



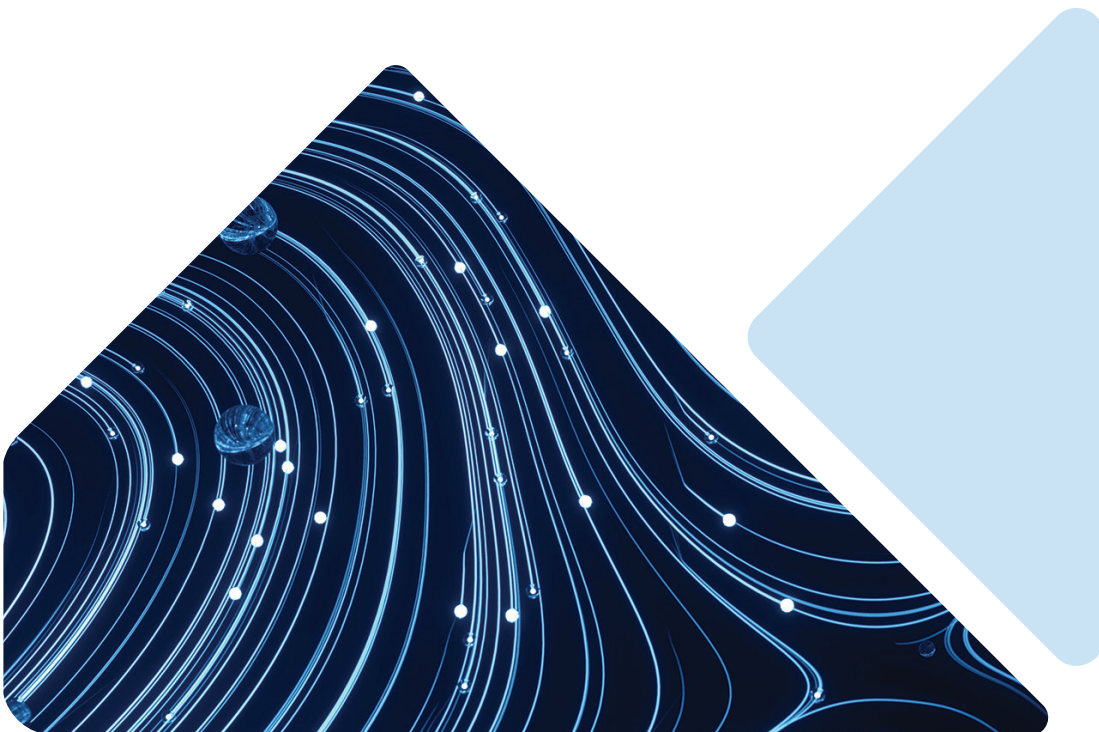
MEARIE

Conference

**Reshape. Respond.
Recharge.**

Conference Program
June 17-19, 2026

JW Marriott The Rosseau Muskoka
mearie.ca/mearie-conference





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Milli Kent: mkent@mearie.ca

Mike Trowell: mtrowell@compben.com

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Welcome to The MEARIE Conference!

We are pleased to welcome you to this year's MEARIE Conference.

This year's theme - **Reshape. Respond. Recharge.** - reflects a sector in motion.

Our Members are reshaping the path ahead—bringing new challenges, expectations, and opportunities into focus. **We respond by evolving alongside you**, advancing risk solutions and practical support. **Together, we recharge**—renewing our shared purpose and building the momentum to carry that progress forward.

And we're here at the conference to Recharge as well. Our annual event provides an important opportunity to connect, learn, and exchange ideas with colleagues from across the sector. With a focus on leadership, risk management, and meaningful dialogue, the program is designed to support practical insight and shared understanding.

What we are building together is both purposeful and enduring, grounded in trust, strengthened through partnership, and guided by a shared commitment to progress. It is this collective strength that enables us to navigate change with confidence and remain responsive to the evolving needs of our Members.

Throughout the conference, you will hear **diverse perspectives, engage in thoughtful discussion, and explore the challenges and opportunities shaping our sector.** These conversations are not only valuable—they are essential to how we continue to adapt and move forward together.

Thank you for the role you play in this community and in its continued strength. We look forward to what we will learn, share, and carry forward together as we **reshape, respond, and recharge** for the next 2 days.

Sincerely,



C.C. (Charlie) Macaluso
CEO & Attorney





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Program Schedule - Wednesday, June 17

1:00 - 5:30 PM



Golf Tournament at Lake Joseph Club

Golf Tournament Sponsored by



11:30 AM - Buses leaving for course

12:00 PM - Arrival at Lake Joseph Club, boxed lunches available

1:00 PM - Tee Off - **Shot gun start**

Hospitality Table – Between 9-10th Hole

The Golf foursomes will be posted at arrival.

Boxed Lunch Sponsored by



2:00 - 3:00 PM



On the Water Activity on the Lake

Enjoy an hour on Lake Rosseau with kayaks, canoes, or paddleboards. Hotel staff will be on-site to assist participants at the waterfront.

Please arrive at 1:45 PM. A waiver form must be completed prior to this activity.

This form will be emailed to registered participants prior to the conference, or you may fill it out at the hotel's Enrichment Desk.



Guided Bike Tour

Meet at the Enrichment Desk

Join fellow delegates for a casual Guided Bike Tour, a scenic and refreshing way to explore the area, connect with attendees, and recharge outdoors. Suitable for all skill levels, with bikes and helmets provided.

Please arrive at 1:45 PM. A waiver form must be completed prior to this activity.

This form will be emailed to registered participants prior to the conference, or you may fill it out at the hotel's Enrichment Desk.



3:00 PM

Concierge/Registration Desk Open / *Hotel Lobby*

6:30 - 11:00 PM



Conference Kick-off Evening | Lakeview Lawn Terrace / Living Room, Library

- Featuring multiple food stations
- Mix, mingle and connect with other delegates, MEARIE Staff and Sponsors

Wine & Cheese
Tasting Sponsored by



Digital Photobooth
Sponsored by



Conference Kick-off Evening Sponsored by



Program Schedule - Thursday, June 18

7:00 - 8:30 AM

Breakfast | Cottages Restaurant

Goodmans^{LLP}

Conference Workshop

8:30 AM - 12:00 PM

Skill Building with AI Tools

Rosseau Ballroom 1/2

PromptCraft: Jamming with AI is a half-day workshop for Ontario utility leaders, led by Curt Hammond and Sean Yo of Four Simple Words. The session blends the +ai Mindset with hands-on PromptCraft practice, helping leaders move from reflection to real use. Participants explore what AI means for leadership, then co-create prompts on real challenges, leaving with practical tools to lead with AI.



Curt Hammond
Service Champion

Curt has spent 20+ years building communities of service. Through his marketing, training and now his +AI mindset career, he has been exploring why good people leave and what makes them stay. He wears lots of hats and some of them even fit. Currently serving as Service Champion at Four Simple Words, he specializes in pattern recognition – helping organizations see the invisible systems that create disconnection and resistance. No matter the role, Curt has yet to encounter a whiteboard he didn't feel an immediate and deeply personal connection with.

10:15 - 10:30 AM

Workshop Networking Break | Location: Rosseau Ballroom Foyer

ERTH

12:00 - 1:30 PM

Lunch | Cottages/Muskoka Chop House



Program Schedule - Thursday, June 18

2:00 - 2:15 PM	Conference Opening Remarks Rosseau Ballroom 3/4/5 Bryce Conrad <i>Chair, MEARIE, Hydro Ottawa Limited</i>	
2:15 - 3:15 PM	Purposeful Productivity: The High-Performer's Playbook for Getting (the Right) Things Done Rosseau Ballroom 3/4/5	 Global Asset Management PH&N Institutional
3:20 - 4:00 PM	Moderators: Bryce Conrad <i>Chair, MEARIE, Hydro Ottawa Limited</i>	Janice McMichael-Dennis <i>Vice Chair, MEARIE, Bluewater Power Distribution Inc.</i>
	Deepfakes and Fraud Greig Arnold and Jaimin Patel KPMG	AI & Labour Relations Hugh Secord Oakbridges
4:00 - 4:15 PM	Networking Break - Rosseau Salon Foyer	



Presented by: Hamza Khan

Future of Work and People-First Leadership Expert | Bestselling Author

Hamza Khan is a best-selling author, award-winning entrepreneur, and world-renowned keynote speaker whose TEDx talk "Stop Managing, Start Leading" has been viewed millions of times. He challenges audiences and organizations to rehumanize their workplaces to achieve inclusive and sustainable growth. He is a visiting scholar, top-ranked university educator, and respected thought leader with actionable insights featured by the likes of Inc., Bloomberg, and Business Insider.



Program Schedule - Thursday, June 18

4:15 - 4:45 PM	Moderators: Janice McMichael-Dennis <i>Vice Chair, MEARIE, Bluewater Power Distribution Inc.</i> Patricia Klayh <i>Vice President, Insurance & Risk Management The MEARIE Group</i>	
	<i>From Bolts to Bytes: Using Telemetry to Detect, Deter, and Reduce Utility Asset Risk</i> Allan Van Damme <i>London Hydro Inc.</i>	<i>The Conversation in the Drawer</i> Paola Accettola <i>True North HR</i>
4:45 - 5:15 PM	<i>Environmental Risk</i> Ryan Coughlin <i>Bell Temple LLP</i>	<i>GLP-1 Drug Landscape 2026</i> Barbara Martinez <i>Canada Life</i>
	<i>Rosseau Ballroom 3/4/5 - Stream A</i>	<i>Rosseau Ballroom 1/2 - Stream B</i>
6:15 PM	Lakeside Reception & BBQ Dinner - Rooftop Terrace	
• An exciting evening of food, fun and live entertainment • BBQ dinner overlooking Lake Rosseau • Golf prizes and other draws • Live music and dancing		
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6:15 - 7:00 PM	Cocktail Reception & Lakeside BBQ Dinner	
8:00 - 8:15 PM	Golf prizes and other awards, announcements	
8:15 - 11:00 PM	Entertainment: <i>Tobin Spring Band</i>	







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**Celebrating 39 years
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Program Schedule - Friday, June 19

7:00 - 8:30 AM

Breakfast | Cottages Restaurant

DAVIDSON CAHILL MORRISON
LLP
CIVIL LITIGATION & APPELLATE ADVOCACY

8:45 - 9:30 AM

Moderators:

Sally Blackwell
MEARIE Director,
Burlington Hydro, Inc.

Robert Brewer
MMI Director
PUC Services Inc.

AI & Liability Exposures

Rob Moss
The MEARIE Group

*Current Landscape of HR Issues Ontario
Employers are Facing*

Anne Gallop
Norton Rose Fulbright LLP

Rosseau Ballroom 3/4/5 - *Stream A*

Rosseau Ballroom 1/2 - *Stream B*

9:30 - 9:35 AM

Room Change-over

9:35 - 10:20 AM

Moderator:

Sanjeev Motwani
President, MMI
The MEARIE Group

Cybersecurity & Operational Technology (OT)

Sami Khoury
Government of Canada Senior Official for Cyber Security

Rosseau Ballroom 3/4/5 - *Plenary 1*

10:20 - 10:40 AM

Networking Break - Rosseau Ballroom Foyer

10:40 - 11:25 AM

Reinsurance Marketplace Update

Calum Draper
Lockton UK

Rosseau Ballroom 3/4/5 - *Plenary 2*



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Program Schedule - Friday, June 19

11:25 AM - 12:20 PM	Executive Panel: Robert Brewer, President and CEO <i>PUC Distribution Inc.</i> Igor Rusic, President and CEO <i>Niagara Peninsula Energy Inc.</i> Jayna Sweeney, Vice President Finance & Strategy <i>Essex Power Corporation</i> Panel Host: Troy Hare, President and CEO <i>Milton Hydro</i>  <i>Rosseau Ballroom 3/4/5 - Plenary 3</i>
12:20 - 12:30 PM	<i>Closing Remarks & Draws</i>
12:30 PM	Boxed Lunch & Departure 



Exciting prize draws are awarded at certain points during program sessions.

Be there to win!

Thanks to our generous prize sponsors!



Speaker Abstracts & Sessions *in order of appearance*

Thursday, June 18

Thursday, June 18 – 3:20 - 4:00 PM | Session #1A: Stream A

Deepfakes and Fraud | Greig Arnold and Jaimin Patel, KPMG

Delivered by KPMG, this session explores how deepfakes and synthetic identity fraud are reshaping financial crime risk. It examines emerging attack scenarios, weaknesses in traditional financial controls, and practical detection techniques. The discussion links controls to crime insurance coverage, claims triggers, and loss prevention, helping organisations strengthen governance, response, and insurability within finance, treasury, and payments functions across regulated environments.



Greig is Partner in KPMG Canada's cybersecurity consulting practice with extensive experience advising and leading complex Security (CSO/CISO) and IT (CIO) organizations, spanning cyber, IT strategy, and executive governance across risk and technology. He brings over a decade of C-suite leadership across large multinationals combining deep practitioner

expertise with advisory experience to support banks, insurers, asset managers, private equity firms, and institutional investors.



Jaimin Patel is a Senior Manager in KPMG Canada's Financial Crimes practice based in Toronto, with more than 14 years of experience leading fraud risk management and financial crime transformation initiatives across major Canadian financial institutions.

He has held leadership roles across both first and second lines of defence, specializing in fraud strategy, governance, controls, and technology modernization across retail, commercial, wealth management, and payments environments. Jaimin has led enterprise fraud transformation programs involving fraud governance frameworks, fraud detection modernization, authentication strategy, and operational resilience. His expertise includes fraud risk assessments, synthetic identity and account takeover prevention, fraud monitoring, and enterprise control design.

Thursday, June 18 – 3:20 - 4:00 PM | Session #1A: Stream B

AI & Labour Relations | Hugh Secord, Oakbridges

Artificial intelligence is reshaping employment and creating new challenges for labour relations practitioners. Employees use AI tools (sometimes without management's knowledge) and may be emboldened by online information; unions are applying AI in grievances and collective bargaining; and workers seek job security amid displacement risks. Hugh Secord (Oakbridges Labour Relations Strategists, a MEARIE partner) will outline impacts and practical steps organizations can take to keep up.



Hugh is an accomplished Labour Relations Professional with over 30 years of experience. He has been the Chief Negotiator in over 130 rounds of bargaining in all ten provinces. Hugh has helped numerous organizations develop labour relations strategies that have led to the creation of competitive advantage and shared value. Hugh has worked in the manufacturing, mining, pulp and paper, logistics, power and services industries. Hugh received his Honours B.A. (Sociology and Economics) from U of T and his MBA from York University. He also holds the CRRP and Senior Human Resources Professional (SHRP) designations.



Hugh has also written extensively on Labour Relations and Human Resource Management topics. Some of his publications and articles are featured on our website including *Out of the Mist: Understanding Canadian Labour Relations Strategy* (2012), coauthored with Sue Mackintosh.

Thursday, June 18

Thursday, June 18 — 4:15 - 4:45 PM | Session #1B: Stream A

From Bolts to Bytes: Using Telemetry to Detect, Deter, and Reduce Utility Asset Risk | Allan Van Damme, London Hydro

Utilities are facing rising theft, vandalism, and safety risks as offenders become more sophisticated and assets age. This session explores how London Hydro is using telemetry and sensor-based detection to identify intrusions in real time, reduce catastrophic failures, and shift loss prevention from physical barriers to technology-enabled risk management.



Allan has more than 27 years of experience in the utility power distribution industry with proven leadership of teams in the areas of: power distribution design, material and construction standards, distributed generation, smart grid technologies, Geographic Information Systems (GIS), Outage Management Systems (OMS), inventory management and environmental protection. Experienced in directing operational crews in the areas of overhead line, underground cable, civil construction crews and the 24/7 grid operations centre staff.



Thursday, June 18 — 4:15 - 4:45 PM | Stream #1B: Stream B

The Conversation in the Drawer | Paola Accettola, True North HR

Most senior leaders have mastered performance management — but there's a harder, more valuable conversation they keep putting off: the one about potential. Not a performance review. Not a difficult conversation about problems. The one where you look at someone and say, I see more in you than you're showing.



Paola Accettola is the principal, CEO, and founder of True North HR Consulting, specializing in employee relations, HRIS, personnel management, and more. She previously held leadership roles at Cineplex, Inventa Sales & Promotions, Van Houtte, and Nike Canada. Accettola holds an MBA from Athabasca University, a BA (Hons) from Seneca College, and a sociology degree from The University of Toronto.



Thursday, June 18

Thursday, June 18 — 4:45 - 5:15 PM | Session #1C: Stream A

Environmental Risk | Ryan Coughlin, Bell Temple LLP

This session examines environmental liability risks for Ontario LDCs through a MEARIE insurance lens. Using recent incident experience, it highlights common loss scenarios, the importance of immediate reporting, and how early notification affects coverage, response costs, and claims outcomes. Practical insights are provided to align operational response, regulatory obligations, and MEARIE policy expectations.



Ryan is litigation counsel for insurance companies and private clients in complex construction and liability matters involving property damage, personal injury, and wrongful death claims. Called to the Bar in 2002, he has extensive experience handling technically complex cases, advising institutional and insurance clients on risk, exposure, litigation strategy, and resolution options while managing matters efficiently and within budget. Ryan joined Bell Temple LLP in 2008, became a partner in 2014, and works closely with the firm's collaborative team to deliver effective legal services.



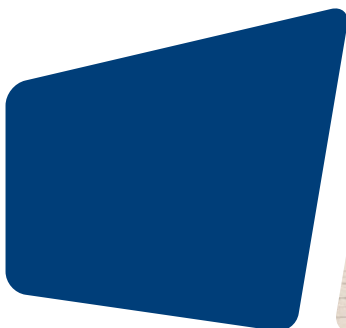
Thursday, June 18 — 4:45 - 5:15 PM | Stream #1C: Stream B

GLP-1 Drug Landscape 2026 | Barbara Martinez, Canada Life

By now, most drug plan advisors and sponsors are talking about the impact of GLP-1 drugs on plan spending. Drugs like Ozempic, Wegovy, Mounjaro and Zepbound have taken over conversations in the board room and are poised to double total drug spending in the coming years. As drug plan sponsors grapple with the cost and demands for coverage, there are difficult decisions to make – balancing affordability with providing broad access to GLP-1 drugs. This presentation will discuss the positives, the negatives and the harsh realities of covering GLP-1 drugs on group drug benefit plans and share the latest developments in the GLP-1 drug space.



Barbara A. Martinez is the national practice leader of drug solutions at Canada Life. Her focus includes design and management of drug benefit plans and providing ongoing analysis of drug program utilization as well as industry trends and updates in the drug space. Martinez has 23 years of experience in the industry, working with major consulting firms and Canada Life. Her background also includes an additional 13 years working in the pharmaceutical industry.



Friday, June 19

Friday, June 19 – 8:45 - 9:30 AM | Session #2A: Stream A

AI & Liability Exposures | Rob Moss, The MEARIE Group

This session examines how artificial intelligence is impacting liability risk. It explores claims of interest, including bias, error, misinformation, and regulatory scrutiny, alongside emerging insurance responses. Discussion will include key risks for consideration, potential coverage gaps, and practical corporate policy and governance best practices to support responsible AI use, risk mitigation, and defensible decision-making.



Rob Moss acts as Vice President of Claims and General Counsel to MEARIE. Prior to joining MEARIE in 2024 he practiced civil litigation for 16 years on behalf of insurers defending their policy holders against a wide variety of claims. At MEARIE he manages the internal and external claims teams, advises on legal matters and acts as corporate secretary to MEARIE Management Inc.



Friday, June 19 – 8:45 - 9:30 AM | Session #2A: Stream B

Current Landscape of HR Issues Ontario Employers are Facing | Anne Gallop, Norton Rose Fulbright Canada LLP

There are a variety of issues shaping the workplace landscape today. This session will feature an overview of a number of recent legislative changes impacting HR policy and practices, occupational safety, and other LDC workplace/operational topics.



Anne Gallop is a leading employment and labour lawyer with expertise in executive compensation, privacy, and workplace human rights. She advises on M&A, reorganizations, and compliance across sectors including energy and financial services. Anne is recognized by Chambers Canada and Best Lawyers. She holds degrees from Acadia and the University of New Brunswick, and is called to the bars of Ontario and Nova Scotia. Anne serves clients nationally from her base in Ontario.



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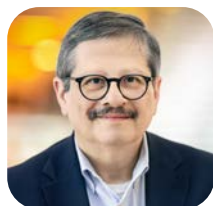
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Friday, June 19

Friday, June 19 — 9:35 - 10:20 AM | Plenary 1

Cybersecurity & Operational Technology (OT)

In this executive briefing, Sami Khoury provides a strategic overview of the cyber threat landscape facing Canada's critical infrastructure, drawing on the National Cyber Threat Assessment 2025–26. The session highlights key state-sponsored and criminal threats, ransomware trends, and emerging risks amplified by geopolitics and artificial intelligence. Leaders will gain insight into what these threats mean for resilience, governance, and executive-level decision-making across essential services.



Sami Khoury | Government of Canada Senior Official for Cyber Security

Sami Khoury is the Government of Canada's Senior Official for Cyber Security, advising deputy ministers and senior officials across government to help safeguard Canada's digital infrastructure and advance national security interests. He previously led the Canadian Centre for Cyber Security (2021–2024), the government's primary source of cyber security advice, services, and support for public and private sector partners and the public. Sami joined the Communications Security Establishment in 1992 and has held senior roles including Chief Information Officer, research program lead, and head of the 24/7 Operations Centre. He holds engineering degrees from Concordia and a Public Sector Leadership certificate from the University of Ottawa; honours include the Queen Elizabeth Diamond Jubilee Medal and an APEX Award.



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Speaker from:

Friday, June 19 — 10:40 - 11:25 AM | Plenary 2

Reinsurance Marketplace Update

This session includes a discussion on the importance of reinsurance—a core risk management strategy underpinning MEARIE's insurance programs. It will introduce Lockton's role as reinsurance broker, outline fundamental reinsurance concepts, and examine market dynamics affecting pricing and capacity. The session will also explore emerging risks, including environmental liability, AI, and wildfire, and their implications for the future (re)insurance landscape.



Calum Draper | Lockton UK

Calum is a Vice President working in Lockton's International Liability team as a placement Broker, with over 8 years' experience in the wider insurance market.

Initially joining Lockton's Market Management Group in 2017 with a focus on relationship management with carrier partners, strategizing and pipelining. Calum then joined the International Liability team as a Broker in September 2022, Calum has been involved in the placement and servicing of client insurance requirements across all territories of the international market, with a particular focus on Australia and Canada.



Executive Panel Speakers & Abstracts

Friday, June 19 – 11:25 AM - 12:20 PM | Plenary 3

Executive Panel - Reshape. Respond. Recharge



Robert Brewer | *President and CEO*
PUC Distribution Inc.



Rob Brewer is President & CEO of PUC Services Inc., which manages electric transmission in Sault Ste. Marie and water treatment and distribution systems across Ontario. Since joining PUC in 2018, he has led growth, innovation, and expansion, increasing the company's enterprise value and provincial presence. Under his leadership, PUC launched Canada's first community-wide smart grid, the Sault Smart Grid, and advanced initiatives such as Watertight Lining Solutions and PUC Transmission. Before joining PUC, Rob founded and led a vegetation management company with 165 staff across North America.



Igor Rusic | *President and CEO*
Niagara Peninsula Energy Inc.



Igor Rusic is an accomplished executive with more than 25 years of experience in financial stewardship, leadership, and corporate strategy within Ontario's electricity distribution sector. He is President and CEO of NPEI, and previously served as Executive Vice President and Chief Financial Officer at Milton Hydro, overseeing financial functions, IT, supply chain, customer service, and regulatory affairs. Igor holds an Honours BA in Economics from McMaster, is a CPA in Ontario, and a Chartered Director designation through Directors.



Jayna Sweeney | *Vice President Finance & Strategy*
Essex Power Corporation



Jayna Sweeney is Vice President, Finance & Strategy at Essex Power Corporation, where she leads financial planning and strategic initiatives. With over 10 years at Essex Power, she has held progressively senior roles, most recently Vice President, Operations & Corporate Services. Jayna joined the energy sector in 2014, bringing more than 20 years of experience in finance and operations, including a decade in the automotive sector applying Lean practices across North America. She holds an MBA, an MA, and a BA, and is a Chartered Director.



Troy Hare | *President and CEO*
Milton Hydro Distribution Inc.



With over 30 years of experience in energy and telecommunications, Troy Hare is President and CEO of Milton Hydro. He previously served as CEO of Hamilton Utilities Corporation, VP of Enterprise Sales at Rogers Communications, and President/COO of Blink Communications. He also ran his own consulting firm. A licensed professional engineer (P.Eng), Troy holds a Bachelor of Engineering from Toronto Metropolitan University, a Master of Science from the University of Colorado, and executive certificates from MIT and Queen's University in Strategy and Innovation.

Moderator





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