

Benefit & Pension Consultants

Group Benefit Consulting Services

| COMPANY | Group Benefit Plans | DC Pension Plans | Administration Outsourcing | DB Pension Plans | Actuarial Services | OTHER |
|--|---------------------|------------------|----------------------------|------------------|--------------------|--|
| A.W. SCHREIBER BENEFIT CONSULTANTS LTD., | X | X | | X | | |
| ACTUARIAL SOLUTIONS INC. | | X | | X | X | |
| ACTUBEN CONSULTING INC. | X | X | | X | X | Executive and Post-employment Retirement Programs, Individual Pension Plans, Valuing Post-employment Programs, Administrative Support |
| ADVISORY CAPITAL GROUP | | X | | X | | Foundations, Endowments, Capital, Strike Funds |
| AON CONSULTING INC. | X | X | X | X | X | Compensation Consulting, Communication Consulting, Workers' Compensation, Talent Strategies, Workforce Planning, Communication Management Services |
| API ASSET PERFORMANCE INC. | X | X | X | X | | |
| ASPIRIA CORPORATION | X | | X | | | |
| AUTOMATED ADMINISTRATION SERVICES INC. | X | X | X | | | |
| AVALON ACTUARIAL INC. | X | X | X | X | X | |
| BAYNES & WHITE INC. | X | X | X | X | X | |
| BBD | X | | X | | | |
| BELTON FINANCIAL SERVICES LTD. | X | X | | X | | Guaranteed Standard Issue |
| BENCOM FINANCIAL SERVICES GROUP INC. | X | | | X | | |
| BENEFACT BENEFIT CONSULTANTS | X | X | X | X | | |
| BENEFIT EXCHANGE (BEN-X), THE | X | | X | | | |
| BENEFIT SOURCE, THE | X | | | | | |
| BFINANCE | X | X | | X | | |
| BFL CONSULTING SERVICES INC. | X | X | X | X | X | |
| BNY MELLON PERFORMANCE & RISK ANALYTICS, INC. | | X | | X | | |
| BUCK CONSULTANTS | X | X | X | X | X | Communications Consulting, Investment Consultin |
| BUFFETT, TAYLOR - A DIVISION OF GROUPWORKS FINANCIAL CORP. | X | X | X | X | X | |
| C & C INSURANCE CONSULTANTS LTD. | X | X | | X | | |
| CAPCORP FINANCIAL CORPORATION | X | X | | | | International Benefits, Special Risks (Kidnap, War) |
| CARTESIA | | X | | | | Governance, Communication, Audit |
| CARTIN & ASSOCIATES | X | X | X | | | |
| CEM BENCHMARKING INC. | | X | | X | | |
| COMPREHENSIVE BENEFIT SOLUTIONS LIMITED | X | X | X | X | X | |
| CONTE FINANCIAL SERVICES INC. | X | X | X | X | | Special Risk (Inpatriates, Expatriates) |
| CORPORATE BENEFIT ANALYSTS, INC. | X | X | X | X | X | The firm outsourced DB Pension Admin & Benefit Processing Svcs. |

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| COUGHLIN & ASSOCIATES LTD. | X | X | X | X | | |
| COWAN INSURANCE GROUP LTD. - BENEFITS AND RETIREMENT CONSULTING DIVISION | X | X | X | | X | |
| CUBIC HEALTH INC. | X | | | | | Benefit Plan Analytics, Plan Performance Reviews, Integration of Drug and Disability Data, Population Health Analysis, Financial Modelling of Plan Design Changes, Plan Optimization, Prescription Drug Plan Reviews |
| CYNTHIA L. BOWDEN INSURANCE AGENCY LIMITED | X | | | | | |
| DONALDSON VINCENT ASSOCIATES LIMITED | X | X | | X | X | |
| DRUG BENEFIT CONSULTING | X | | X | | | |
| DT&A | X | X | X | X | X | Actuarial Support for Litigation and Services for Lawyers |
| DUGGAN BENEFITS INSURANCE AGENCIES INC. | X | X | X | X | | |
| ECKLER LTD. | X | X | X | X | X | Communications and Change Management, Technology Solutions |
| EFG CANADA | X | X | | X | | |
| ENCON GROUP INC. | X | | | | | |
| FAIRFIELD WATSON & LEWIS INC. | X | X | X | X | | |
| FIRM CONSULTING INC. | X | X | | X | | |
| GEM FINANCIAL GROUP | X | X | | | | |
| GOODEN ACTUARIAL CONSULTANTS LTD. | | X | | X | X | |
| GPS CONSULTING GROUP & INSURANCE AGENCIES (2006) INC., THE | X | X | X | X | | |
| GRANVILLE WEST GROUP | X | X | X | | | |
| GROUPSOURCE | X | | X | | X | |
| HART ACTUARIAL CONSULTING LTD. | | | | X | X | |
| HEALTHSOURCE PLUS | X | X | X | X | | Pension Consulting Services: Plan Design, Actuarial Valuations, Plan/Trust Legal Services, Plan Governance, Education, Communication, Advice, Executive Pension Plans, CAP (includes DC, Group RRSP, and Other CAP Plans), Multi-employer Plans, Investment (includes Manager Selection and Monitoring); Benefits Consulting Services: Selection of Group Insurance Providers, Health Benefits Education, Communication, Strategic Benefits Consulting, Flex Benefits, Drug Utilization Reviews, Absenteeism; Wellness Consulting Services: Turn Key Implementation of Wellness Solutions, Health Risk Assessments, Needs and Interest Surveys, Online Wellness Courses, Smoking Cessation Courses, Nutrition Courses, Stress Reduction Courses |
| HEWITT ASSOCIATES | X | X | X | X | X | Compensation (includes Executive Compensation), Employee |

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| HEWITT ASSOCIATES (continued) | | | | | | Engagement (Annual Best Employers in Canada Study), Employee Communication |
| HKMB HUB INTERNATIONAL LTD. | X | | | | | |
| IDEAL BENEFITS | X | X | | X | | |
| INTEGRATIS GROUP, THE | X | X | X | X | | |
| ISOURCE BENEFITS (A DIVISION OF MHB BENEFITS INC.) | X | | | | | |
| J&D BENEFITS INC. | X | X | X | X | | |
| J.J. MCATEER & ASSOCIATES INCORPORATED | X | X | X | X | X | Communications |
| JANTZI-SUSTAINALYTICS | | | | | | ESG Research and Analysis and Responsible Investment Services |
| JARVIS & ASSOCIATES | X | X | X | X | | Pre-retirement Counselling Workshops |
| JOHNSON SCHOCK LOWDEN INC. | X | X | | X | | |
| JOHNSTON GROUP INC. | X | | X | | | |
| KPA ADVISORY SERVICES | | | | | | The firm provides Strategic Advice on Governance, Finance, and Investment Matters to Governments, Industry Associations, Pension Plan Sponsors, Foundations, and Other Institutional Investors around the world. |
| KRIEGER + ASSOCIATES | X | X | | X | X | HR Communications Team assists clients in Educating and Communicating with Employees about HR and Benefit Issues. |
| LESLIE GROUP LIMITED, THE | X | X | | X | | |
| LIFE BENEFIT SOLUTIONS INC. | X | X | | | | |
| LONGHURST & JACK INC. | | | | | | One-on-one Financial Planning for Employees approaching Retirement, Group and Individual Education Sessions available for Members involved in Pension Plan Changes involving financial decisions |
| LYNMAR ASSOCIATES LIMITED | | X | | X | | |
| M.A. REUTER BENEFITS INC. | X | X | | X | | |
| MANION, WILKINS & ASSOCIATES LTD. | X | X | | X | | |
| MCFBEDARD GROUP INC. | X | X | X | | | Owner- and Executive-specific Benefits (everything from Higher Levels of Insurance Coverage to Special Risk Insurance Products) |
| MDM INSURANCE SERVICES INC. | X | | | | | |
| MEDIDIRECT INC. | X | | X | | | |
| MERCER (CANADA) LIMITED | X | X | X | X | X | |
| MITCHELL SANDHAM FINANCIAL SERVICES | X | X | | X | X | |
| MORNEAU SOBECO | X | X | X | X | X | |
| MORNINGSTAR ASSOCIATES | | X | | | | |

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| MORROW, CROSSDALE & ASSOCIATES INC. | X | X | | X | | |
| MOSEY & MOSEY | X | | | | | |
| PAL BENEFITS INC. | X | X | X | X | | Human Resources Consulting, Compensation and Total Rewards Consulting, Compensation and Benefits Benchmarking |
| PBAS GROUP, THE | X | X | X | X | X | |
| PBI ACTUARIAL CONSULTANTS LTD. | X | X | X | X | X | |
| PBL BENEFITS LIMITED | X | X | | | | |
| PENAD PENSION SERVICES LIMITED | | X | X | X | X | PENAD Montreux™ Consulting - Pension Administration System Software Solutions Consulting, Pension Plan Audit, Pension Plan Reconstruction and Data Purification Services, Pension Administration Staff Training Services |
| PENMORE BENEFITS INC. | X | X | | X | | International Benefits Consulting |
| PENSUL INC. | X | X | | X | | |
| POINTBREAK CONSULTING GROUP LTD. | X | X | | | | |
| PROTECTORS GROUP, THE | X | X | X | | X | |
| PROTEUS PERFORMANCE MANAGEMENT INC. | | X | | X | | Pension Governance, Investment Consulting, Administration/ Actuarial Evaluation and Search, Executive Retirement Plans, Retirement Planning |
| RALPH MOSS LIMITED | X | X | X | | | |
| RETIREMENT EDUCATION CENTRE INC. | | | | | | Employee Education, Retirement Transition, Pension Plan Sponsor Liability Protection |
| REXALL HEALTH SERVICES | | | | | | Business-to-business Services and Programs to assist in Managing Drug Benefit Costs and Employee Health |
| ROBERTSON, EADIE & ASSOCIATES LTD. | | X | X | X | X | |
| RUSSELL INVESTMENTS | X | X | | X | | Non-profit Consulting, Multi-employer Consulting |
| RWAM INSURANCE ADMINISTRATORS INC. | X | | | | | |
| SATANOVE & FLOOD CONSULTING LTD. | X | X | | X | X | Investment Consulting, Communications Consulting |
| SEGAL COMPANY, LTD., THE | X | X | | X | X | |
| SELECTPATH BENEFITS & FINANCIAL INC. | X | X | X | X | X | International Benefits, Multi-national Pooling, Executive Health, Wellness Programs, White Label Plans, Voluntary Plans, Group Home and Auto |
| SIGURDSON MCFADDEN BENEFITS & PENSIONS | X | X | | | | |
| SPENCER DENTAL/SPENCER VISION | | | | | | Preferred Provider Network (Dental) / Preferred Provider Network (Vision) |
| STEVEN COHEN INSURANCE AGENCY INC. | X | X | | X | | |

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| STEVENS ON AND HUNT INSURANCE BROKERS LIMITED | X | X | | X | | |
| STRATA BENEFITS CONSULTING INC. | X | | | | | Human Resource Consulting, Business Solutions Consulting, Executive Benefits, Flexible Benefit Programs, Health Spending Accounts and Private Health Service Plans, Employee Benefits Communications, Wellness Consulting, Retirement Services, Member Benefits Consulting, Association Plans, Voluntary Employee and Retiree Benefits, Small- and Mid-size Business HR Solutions, Business Strategy and Implementation, Business Transition Solutions |
| STRATEGIC BENEFITS & INSURANCE SERVICES LTD. | X | X | | | | |
| SUMMIT GLOBAL INVESTOR SERVICES | | | | | | The firm provides Control Solutions for Institutional Investors. |
| SYNERGY BENEFITS CONSULTING INC. | X | X | X | X | | |
| T. I. HULL BENEFIT CONSULTANTS CORP. | | | | | X | |
| TOWERS WATSON | X | X | X | X | X | Employee Opinion Surveys |
| TRG GROUP | X | X | | X | X* | *Through alliance partnership |
| TRI FIT INC. | | | | | | Wellness and Health Promotion |
| TRIEY ASSOCIATES LIMITED | X | X | X | X | | Flexible Benefit Plans and Change Management Solutions |
| VICTOR B. TUBA & ASSOC. | X | X | | X | | |
| WESTCOAST ACTUARIES INC. | | X | | X | X | |
| WESTERN COMPENSATION & BENEFITS CONSULTANTS | X | X | X | X | X | |
| WHITE WILLOW BENEFIT CONSULTANTS | X | X | X | X | X | |
| WHYNOT HOLDINGS - BENEFIT ADVISORS | X | | | X | | |
| WIEGERS BENEFITS/WIEGERS FINANCIAL | X | X | X | | | |
| WINCH GROUP INC., THE | X | X | X | X | | |