complete range of benefits, pension, insurance, executive compensation and HR challenges as presented by various client mandates.

Total Employees in Canada: 19

BHH BENEFITS

Unit 204, 1040 South Service Road, Stoney Creek, Ont. L8E 6G3

Contact: Ron Hansell, president
Tel: 905-643-1017 **Fax:** 905-643-4332
Email: bhh@bhbenefits.com
Website: www.bhhbenefits.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, HR consulting, plan administration/outsourcing, HR outsourcing

Description: A benefits coaching organization, BHH Benefits is the creator of Lean Benefits, a concept that has helped some of Canada's most successful corporations save money, retain and attract high-quality employees and achieve their corporate objectives.

Total Employees in Canada: 15

BUCK CONSULTANTS LIMITED (CANADA)

Suite 1500, 95 Wellington St. W., Toronto M5W 2N7

Contact: Marina Scassa, director, communications and sales support
Tel: 416-644-9296 **Fax:** 416-865-1301
Email: marina.scassa@buckconsultants.com
Website: www.acsbuckcanada.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, plan administration/outsourcing, communications consulting

Description: Buck Consultants provides innovative solutions to

challenges faced by HR in retirement consulting and actuarial services, HR and technology administration, health and welfare consulting, investment consulting, tax and legal consulting, and communications consulting.

Total Canadian Clients: 275
Total Employees in Canada: 240

BUFFETT TAYLOR - A DIVISION OF GROUPWORKS FINANCIAL CORP.

129 Byron St., Whitby, Ont. L1N 4M8

Contact: David Czuczman, practice leader
Tel: 905-666-1300 **Fax:** 905-666-4887
Email: czuczman@buffettaylor.com
Website: www.buffettaylor.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting
Description: Buffett Taylor is a well-established consulting organization staffed with client-focused professionals. Clients seek the firm's insight and assistance for strategic, innovative and proactive solutions in the area of employee benefits.

Total Employees in Canada: 14

CAMPBELL & COMPANY

6-22425 Jefferies Rd., Komoka, Ont. N0L 1R0

Contact: Jeff Ische, president
Tel: 519-657-1446 **Fax:** 519-657-4520
Email: jeff.ische@campbellandco.ca
Website: www.campbellandco.ca

Services: Benefits consulting, plan administration/outsourcing, life insurance, disability insurance
Description: Campbell & Company is a privately owned and managed consulting firm operating since 1984. It specializes in niche markets and creates a full-service solution for clients' benefits needs, including full TPA services.

Total Canadian Clients: 278

Total Employees in Canada: 10

CAPCORP FINANCIAL CORPORATION

1050 Morrison Dr., 3rd Floor, Ottawa, Ont. K2H 8K7

Contact: Todd Roberts, director of operations
Tel: 613-226-1964 **Fax:** 613-226-8402
Email: troberts@capcorp.ca
Website: www.capcorp.ca

Services: DC/CAP consulting, benefits consulting, investment consulting, private health services plan

Description: For more than 25 years, CAPCORP has offered comprehensive consulting and support services for the establishment and maintenance of employee benefits plans and group retirement programs.

Total Canadian Clients: 575

Total Employees in Canada: 19

CARTIN & ASSOCIATES

Suite 101, 1100 Ave. S.W., Calgary T2P 3T8

Contact: James Cartin, president
Tel: 403-266-2816 **Fax:** 403-265-9895
Email: james.cartin@shaw.ca

Website: www.cartin.ca
Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, plan administration/outsourcing, individual counselling

Description: Cartin & Associates is an employee-owned pension and benefits consulting firm founded more than 25 years ago serving a wide range of clients with a strong focus on the energy industry.

Total Canadian Clients: 100

Total Employees in Canada: 6

COMPREHENSIVE BENEFIT SOLUTIONS LIMITED

1 City Centre Drive, Suite 716, Mississauga, Ont. L5B 1M2

Contact: Gary Groves, president
Tel: 905-896-2022 **Fax:** 905-896-2108
Email: benefits@compben.com
Website: www.compben.com

Services: Pension consulting, benefits consulting

Description: Comprehensive Benefit Solutions (CBS) provides innovative group insurance and pension consulting solutions to more than 200 clients across Canada. The firm's expertise ranges from flex to benefit plan audits, funding arrangements, wellness consulting, executive benefit plans and benefits communication and education. CBS also specializes in the affinity market business.

Total Canadian Clients: 220

Total Employees in Canada: 10

CORE VALUES LIMITED

6449 Crowchild Trail S.W., Box 36067, Calgary T3E 7C6

Contact: Kathryn Salamanchuk, co-president, director
Tel: 403-299-7588

Email: kathryn@core-values.com
Website: www.core-values.com

Services: Absence and disability management

Description: Core Values is a Canadian management consulting firm specializing in adjudicating and successfully managing employee absence and disability. Established in 1998, the firm works across Canada with client organizations of all size, including employers, labour unions, benefit trusts and associations.

Total Canadian Clients: 9

Total Employees in Canada: 17

COUGHLIN & ASSOCIATES LTD.

466 Tremblay Rd., Ottawa K1G 3R1
Contact: Brian Bockstael, president
Tel: 613-231-2266 **Fax:** 613-231-2345
Email: bbockstael@coughlin.ca
Website: www.coughlin.ca
Services: DB pension consulting, DC/CAP consulting, benefits consulting, plan administration/outsourcing, HR outsourcing, claims adjudication
Total Canadian Clients: 188
Total Employees in Canada: 135

COWAN BENEFITS CONSULTING

705 Fountain St. N., PO Box 1510, Cambridge, Ont. N1R 5T2
Contact: Teresa Norris-Lue, vice-president, southwestern Ontario
Tel: 1-800-609-5549 **Fax:** 519-650-6433
Email: teresa.norris-lue@cowangroup.ca
Website: www.cowangroup.ca
Services: DC/CAP consulting, benefits consulting, plan administration/outsourcing, health and disability management, international programs
Description: For 30 years, Cowan has assisted plan sponsors in managing and governing pension and benefits plans, helping with administrative challenges, and providing health and disability management solutions and international programs.
Total Canadian Clients: 773
Total Employees in Canada: 100

CUBIC HEALTH INC.

Suite 301, 11 Charlotte St., Toronto M5V 2H5
Contact: Michael Sullivan, president
Tel: 416-203-1446 x221
Fax: 416-203-6202
Email: msullivan@cubichealth.ca
Website: www.cubichealth.ca
Services: Drug plan management
Description: Cubic Health is an independent, innovative drug plan management and clinical integration company founded by practising pharmacists. Utilizing its proprietary systems and reporting applications, Cubic Health works with groups of all sizes in both the private and public sectors to optimize the drug benefit and ensure its short- and long-term sustainability through comprehensive plan performance reviews, modelling the impact of plan design/formulary changes, assessing the potential impact of reimbursement to PDD plan conversions, and meaningful demographic and therapeutic utilization reviews with its SFC Therapeutic Classification System.
Total Employees in Canada: 6

DONALDSON VINCENT ASSOCIATES LIMITED

Unit 1, 26 Lesmill Rd., Toronto M3B 2T5
Contact: Donald Armstrong, senior consultant
Tel: 416-447-7900 **Fax:** 416-445-3965
Email: armstrongd@dvassociates.com
Website: www.dvassociates.com
Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, special actuarial services
Description: Donaldson Vincent provides benefits and pension plan fee-for-service consulting, actuarial valuations and document preparation, conversion of DB plans to DC plans, application of *CAP Guidelines*, investment consulting, and advice and education for plan members.
Total Canadian Clients: 51
Total Employees in Canada: 5

DT&A

3-1205 Cameron Ave. S.W., Calgary T2T 0K8
Contact: Don Tettmar, president
Tel: 403-244-9663 **Fax:** 403-244-9675
Email: ddont@nucleus.com
Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, HR consulting, expert witness
Description: DT&A provides consulting, actuarial, administration and accounting services with respect to pension and savings plans. The company also provides health and welfare, compensation, HR and asset management advice through its affiliation with other providers. Additionally, DT&A provides expert witness and actuarial evidence services for law firms and individuals.
Total Canadian Clients: 59
Total Employees in Canada: 7

ECKLER LTD.

Suite 900, 110 Sheppard Ave. E., Toronto M2N 7A3
Contact: Todd McLean, principal
Tel: 416-696-3059 **Fax:** 416-696-3950
Email: tmclean@eckler.ca
Website: www.eckler.ca
Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, plan administration/outsourcing, communications and technology solutions
Description: Eckler Ltd. is a full-service actuarial and consulting firm specializing in retirement (DB and DC pensions), benefits, investment, communications and change management, and technology solutions. Eckler consults to a diverse client base including corporations, multi-employer trusteed plans, charitable and not-for-profit organizations, member plans and association/affinity. Eckler is

privately owned and managed by its active employees.

Total Employees in Canada: 198

ESI CANADA

5770 Hurontario St., 10th Floor, Mississauga, Ont. L5R 3G5
Contact: Mary Johannesson, director, sales and marketing
Tel: 905-712-6314 **Fax:** 905-712-9986
Email: mjohannesson@express-scripts.com
Website: www.esi-canada.com
Description: ESI Canada is a health benefits manager. It partners with insurance companies, TPAs and the public sector to optimize the value of health benefits for more than seven million Canadians. The company ensures that clients are able to provide high-quality, cost-effective healthcare products.
Total Employees in Canada: 350

FAIRLES BENEFIT SERVICES INC.

Parkdale Plaza One, Suite 8D, 496 Albert St., Waterloo, Ont. N2L 3V5
Contact: John B. Fairles, president
Tel: 519-746-8766 **Fax:** 519-746-4785
Email: fairlesbenefits@fairles.ca
Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting
Total Canadian Clients: 100
Total Employees in Canada: 5

FAMILY SERVICES EMPLOYEE ASSISTANCE PROGRAMS (FSEAP)

Suite 1005, 2 Carlton St., Toronto M5B 1J3
Contact: Orysia Boytchuk, manager, marketing and business development
Tel: 1-888-875-1999 **Fax:** 1-888-765-8464
Email: info@fseap.com
Website: www.fseap.com
Services: HR consulting, EAP
Description: FSEAP is in the fields of substance abuse professional services and organizational health. It partners with organizations to improve the health and performance of employees, families and workplaces. FSEAP's EAPs provide counselling and information on personal and work-related issues including work/life balance, personal or job stress and addictions.

FIRM CONSULTING INC.

Suite 610, 195 Dufferin Ave., London, Ont. N6A 1K7
Contact: Jacob Clark, president
Tel: 519-672-FIRM(3476)
Fax: 519-672-0554
Email: jake@firmconsulting.ca
Website: www.firmconsulting.ca
Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, individual consulting
Description: FIRM Consulting is a

corporate benefits specialist. The company offers a broad range of products and services in the areas of group benefits, group retirement and corporate and individual consulting.
Total Canadian Clients: 85
Total Employees in Canada: 4

FORT EMPLOYEE BENEFITS CONSULTANTS INC.

1115-3400 De Maisonneuve St. W., Montreal H3Z 3B8
Contact: Christopher L. Payne, director
Tel: 514-481-4021 **Fax:** 514-481-9883
Email: cpayne@fort-group.com
Website: www.fortinsurance.com
Services: DC/CAP consulting, benefits consulting, investment consulting, plan administration/outsourcing, HR outsourcing
Description: Fort Employee Benefits Consultants is an experienced consulting practice. Its approach is based on careful analysis, problem definition and client communication. Fort Employee Benefits Consultants operates exclusively in the areas of employee benefits, retirement plans and communication services.
Total Employees in Canada: 60

GEM FINANCIAL GROUP

42 Riddell St., Woodstock, Ont. N4S 6M1
Contact: Rasa Lannoo, chief executive officer
Tel: 1-800-435-9077 **Fax:** 519-537-8778
Email: rasa@gemfinancialgroup.ca
Website: www.gemfinancialgroup.ca
Services: DC/CAP consulting, benefits consulting, investment consulting, plan administration/outsourcing, executive insurance
Description: GEM Financial Group's primary role is to serve as advocates for its clients, to design more effective benefits plans, reduce costs and resolve issues to ensure a unique program for all life and business strategies.
Total Employees in Canada: 5

GGA BENEFIT CONSULTANTS

Suite 310, 4115 Sherbrooke St. W., Montreal H3Z 1K9
Contact: Thomas A. Guay, president
Tel: 514-937-3854 **Fax:** 514-937-5585
Email: tag@g-g-a.com
Website: www.g-g-a.com
Services: DB pension consulting, benefits consulting, asset management, personal
Description: GGA provides benefits consulting and asset management services to employers across Canada.
Total Canadian Clients: 308
Total Employees in Canada: 13

H3 CONSULTING/BUSINESSHEALTH

Suite 310W, 118 Montgomery Ave., Toronto M4R 1E3
Contact: Chris Bonnett, president
Tel: 416-489-7245 **Fax:** 416-489-7245
Email: chris@hthree.ca
Website: www.hthree.ca
Services: Workplace health consulting
Description: H3 Consulting develops and evaluates workplace health strategy and programs, and provides health research and analytical services focusing on the private sector. H3 specializes in employee benefits plans and pharmaceuticals management. Businesshealth addresses employer issues and opportunities in health benefits and healthier workplaces.
Total Employees in Canada: 2

HEALTHSOURCE PLUS

Suite 801, 240 Duncan Mill Rd., Toronto M3B 3S6
Contact: Jeffrey Stinchcombe, partner
Tel: 416-445-0000 **Fax:** 416-445-2222
Email: info@healthsourceplus.com
Website: www.healthsourceplus.com
Services: DB pension consulting, DC/CAP consulting, benefits consulting, HR consulting, plan administration/outsourcing
Description: HealthSource Plus is dedicated to helping Canadian employers think more strategically about their employee benefits and group retirement solutions. HealthSource Plus has offices in Toronto, Montreal, Winnipeg and Niagara.
Total Canadian Clients: 382
Total Employees in Canada: 100

HEWITT ASSOCIATES

Suite 1600, 225 King St. W., Toronto M5V 3M2
Contact: Sarah Beech, managing principal, consulting
Tel: 416-225-5001 **Fax:** 416-227-5744
Website: www.hewitt.com/canada
Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, HR consulting, plan administration/outsourcing, HR outsourcing, wellness, actuarial services, compensation, including executive compensation, employee engagement (annual *Best Employers in Canada* study), employee communication
Description: Hewitt Associates provides clients with best-in-class HR consulting and outsourcing services. Hewitt consults with more than 3,000 large and mid-size companies around the globe to develop and implement HR business strategies covering retirement, financial and health management; compensation and total rewards; and performance, talent and change management.
Total Employees in Canada: 1,150

IDEAL BENEFITS

26 Ulster St., Toronto M5S 1E3
Contact: Christopher Pryce, senior consultant
Tel: 416-924-8280 **Fax:** 416-323-1984
Email: info@idealbenefits.ca
Website: www.idealbenefits.ca
Services: DC/CAP consulting, benefits consulting, personal life/disability sales
Description: Ideal Benefits specializes in providing innovative pension/benefits consulting advice for mid-size to large employers interested in utilizing self-funding, consumer-driven healthcare or other traditional initiatives to manage their employer-sponsored group benefits programs.
Total Canadian Clients: 29
Total Employees in Canada: 2

J.J. MCATEER & ASSOCIATES

45 McIntosh Dr., Markham, Ont. L3Y 8H1
Contact: Susan Bird, president
Tel: 905-946-8655 **Fax:** 905-946-2535
Email: sbird@mcateer.ca
Website: www.mcateer.ca
Services: DB pension consulting, benefits consulting, plan administration/outsourcing
Description: The McAteer Group specializes in consulting/actuarial and TPA services for boards of trustees managing health/pension and vacation pay, legal services, scholarship trusts where contributions/benefits are collectively bargained. Claims services including disability management are offered. McAteer plays a significant role in helping clients meet governance objectives.
Total Employees in Canada: 74

JOHN FLASCH INSURANCE AGENCY INC.

1600-25 Main St. W., Hamilton, Ont. L8P 1H1
Contact: Rick W. Bashista, partner
Tel: 905-527-2255 **Fax:** 905-527-0189
Email: rbashista@jflaschinsurance.ca
Website: www.jflaschinsurance.ca
Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, EAPs, group critical illness, executive/employee financial planning, employee surveys, employee health assessment plans
Description: John Flasch Insurance is a full-service financial services firm that provides products to address cash at death, cash at disability and cash at retirement on both an individual and corporate basis. The company goal is to ensure that clients have current information and are aware of industry trends in order to provide the best value for their investments in employee group retirement and group life and

health benefits.

Total Canadian Clients: 132

Total Employees in Canada: 4

KING BENEFITS CONSULTING INC.

821 Blackburn Mews, Kingston, Ont.
K7P 2N6

Contact: Dara Shaw Brachman, president and employee benefits consultant

Tel: 613-634-4400 **Fax:** 613-384-2893

Email: info@kingbenefits.ca

Website: www.kingbenefits.ca

Services: Benefits consulting, investment consulting, employee retirement plans

Description: King Benefits Consulting works with its clients to develop the most appropriate employee benefits plan and employee retirement plan for the unique needs of their business. The firm believes that choices of carrier and pricing are secondary to ensuring the proper plan design. As an independent broker, it is able to access the marketplace to find the best solutions once the plan is properly designed.

Total Canadian Clients: 121

Total Employees in Canada: 5

KRIEGER + ASSOCIATES (K+A)

Suite 300, 43 Front St. E.,
Toronto M5E 1B3

Contact: David Krieger, president

Tel: 416-363-1221 **Fax:** 416-363-0677

Email: dak@kriegerandassociates.com

Website: www.kriegerandassociates.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, communications consulting, HR technology services

Description: K+A is a proud Canadian consulting boutique offering expertise and support products in the fields of group benefits, HR communications, retirement and technology.

Total Canadian Clients: 42

Total Employees in Canada: 12

LEONG & ASSOCIATES ACTUARIES AND CONSULTANTS INC.

1138-1100 Melville St., Vancouver V6E 4A6

Contact: Julian Leong, president and consulting actuary

Tel: 604-688-9839 **Fax:** 604-688-0863

Email: jleong@leong-associates.com

Website: www.leong-associates.com

Services: DB pension consulting, DC/CAP consulting, investment consulting, plan administration/outsourcing

Total Employees in Canada: 17

MAINSTAY INSURANCE BROKERAGE INC.

10 Linton Crt., Thornhill, Ont. L3T 5M9

Contact: David J. Patriarche, president

Tel: 905-886-9203 **Fax:** 905-707-0216

Email: info@mainstayinsurance.ca

Website: www.mainstayinsurance.ca

Services: Benefits consulting

Description: Mainstay is an independent brokerage that specializes in employee benefits plans for small businesses. The firm works with clients to design and implement plans and to obtain fair renewal pricing. Mainstay provides ongoing communication and excellent customer service. The firm also provides support on HR and liability issues that impact benefits.

Total Canadian Clients: 73

Total Employees in Canada: 1

MANAGED DISABILITY RESOURCES INC. (MDR)

280 Willow Ave., Toronto M4E 3K7

Contact: John Warren, executive vice-president

Tel: 416-698-8620 **Fax:** 416-698-0631

Email: johnwarren@mdr-inc.ca

Website: www.mdr-inc.ca

Services: Benefits consulting

Description: MDR provides a full range of disability management services for a diverse clientele nationwide, including the comprehensive management of non-occupational disability plans as well as the assessment, medical management and facilitation of vocational rehabilitation for employees.

Total Canadian Clients: 15

Total Employees in Canada: 12

MANION WILKINS & ASSOCIATES LTD

500-21 Four Seasons Place,
Etobicoke, Ont. M9B 0A5

Contact: Mike Neheli, president; Patrick Donnelly, executive vice-president

Tel: 416-234-5044 **Fax:** 416-234-2071

Email: mneheli@manionwilkins.com;

pdonnelly@manionwilkins.com

Website: www.manionwilkins.com

Services: Consulting, administration, claims payment, group Insurance, managed healthcare, plan design, retirement plans, TPA solutions

Description: Manion Wilkins provides a full range of group benefits administration and consulting services, custom designed to meet the unique needs of each client. Manion Wilkins is an outsourced provider for claims adjudication for all life, disability, medical and dental products, bilingual contact centre services and complete benefits administration. MWA is a founding member of TPAAC.

Total Canadian Clients: 136

Total Employees in Canada: 108

MCFARLANE AMERLEE CONSULTING LIMITED

The Olive, 1005-1 Ave. N.E., Calgary T2E 9C6

Contact: A. David McFarlane, president

Tel: 403-265-5050 **Fax:** 403-265-2426

Email: admcfarlane@mcfarlaneamerlee.com

Services: DB pension consulting, retirement compensation arrangements

Description: McFarlane Amerlee consults on individual pension plans for both private and public Canadian corporations, and provides actuarial, administration and design services for retirement compensation arrangements.

Total Canadian Clients: 594

Total Employees in Canada: 5

MCFBEDARD GROUP INC.

Unit B, 310 Wellington Rd. S., London,
Ont. N6C 4P4

Contact: Charles Bedard, president

Tel: 519-690-1452 **Fax:** 519-690-1463

Email: cbedard@mcfbedard.com

Website: www.mcfbedard.com

Services: DC/CAP consulting, benefits consulting, investment consulting, plan administration/outsourcing, executive benefits

Description: MCFBedard Group Inc. specializes in providing employee benefits programs, group retirement programs and EAPs to employers in a wide range of industries and organizational sizes. MCFBedard Group Inc. has extensive experience in underwriting, administration, group customer service, plan design, renewal analysis, full market surveys and front-line, face-to-face consulting.

MDM INSURANCE SERVICES INC.

834 Gordon St., Guelph, Ont. N1G 1Y7

Contact: Michael D. McKay, president

Tel: 519-837-1531 **Fax:** 519-836-4909

Email: inquiry@mdm-insurance.com

Website: www.mdm-insurance.com

Services: Benefits consulting, plan administration/outsourcing, administration, adjudication and management of employee benefits plans for corporations and life insurance companies

Description: MDM provides administration, adjudication and management of healthcare plans for corporations and life insurance companies. It also provides drug utilization reviews, EDI claims processing, web portal claims processing, formulary management, disability adjudication and full consulting services on benefits plan design and risk management.

Total Canadian Clients: 1,062

Total Employees in Canada: 27

MERCER (CANADA) LIMITED

161 Bay St., P.O. Box 501, Toronto M5J 2S5

Contact: Stephen Houston, business development

Tel: 416-868-2638 **Fax:** 416-868-2136

Email: steve.houston@mercer.com

Website: www.mercer.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, HR consulting, plan administration/outsourcing, HR outsourcing, investment management outsourcing

Description: Mercer is a global firm that helps employers maximize the effectiveness of their HR programs through HR consulting, including compensation, employee benefits, pension plans, HR operations, communication, HR strategy and metrics, investment consulting, investment management consulting and program administration.

Total Canadian Clients: 3,500

Total Employees in Canada: 1,800

MITCHELL SANDHAM FINANCIAL SERVICES

Suite 2000, 438 University Ave., P.O. Box 115, Toronto M5G 2K8

Contact: Andy Kilpatrick, partner

Tel: 416-862-1750 **Fax:** 416-862-1975

Email: akilpatrick@mitchellsandham.com

Website: www.mitchellsandham.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, plan administration/outsourcing, EAP selection/investment selection, employee communications/life and disability/IPP/RCA, group critical illness
Description: Mitchell Sandham Financial Services has developed strong relationships with prominent insurance carriers to deliver diversified product lines consisting of commercial, marine, personal lines, employee benefits and financial products.

Total Canadian Clients: 198

Total Employees in Canada: 11

MODERN BENEFIT PLANNING INSURANCE AGENCIES LTD.

Suite 100, 150 Ouellette Place, Windsor, Ont. N8X 1L9

Contact: Ken Fitzpatrick, manager

Tel: 519-974-0019 or 1-800-354-5132

Fax: 519-254-2150

Services: Benefits consulting, pension consulting, third-party administration
Description: Modern Benefit Planning specializes in providing employee benefits consulting services to a wide section of industries in both the public and private sector, many of which are unionized firms. Its mission as a professional independent consulting firm is to deliver value to clients through innovative solutions and client service.

Total Canadian Clients: 90

Total Employees in Canada: 9

MORNEAU SOBECO INCOME FUND

Suite 700, 895 Don Mills Road, Toronto M3C 1W3

Contact: Nancy Lala

Tel: 416 445-2700 **Fax:** 416 445-5664

Email: nlala@morneausobeco.com

Website: www.morneausobeco.com

Services: Provides HR consulting and outsourcing services delivering solutions to assist employers in managing the financial security, health and productivity of their employees.

Description: Morneau Sobeco Income Fund is the largest Canadian-owned firm providing HR consulting and outsourcing services.

Total Canadian Clients: 7,000

Total Employees in Canada: 2,200

MORROW, CROSSDALE & ASSOCIATES INC.

Suite 219, 445 Apple Creek Blvd., Markham, Ont. L3R 9X7

Contact: Ted Morrow, consultant

Tel: 905-881-5783 **Fax:** 905-881-5650

Email: ted.morrow@morcro.ca

Website: www.morcro.ca

Services: DC/CAP consulting, benefits consulting

Description: Morrow, Crossdale & Associates Inc. specializes in plan design, funding levels and underwriting of group life, disability, health and dental programs. In addition, the company provides consultation in the area of pension plans and RRSPs.

Total Canadian Clients: 116

Total Employees in Canada: 2

NORMANDIN BEAUDRY

Suite 1100, 1130 Sherbrooke St. W., Montreal H3A 2M8

Contact: René Beaudry, partner

Tel: 514-285-1122 **Fax:** 514-285-1199

Email: info@normandin-beaudry.ca

Website: www.normandin-beaudry.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, plan administration/outsourcing, HR, compensation and strategic communication consulting, property and casualty insurance and risk management
Description: Normandin Beaudry's consultants offer value-added solutions in each of the following consulting service areas: pension and savings plans, group benefits, asset management consulting, strategic communication, HR and compensation, property and casualty insurance, and risk management.

Total Employees in Canada: 110

PAL BENEFITS INC.

1052 Yonge St., Toronto M4W 2L1

Contact: Thomas A. James, vice-

president, consulting services

Tel: 416-969-8588 **Fax:** 416-962-1711

Email: tjames@palbenefits.com

Website: www.palbenefits.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, HR consulting, plan administration/outsourcing, HR outsourcing

Description: Pal Benefits works with employers as an extension of the HR/benefits compensation team. Specializing in the management of group benefits and retirement programs, the company's expertise includes plan design, flexible funding, cost containment, employee communications, HR, executive compensation and total rewards consulting, reporting on market trends/legislation and absenteeism control.

PBI ACTUARIAL CONSULTANTS LTD.

Suite 1070, One Bentall Centre 505 Burrard Street, P.O. Box 42

Vancouver V7X 1M5

Contact: Tony C.L. Williams, president and consulting actuary

Tel: 604-647-3232 or 1-877-687-8056

Fax: 604-687-8074

Email: tony.williams@pbiactuarial.ca

Website: www.pbiactuarial.ca

Services: Pension, benefits and investment consulting

Description: PBI Actuarial Consultants Ltd. is an employee-owned firm specializing in providing pension plan actuarial consulting, health and welfare plan consulting and investment consulting services to Canadian-sponsored plans managed by boards of trustees. The firm serves clients across Canada in both official languages from its head office in Vancouver and its office in Montreal.

Total Employees in Canada: 27

PENAD PENSION SERVICES

12th floor, 55 King Street W, Kitchener, Ont. N2G 4W1

Contact: Matthew Price, manager, global business development

Tel: 519-743-9000 **Fax:** 519-743-8346

Email: mprice@penad.ca

Website: www.penad.com

Services: Pension consulting, third-party pension plan administration, global pension plan administration software systems (DB/DC and hybrid), actuarial services, employee retirement lifestyle education, employee retirement planning, group life and health administration systems

Description: PENAD offers best-in-class consulting, third-party administration services and software systems via PX3000, PENAD'S proprietary software solution. This system suite provides

solution modules for the administration of DB and DC pension plans, group life and health benefit management and premium calculation, client/issue tracking as well as HRIMS.

Total Canadian Clients: 49

Total Employees in Canada: 25

PENMORE BENEFITS INC.

Suite 1, 101 Bradwick Dr., Concord, Ont. L4K 1K5

Contact: Lio Spagnuolo, benefits manager

Tel: 905-669-5577 **Fax:** 905-669-5738

Email: lio@penmorefinancial.com

Website: www.penmorefinancial.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting

Description: Penmore Benefits Inc. is an employee benefits consulting firm specializing in providing benefits plan management, focused on maximizing the return on client investments in benefits.

Total Canadian Clients: 140

Total Employees in Canada: 16

PENSAC ASSOCIATES

115 King St. W., Dundas, Ont. L9H 1V1

Contact: Jim Hillhouse, actuary

Tel: 905-627-2229 **Fax:** 905-627-2229

Email: pensac@cogeco.ca

Services: DB pension consulting

Description: Pensac provides pension and actuarial services.

Total Employees in Canada: 3

POINTBREAK CONSULTING GROUP LTD.

#214 3823 Henning Drive, Burnaby, BC V5C 6P3

Contact: Kevin Jeffrey, principal

Tel: 604.639.8462 **Fax:** 604.639.8469

Email: kevin.jeffrey@pointbreakcg.com

Website: www.pointbreakcg.com

Services: Benefits consulting, CAP consulting, DC consulting.

Description: Pointbreak is a boutique consulting firm providing advice and broking services for corporate pension and benefit programs.

PROTEUS

Suite 303, 250 Ferrand Dr., Toronto M3C 3G8

Contact: Peter Henry, president

Tel: 416-421-3557

Email: phenry@proteusperformance.com

Website: www.proteusperformance.com

Services: DB pension consulting, DC/CAP consulting, investment consulting, retirement planning services

Description: Proteus delivers a comprehensive process of pension governance for both the DC and DB pension plan sponsor. The six critical elements of governance covered are plan design, investment policy, performance

measurement, employee communications and cost/benefit analysis. Proteus offers an investment manager search process, which includes a three-year performance guarantee. Proteus also provides an extensive list of retirement planning services, including individual counselling, seminars and workshops.

Total Employees in Canada: 15

RALPH MOSS LIMITED

102-200 Town Center Blvd., Markham, Ont., L3R 8G5

Contact: Jeanne D. Foot, president

Tel: 905-513-9868 **Fax:** 905-513-9893

Email: info@ralphmoss.ca

Website: www.ralphmoss.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, plan administration/outsourcing, access to TPA services and specialty insurers

Description: Ralph Moss offers a full range of integrated benefits consulting services including, but not limited to, plan analysis, design, marketing and implementation. Offerings are proactive and creative with regard for balancing corporate culture with employer/employee needs. Established in 1976 with an emphasis on service and long-term client relationships.

Total Employees in Canada: 10

ROBERTSON, EADIE & ASSOCIATES LTD.

Suite 210, 481 Morden Road Oakville, Ont. L6K 3W6

Tel: 905-338-7002 **Fax:** 905-338-7022

Email: mrobertson@re-a.com

Website: www.re-a.com

Services: Plan design, actuarial valuations, document drafting, plan governance, education, communication and advice, executive pension plans, CAP (including monitoring), recordkeeping for group retirement plans, investment, including manager selection and monitoring, recordkeeping for group retirement plans, post-employment benefit accounting valuations, outsourcing.

Description: Robertson, Eadie & Associates Ltd. provides custom pension plan services to mid-size pension plan sponsors in Canada. Established in 1991, RE&A has provided services to well over 100 pension plan sponsors. Since 2001, pension plan outsourcing services have been provided through Robertson Eadie - Human Resources Consulting.

Total Canadian Clients: 107

Total Employees in Canada: 21

SATANOVE & FLOOD CONSULTING LTD.

849 West 63rd Ave., Vancouver V6P 2H3

Contact: Harry Satanove, principal

Tel: 604-323-9363 **Fax:** 604-648-8410

Email: harry@satanoveflood.com

Website: www.satanoveflood.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, communications

Description: Pension services: design, actuarial valuations, plan/trust documents, review of administration, communication, education, group RRSP or other savings plans, investment, executive pension. Benefits services: strategic planning, actuarial services, review insurers/products. Investment: long-term policy, education/communication, active/passive, specialist/balanced, manager searches, DC/group RRSP options, attribution analysis, performance evaluation.

Total Canadian Clients: 19

Total Employees in Canada: 2

SELECTPATH BENEFITS & FINANCIAL INC.

101-219 Oxford St., London, Ont. N6H 1S5

Contact: Gordon Hart, president and chief executive officer

Tel: 1-888-327-5777 **Fax:** 519-675-1133

Email: gord@selectpath.ca

Website: www.selectpath.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, HR consulting, plan administration/outsourcing, financial planning

Description: A specialist in the SME marketplace, Selectpath works collaboratively with organizational stakeholders to improve the effectiveness, efficiency and alignment of their total rewards strategies. Through partnerships with leading service providers and unique propriety programs, Selectpath delivers one-to-one solutions.

Total Canadian Clients: 672

Total Employees in Canada: 28

STEVEN COHEN INSURANCE AGENCY INC.

Suite 201, 200 Evans Ave., Toronto M8Z 1J7

Contact: Steven R. Cohen, president

Tel: 416-259-1166 **Fax:** 416-259-5885

Email: steven@stevencohenins.ca

Website: www.stevencohenins.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, life insurance and living benefits

Description: Steven Cohen Insurance offers consulting services in employee benefits and pension plan design, management, implementation, administration, analysis and marketing. The agency also offers individual insurance and retirement plan services to executives, middle management and professionals.

Total Canadian Clients: 105

Total Employees in Canada: 7

STRATA BENEFITS CONSULTING INC.

1447 Waverley St., 2nd Floor,
Winnipeg R3T 0P7

Contact: Glen J. Middleton, president

Tel: 204-984-9450 **Fax:** 204-984-9460

Email: info@stratabenefits.ca

Website: info@stratabenefits.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, HR consulting, executive benefits consulting, voluntary benefits consulting

Description: STRATA provides consulting services to organizations of all sizes in both the public and private sectors. As an independent group benefits consulting firm, it offers a range of services geared to help clients maximize the dollars they spend on benefits.

Total Canadian Clients: 237

Total Employees in Canada: 21

SYNERGY BENEFITS CONSULTING INC.

801-80 King St., St. Catharines,
Ont. L2R 7G1

Contact: Wayne Farrow, president

Tel: 905-641-0028 **Fax:** 905-641-0056

Email: wfarrow@synergybenefits.ca

Website: www.synergybenefits.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, HR consulting, HR outsourcing

Description: Synergy Benefits Consulting helps companies hire talented people and keep them. It partners with clients to design and maintain benefits that are right for the company, employees and the bottom line.

Total Employees in Canada: 5

T. I. HULL BENEFIT CONSULTANTS CORP.

Brookfield Place, Suite 4200, 181 Bay St.,
P.O. Box 841, Toronto M5J 2T3

Contact: Brent R. Fraser, senior vice-president and practice leader

Tel: 416-865-0131 **Fax:** 416-865-0896

Email: brent_fraser@thehullgroup.com

Website: www.thehullgroup.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting

Description: T.I. Hull Benefit Consultants Corp. specializes in plan design development, risk tolerance assessment, legislative compliance and employee benefits plan funding, which enables T.I. Hull to deliver value-based and tailored solutions to clients that are in line with both their financial and strategic objectives. The firm also offers actuarial services for group retirement programs.

Total Employees in Canada: 6

THE BENEFIT SOURCE

6749 Gracefield Dr., Mississauga,
Ont. L5N 6T1

Contact: Michael Nadler, president

Tel: 905-785-0084 **Fax:** 905-785-2059

Email: michael@benefitsource.ca

Website: www.benefitsource.ca

Services: Benefits consulting, individual financial planning

Description: The Benefit Source is an independent brokerage specializing in the design, sourcing and management of employee benefits programs for employers of all sizes. The Benefit Source has no consulting fees, access to all group insurers, availability of alternate funding arrangements (i.e., health and welfare trusts, spending accounts, self-insurance, etc.), ongoing plan maintenance, insurer negotiations, regular market reviews and assistance with plan communications.

Total Canadian Clients: 68

Total Employees in Canada: 1

THE INVESTMENT GUILD

100-11 Allstate Pkwy., Markham,
Ont., L3R 9T8

Contact: Michael Thomas, vice-president

Tel: 905-470-9840 x202 **Fax:** 905-470-6723

Email: mikethomas@investmentguild.com

Website: www.investmentguild.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, plan administration/outsourcing, executive compensation

Description: The Investment Guild provides group life and health insurance, including flexible benefits plan implementation and administration, group pension planning and investment management, employee benefits communication and other employee benefits services.

Total Canadian Clients: 458

Total Employees in Canada: 9

THE LESLIE GROUP LIMITED

Suite 220, 40 Wynford Dr.,
Toronto M3C 1J5

Contact: Rob Campbell, vice-president, consulting

Tel: 416-510-8966 **Fax:** 416-510-8964

Email: rob@lesliegroup.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting

Description: The Leslie Group Limited provides expertise in the management of employee benefits programs, including flexible benefits, HCSAs, collective bargaining agreements and private occupational accident programs. The firm also provides assistance with the design and communication of employer retirement programs.

Total Canadian Clients: 341

Total Employees in Canada: 15

THE SEGAL COMPANY, LTD.

45 St. Clair Ave. W., Toronto M4V 1K9

Contact: Pui-Ying Chan, senior vice-president

Tel: 416-969-3970 **Fax:** 416-961-2101

Email: pchan@segalco.com

Website: www.segalco.ca

Services: Actuarial, communication, computer and management consulting, group benefits, flexible benefits and investment consulting services

Description: The Segal Company, Ltd. is an employee benefits, HR and actuarial consulting firm in Canada.

Total Canadian Clients: 50-plus

Total Employees in Canada: 25

THE WILLIAM DOUGLAS GROUP INC.

114-1005 Skyview Drive,
Burlington, Ont. L7P 5B1

Contact: Bill McElroy BA, CFP

Tel: 1-888-522-9494 **Fax:** 1-877-331-1442

Email: info@wdg.ca

Website: www.wdg.ca

Services: Benefit consultants and brokers, TPA services, PHSP plans, pensions, group RRSPs, personal financial planning and succession planning

Description: The William Douglas Group is a boutique-style benefits operation that focuses on service and building personal relationships with its clients.

Total Canadian Clients: 100+

Total Employees in Canada: 4

THE WILLIAMSON GROUP

King George Rd., Brantford, Ont. N3R 7N7

Contact: Steve Evans, director, business development

Tel: 519-756-9560 / 1-800-265-9973

Fax: 519-756-5773

Email: sevans@williamsongroup.com

Website: www.williamsongroup.com

Services: Employee benefits consulting, pension consulting, disability services, insurance and financial services

Description: The Williamson Group is a benefits consulting and financial services firm. Our staff is committed to providing both employers and their employees with custom-designed life and health insurance and pension programs that foster a healthier and more productive work environment. Our solutions typically serve as powerful recruiting and retention incentives, while forming the basis for reduced benefits coverage costs.

Total Canadian Clients: 400

Total Employees in Canada: 58

THE WINCH GROUP INC.

Suite 503, 3027 Harvester Rd.,
Burlington, Ont. L7N 3G7

Contact: Gary Winch, president

Tel: 905-639-4287 **Fax:** 905-639-9352

Email: g.winch@winchgroup.com

Website: www.winchgroup.com

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting, life insurance, DI, CI, retirement and estate planning, key person insurance, EAP, HCSA, cost plus, DPSP
Total Canadian Clients: 464

TRIHEY ASSOCIATES LIMITED

Suite 1702, 2200 Yonge St.,
 Toronto M4S 2C6

Contact: Terry Trihey, president

Tel: 416-749-3314 **Fax:** 416-749-3341

Email: info@trihey.ca

Website: www.trihey.ca

Services: DC/CAP consulting, benefits consulting, plan administration/outsourcing, HR outsourcing, personal and travel medical

Description: Trihey Associates Limited is a firm that specializes in change management. A team with relevant experience is assigned to find solutions in situations such as a change to flexible benefits, managing post-retirement benefits plan obligations, or controlling the costs of traditional benefits or retirement plans.

Total Canadian Clients: 46

Total Employees in Canada: 6

TOWERS PERRIN

Suite 1701, 175 Bloor St.
 Toronto M4W 3T6

Contact: Keri Alletson

Tel: 416-960-2700 **Fax:** 416-960-2819

Email: keri.alletson@towersperrin.com

Website: www.towersperrin.com

Services: DB pension and DC/CAP consulting, investment consulting, benefits consulting, HR consulting (including HR technology and HR outsourcing), compensation and rewards consulting, total rewards communications, health and wellness consulting, human capital metrics, employee research and talent management.

Description: Towers Perrin is a global professional services firm that helps organizations improve their performance through effective people, risk and financial management. The firm provides innovative solutions in the areas of human capital strategy, program design and management; risk and capital management; insurance and reinsurance intermediary services; and actuarial consulting.

TRUE BENEFITS

Suite 366, 3495 Cambie St.,
 Vancouver V5Z 4R3

Contact: Rachel von Sturmer, employee benefits specialist

Tel: 604-872-2866 **Fax:** 1-866-385-2002

Email: rachel@truebenefits.ca

Website: www.truebenefits.ca

Services: Benefits consulting, plan

administration/outsourcing

Description: At True Benefits, the focus is employee benefits. The company specializes in helping small and mid-size B.C. businesses create plans. The clients True Benefits works with care deeply about their employees and are recognized for providing creative and sought-after benefits.

W. R. CAREY CORPORATION

Suite 6, 90 Market Ave.,
 Winnipeg R3B 0P3

Contact: William R. Carey, president and actuary

Tel: 204-942-0649 **Fax:** 204-942-4194

Email: bill@careycorp.ca

Services: DC/CAP consulting, benefits consulting

Description: Carey Corporation is a small, independent group insurance and pension consulting and brokerage firm. The firm has been in business since 1979 and specializes in group benefits programs for organizations with 100 to 5,000 employees. It offers plan design consulting, actuarial and underwriting consulting, brokerage and administrative services.

Total Canadian Clients: 75

Total Employees in Canada: 6

WATSON WYATT WORLDWIDE

Suite 2800, 20 Queen St. W.
 Toronto M5H 3R3

Contact: Nancy Peppard, Canadian marketing and PR manager

Tel: 1-866-206-5723 **Fax:** 416-366-9691

Email: infocanada@watsonwyatt.com

Website: watsonwyatt.com

Services: Communication, compensation, group and healthcare, human capital consulting, international, investment consulting, organization effectiveness and development, pension administration consulting, retirement, technology and administration solutions.

Description: Watson Wyatt Worldwide is a global human capital and financial management consulting firm. The firm specializes in employee benefits, human capital strategies, technology solutions and insurance and financial services, and has 7,000 associates in 32 countries.

Total Employees in Canada: 350

WESTERN COMPENSATION & BENEFITS CONSULTANTS

Suite 2000, 1188 West Georgia St.,
 Vancouver V6E 4A2

Contact: Barry D. Cook, partner

Tel: 604-683-9155 **Fax:** 604-687-2315

Email: wcbc@wcbc.ca

Website: www.wcbc.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, investment consulting,

plan administration/outsourcing, compensation consulting

Description: Western provides a full spectrum of consulting services relating to compensation, group insurance, pension, retirement and capital accumulation plans. Benefits consulting services include design, financing, investment, administration, governance, communication, tax, financial reporting and actuarial services. Plans include single employer, multi-employer, union, association, jointly trusteed and executive.

Total Employees in Canada: 10

WHITE WILLOW BENEFIT CONSULTANTS INCORPORATED

212-86 Ringwood Drive, Stouffville,
 ON L4A 1C3

Contact: Cathy Fuchs, president

Tel: 905-640-9142

Fax: 905-640-2349

Email: cathy@whitewillow.ca

Website: www.whitewillow.ca

Services: DB pension consulting, DC/CAP consulting, benefits consulting, life insurance and living benefits

Description: White Willow's experts take the guesswork out of plan design to deliver meaningful coverage. White Willow negotiates on behalf of its clients to reduce costs, resolve issues and advocate on what matters to employers and their employees.

Total Employees in Canada: 3