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AGENDA

FOR THE DAY

- 8:30 am** Registration and Continental Breakfast
- 9:00 am** DIANE RICHARD -
Talk is Cheap... Culture is Priceless
- 10:10 am** Comfort Break
- 10:30 am** MATTHEW SAVINO -
The upcoming legalization of marijuana, its potential impact on the workplace & best strategies for employers.
- 11:30 - 12:30** JEREMY MILLER -
Everyone is Creative; How to Unlock the Creative Genius of Teams to Grow Your Brand
- 12:30- 1:30 pm** Lunch Provided
- 1:35 - 3:30 pm** KEYNOTE SPEAKER: GARY LEBLANC -
Finding Meaning in Work for You and Your Team
- 3:30-4:00** Draw Prizes and Q&A for all panelists.



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WHY PEAK BENEFIT SOLUTIONS

At Peak benefit Solutions Inc. we take a vastly different approach than many of the other group benefit consultants who just gather quotations and discuss bottom line price. We believe your plan should evolve with your changing needs and objectives. Effectively communicating the value to all members essential for success. Our process begins with a non-invasive plan audit in which we address several areas of plan efficiency and compensation optimization. During our review we address:

- Benefit plan design versus cost effectiveness
- Funding alternatives
- Tax efficiencies and payroll strategies
- Elimination of reverse discrimination
- Employee turnover
- Human Resource Management
- Corporate Policy Design and implementation



Employers are under increasing pressure to offer a benefits program that can attract and retain valuable employees. Changing legislation, new trends and increasing costs make this a challenging task. We will help you face this challenge and manage it effectively. We utilize our broad network of resources to offer professional expertise and provide customized solutions to meet the unique needs of every client.

Our goal is to make your plan rewarding for all members by delivering quality products with excellent customer service. Whether we are designing a standard group health and dental benefit plan, an executive Health Spending Account or a group pension, we will customize your plan and streamline the implementation and ongoing processes for owners, administrators and employees. We back up our recommendations with solid execution and service.

With over 30 years of employee benefit expertise, allow the team at Peak Benefit Solutions Inc. the opportunity to be with you every step of the way as you chart your own path.



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DIANE RICHARD

TALK IS CHEAP... CULTURE IS PRICELESS

Diane has spent over 25 years working in a variety of operations roles in companies of less than 10 employees to Fortune 500 Companies. She spent 17 years at DuPont in a variety of Operations and Product Development Leadership Roles including the Site Manager at one of the companies' most complex manufacturing locations outside of Brockville. During her tenure, she was able to unleash the talent of hourly High Performance Work Teams to keep operations at full capacity during a time of significant consolidation to much larger and more modern facilities across the global DuPont asset base. She also was the leader of another novel hourly self-managed initiative at the Kingston plant which saw 2 state of the art airbag facilities being designed, commissioned and selling into Tier 2 automotive in a record of 12 months, supplying 80% of the global airbag yarn supply.

Diane joined PepsiCo Food Canada as the Quaker Oats Plant Manager in 2003. At this time, capacity in NA was being consolidated and for local operations there was a definite risk. There needed to be a rapid step-change in the culture of embracing change and continuous improvement to attract the capital needed to sustain the assets and grow the product mandate.

Diane is currently President of Diatom Professional Consulting and Training supporting small to medium businesses with development and execution of their strategic and continuous improvement plans.

The company pairs deeply specialized expertise, with the next generation of highly educated and motivated young professionals. This winning combination creates an attractive business model allowing companies to invest in achieving step-change performance and long-term sustainability.

SESSION TOPICS INCLUDE:

- Are you confident in defining the culture that you want, creating a tactical gap analysis and then executing against it?
- Does your organization structure serve you well to support your day to day needs as well as your business transformation goals?
- Are you effective in transitioning good people from roles where they are struggling in to ones where they can thrive?
- How well are you engaging absolutely everyone in your organization in your company's journey?
- Review some case studies to see how these tools can be applied.

NOTES



MATTHEW SAVINO

THE UPCOMING LEGALIZATION OF MARIJUANA, ITS POTENTIAL IMPACT ON THE WORKPLACE & BEST STRATEGIES FOR EMPLOYERS.

Matthew Savino is the Managing Partner of Savino Human Resources Partners, a Consulting firm based in Central Ontario, supporting the HR and organizational requirements of small-to-medium enterprises (SME's). He is also a Co-Founder of HRLive, an online Software-as-a-Service (SaaS) company dedicated to meeting the day-to-day HR needs of organizations with timely, effective HR support. He has 20 years of progressive Business and Human Resources experience and holds degrees in Economics (B.A.) and Law (LL.B.) as well as certificates in Dispute Resolution & Mediation. He is a member of the Human Resources Professionals Association (HRPA) and is recognized as a Certified Human Resources Executive (CHRE).

Join Matthew Savino of SHRP Limited, as he speaks on the upcoming legalization of marijuana, its potential impact on the workplace and best strategies for employers.

A number of workplaces have already had to tackle the impact of prescribed medical marijuana in the workplace. With the upcoming legalization of recreational marijuana, this impact will widen and many employers are concerned about potential consequences on productivity and safety to help better understand the scope of these changes.

It is critical for employers to understand their rights and responsibilities as it relates to this upcoming change. Matthew will discuss the importance of beginning to plan and put in place workplace policies and procedures that will ensure employees are informed and educated, employers are compliant with regulations, while still meeting businesses and organizational goals.

SESSION TOPICS INCLUDE:

- The use of recreational marijuana in Canada.
- Differences in the regulation of medical and recreational marijuana.
- Implications on random drug and alcohol testing procedures.
- Addiction, Perceived Addiction and the Ontario Human Rights Code.
- Impact on Safety-Sensitive Work.
- Effectively updating your Company policy.
- Developing strategies to monitor workplace productivity and safety.
- Asserting your rights as an employer while respecting the rights of your employees.

NOTES



JEREMY MILLER

HOW TO UNLOCK THE CREATIVE GENIUS
OF TEAMS TO GROW YOUR BRAND

Jeremy Miller is a Marketing Strategist and the bestselling author of “Sticky Branding.” He helps ambitious teams grow their businesses and brands to the next level.

Jeremy comes by his expertise honestly. After watching his family's business nearly hit rock bottom, he was forced to take a hard look at the way the company was run and at their industry as a whole. Jeremy realized it wasn't his company's sales people or marketing processes that were failing, it was the brand. This insight caused him to regroup, revamp, and rebrand the business. Within a year, the company turned the corner and rocketed into growth mode. And in 2013 he sold the business.

It was this experience that compelled Jeremy to embark on a decade-long study of how companies grow recognizable, memorable brands — what he calls Sticky Brands.

One of Jeremy's key discoveries from the research is everyone is creative, provided they're given structure. Jeremy shows organizations of all sizes how to unlock the creative genius of teams to solve complex sales and marketing challenges. As an inspirational keynote speaker, his blend of humor, stories, and actionable ideas will inspire you to innovate and grow your business and brand from the inside out.

SESSION TOPICS INCLUDE:

- Your company has an immense source of creative talent in its employees, but most of those ideas and energy go unused.
- Managers and business owners don't recognize how much creative genius exists within their organization. As a result, they rely on external agencies and consultants to generate ideas and solve problems. This is tragic.
- Nobody knows your business better than you and your team. Stop relying on outsiders when the answers are within. Branding expert, Jeremy Miller will show you how to unlock the creative genius of your team to solve complex sales and marketing challenges. This is extremely powerful. You'll generate better and more relevant ideas. You will solve problems faster. And you will grow your culture by empowering your team to create, share and implement their ideas.
- You and your team are immensely creative. Learn how to unlock that creativity to grow your brand from the inside out.

NOTES



GARY LEBLANC

FINDING MEANING IN WORK
FOR YOU AND YOUR TEAM

Many people find themselves searching for meaning in their lives. A common first step is to get healthy, which includes the body and mind. Gary LeBlanc (B. Eng, MBA), CEO of Ikkuma Inc., is a Life Engineer, certified coach, personal trainer and the published author of "Find Your SuperHuman". He's helped countless people and organizations foster deeper connections and begin their journey to become healthier and happier... naturally.

The second step to people finding meaning in their lives is to understand why, how, and what that looks like. Through his 'Find Your SuperHuman' ecosystem, Gary (an east coaster now living in Toronto, Canada) marries engineering and purpose to help people feel what it means to express their unique gift."

SESSION TOPICS INCLUDE:

- A better sense of what Meaning is composed of and how to create more meaning in their lives.
- A clear understanding of how to write a different Story of their life and career using Job Crafting.
- A renewed sense of optimism and inspiration to apply to their career.

NOTES



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