

2008 Report to Members

Report from the Chair of the HEPP Board

The Board and staff of the Healthcare Employees' Pension Plan (HEPP) remain committed to careful and responsible management of monies entrusted to our care. We endeavour to provide competent, respectful service to our members; enhance relationships with employers, unions, and other stakeholders; and ensure our membership remains informed about their entitlements and options.

The financial crisis and the volatility of the world's capital markets have had, and continue to have, significant consequences for Canadian pension funds. Given the challenges of today's investment environment, it is important to know that HEPP's investment portfolio has withstood difficult times in the past. Since HEPP's inception in 1997, we have reported only one year of negative investment returns prior to 2008. The Plan's assets are invested externally with professional money managers, and the Board's oversight assures sound governance and continued adherence to the Plan's Statement of Investment Policies and Procedures. The Board remains cautiously optimistic that markets will gradually turn around, which can only improve the Plan's position.

Although HEPP's investments are well-diversified and well-managed, the Plan is not immune to the current instability within the financial markets and posted a negative return of -15.9% for 2008. Consequently, as at December 31, 2008, the Plan's solvency ratio was 77.9% versus 98.3% at the end of 2007. Note that the solvency ratio reflects a snapshot picture of assets versus liabilities at the date of the valuation and is used to assess the Plan's position assuming a wind-up or Plan termination. The Plan's going-concern ratio, which assumes the Plan will continue to operate into the future, was 89.7% as at December 31, 2008, versus 102.5% at the end of 2007.

The Board receives detailed reporting of the impact of market changes to the Plan on a monthly basis. This reporting, combined with the long-term assessment and valuation of the Plan by our actuaries, provides for the development of strategies to ensure the continued long-term sustainability of the Pension Plan. In 2009, the Board will discuss what actions, if any, may be required to align the assets and liabilities, which may include contribution rate increases and/or benefit reductions. Implementation of any such changes would be preceded by review and communication with membership and Settlers of the Plan, and would only be implemented if required for the Plan's long-term sustainability.

I would like to thank the Trustees for their commitment and, on behalf of the Board of Trustees, I would like to thank our CEO, Winston Maharaj, HEPP management, staff,

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Report from the Chair of the HEBP Board

The Healthcare Employees' Benefits Plan (HEBP) Board remains committed to providing all members with superior levels of service and financially sound benefit plans that offer competitive benefit levels and premiums. In keeping with this commitment, the Board approved enhancements in 2008 to both the Disability & Rehabilitation Plan and the Healthcare Plan, which will be implemented in 2009.

Benefit levels remained unchanged in all of the Healthcare Plans in 2008. In June 2008, Basic Healthcare Plan premiums increased by 6% and Enhanced Healthcare Plan premiums increased by 12%, due primarily to increased utilization. Also in June 2008, Level II Retiree Healthcare Plan premiums increased by 18% to ensure adequate funding will be available to pay future anticipated claims. No premium adjustments were required for the Level I Retiree Healthcare Plan.

Commencing April 1, 2009, HEBP will offer only one Healthcare Plan to all active membership as a result of collective bargaining between employers and unions. The Plan will be modeled after the Enhanced Healthcare Plan with some provision changes, and will provide more competitive benefits, including a Healthcare Spending Account beginning in 2010. Premiums will be shared equally between employers and members, making healthcare benefits more affordable for members. Enrolment in the new Plan will be mandatory for eligible employees of participating employers.

Dental Plan utilization remained stable in 2008, and no changes were made to premiums. Increases to the Dental Treatment Annual Maximum and Orthodontic Treatment Lifetime Maximum were implemented on January 1, 2008, marking the second of two planned increases to benefit levels that were approved in 2007.

The in-house Disability & Rehabilitation (D&R) Plan has maintained a healthy financial position. The Plan has 32,535 active members, with 1,195 members receiving benefits. In 2008, the Plan underwent a global review to assess competitiveness, and the HEBP Board approved restoration of benefit levels from 60% to 66 2/3% of Monthly Earnings as of the last day worked, effective January 1, 2009. The D&R Plan is highly competitive and continues to focus on early intervention and return-to-work strategies.

The HEBP Board further enhanced its governance structure with the establishment of a HEBP Investment Committee, comprised of both non-Trustee professional advisors and Trustee representatives. The Investment Committee is charged with the responsibility of allocating the assets of the

continued

Report from the Chair of the HEPP Board *continued*

and service providers for their hard work and dedication to continuous improvement in the interest of our members. Much progress has been made over the past year in the administration of the Plan, providing more timely and improved service to our members. Our Board and staff are continuing with our planned initiatives to improve communication and outreach to members, participating employers, and facilities.

The Board will continue to work diligently on your behalf through the turbulent times in financial markets.



Bob Romphf
Chair, Healthcare Employees' Pension Plan

Report from the Chair of the HEBP Board *continued*

Plan between asset classes, reviewing the asset mix policy, as well as advising, and making recommendations to the Board on the Plan's asset and liability risk management.

The HEBP Board continues to work collaboratively with the HEPP Board to ensure there is a shared mission and values for the overall organization. To that end, a HEBP Board governance manual that aligns with HEPP's governance practices, where possible, is being developed and will be finalized in 2009.

I would like to thank the Trustees for their hard work and commitment to HEBP and on behalf of the Board of Trustees, I would like to thank the management and staff of HEBP for their dedication and service to all Plan members.



Merv Toderian
Chair, Healthcare Employees' Benefits Plan

Report from the HEPP/HEBP Chief Executive Officer

In 2008, management and staff at HEPP/HEBP worked diligently to meet the commitments and targets of the strategic and operational initiatives developed in 2007. These initiatives are critical in building a foundation that will enable HEPP/HEBP to deliver services and conduct activities in a manner that meets the expectations of members and adheres to the vision and mission set by the Boards of Trustees.

Many of the initiatives currently underway are multi-year plans that include several stages and milestones. These initiatives affect various aspects of the organization and ultimately impact our members through improved delivery of services and benefit coverage. In 2008, we focused on plan design, system infrastructure redesign, increased communication, stakeholder relations, data integrity, service standards, policy development, and enterprise risk management. Significant progress has been made in each of these areas, and work continues as we move forward into the next stages.

The 2008 year was not without its challenges, as the world experienced the beginning of an extraordinary financial crisis within the U.S., Canadian, and international capital markets. However, defined benefit pension plans such as HEPP have the ability to provide stable and secure pension income to retired members even in times of financial crisis. The 2008 valuation of HEPP confirmed that the Plan generates sufficient cash flow through active member contributions to cover the cash outflow for benefit payments and expenses in 2008 and those projected for 2009. The Board and management will continue to monitor the financial market and its impact on the Plan's financial position closely throughout 2009.

In 2008, HEPP reviewed the current legislative requirements for solvency testing and the impact of such testing, given the short-term volatility of financial markets. Based on that review, it is evident that solvency testing does not take into consideration the unique stable nature of a multi-employer plan that is linked to the public sector, such as HEPP. Furthermore, the application of such testing to HEPP within a volatile market can be unnecessarily detrimental to the Plan and its members in the short term. As a result, HEPP initiated discussions with the provincial government to review the Plan's legislative requirements for solvency testing. Those discussions continue and are even more relevant today, considering the market conditions at the end of 2008.

I would like to thank the Boards of HEPP and HEBP for their support and oversight in addition to the staff and senior management of HEPP/HEBP for their hard work and dedication in 2008. We are all committed to you, our members and stakeholders, as we strive to establish a new and higher standard for pension and benefit plans and to provide competitive benefits and superior services at a reasonable cost.



Winston Maharaj
Chief Executive Officer
Healthcare Employees' Pension Plan
Healthcare Employees' Benefits Plan

HEPP Financial Summary*

	2008	2007
Increase in net assets		
Current period change in market values	\$ -	39,697,602
Investment income	126,163,513	111,890,902
Contributions from employers	103,323,748	92,519,660
Contributions from employees	103,327,457	92,445,420
Total	332,814,718	336,553,584
Decrease in net assets		
Current period change in market values	700,111,774	-
Benefits paid to pensioners and beneficiaries	113,565,796	101,724,801
Refunds to terminated members	23,176,464	32,616,124
Investment and Plan administration expenses	16,919,316	17,516,938
Total	853,773,350	151,857,863
Net increase (decrease) in net assets	(520,958,632)	184,695,721
Net assets available for benefits, January 1	3,582,811,141	3,398,115,420
Net assets available for benefits, December 31	\$ 3,061,852,509	3,582,811,141

*Full Audited Financial Statements are available on our website at www.hepp.mb.ca

Pension Plan Membership

Member Mix	2008	2007	Average Age (years)	2008	2007
Deferred Vested	8,821	8,550	Active member	43	43
Retired	12,117	11,404	Retired member	70	70
Active & Disabled	38,921	37,922	Deferred member	43	42
Total	59,859	57,876			

Pension Plan Highlights

HEPP offers a defined benefit (DB) model, which has the advantage of using a pre-defined formula rather than investment income, to determine monthly pension entitlements. This model was developed in order to address the very type of market risk and volatility that we are experiencing today, and has the advantage of being able to provide stable and secure income to retired members, even in uncertain times.

It is important to note that the Fund has sufficient liquidity for 2009 so that investments need not be sold to pay benefits. That is, the Fund generates sufficient cash flow through active member contributions to cover cash outflow for retirement and termination benefits plus administrative costs.

The Pension Benefits Act, Manitoba requires that the Plan's actuaries conduct periodic valuations – a going-concern valuation, which assumes the Plan carries on indefinitely, and a solvency valuation, which assumes the Plan terminates on the date the valuation is done. These valuations determine if the Plan has sufficient assets to pay for accrued benefits and if the level of contributions being made is sufficient to cover the cost of future benefit accruals.

In addition, the Board, as part of its ongoing governance, requires that an annual actuarial valuation be conducted. The Board uses the results of such a valuation to determine if the Plan has sufficient assets to meet its obligations and if contribution rates are sufficient. The Board will continue to monitor the Fund's position closely and develop options and strategies to ensure the Fund's long-term sustainability.

The Plan's solvency position changed in 2008. The solvency funded ratio was 77.9% at the end of 2008 versus 98.3% at the end of 2007.

The Plan's going-concern position also changed in 2008. The going-concern funded ratio was 89.7% at the end of 2008 versus 102.5% at the end of 2007.

Investment Highlights

HEPP Investment Returns

The global financial crisis of 2008 impacted HEPP's investment returns with a resulting -15.9% return for the year. Prior to 2008, the Plan had only one year of negative investment returns. As the accompanying charts show, despite having four years of positive returns within the past five years, the decline in capital markets during 2008 was severe enough to bring the one-to-five year annualized returns below those required to fund the Plan.

HEPP manages the Plan's investments within a conservative policy framework which, while not immune to market forces, has produced investment returns above those of the average balanced plan in Canada over the past 1 through 10 years, according to BNY Mellon Asset Servicing, an independent provider of performance measurement.

Major Market Returns

Equity markets around the world fell dramatically in 2008. During the fourth quarter, currency markets were subject to large adjustments as the US dollar and the Japanese yen became safe havens. The currency adjustments, as measured in Canadian dollars, resulted in US and international equity markets posting better returns than the Canadian equity market. As measured in local currency terms, the US market fell 37% for 2008, while the international markets fell 40%.

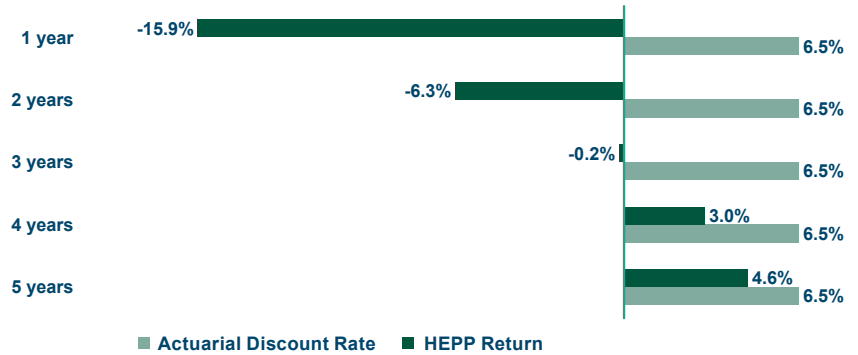
Government bond yields fell sharply during the fourth quarter of the year, as investors sought to preserve capital. Yields on corporate bonds, however, rose dramatically to historically wide differentials.

Valuations in the Canadian real estate markets were also affected, but strong income flow offset lower capital values. This is the first time since 1994 that the Canadian real estate market has returned less than 5%.

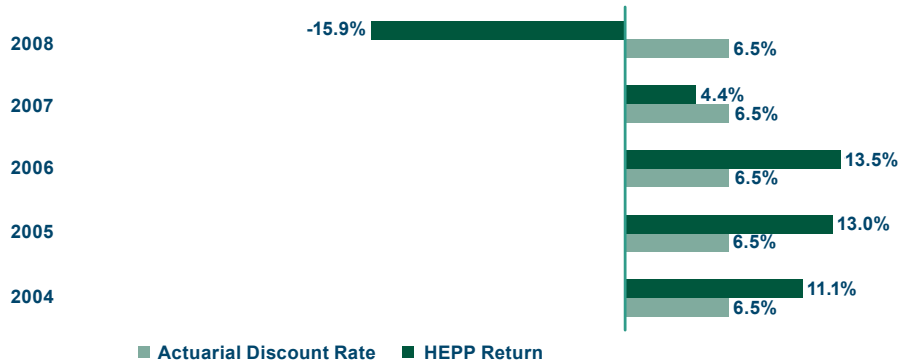
HEPP Asset Mix

There were no changes to HEPP's policy asset mix in 2008. As a result of the decline in global equity markets, our overall equity exposure at December 2008 was 47% vs. 58% at 2007. With liquidity constrained in many markets and transactions costs high due to historically high volatility, we chose not to rebalance the portfolio prior to year end.

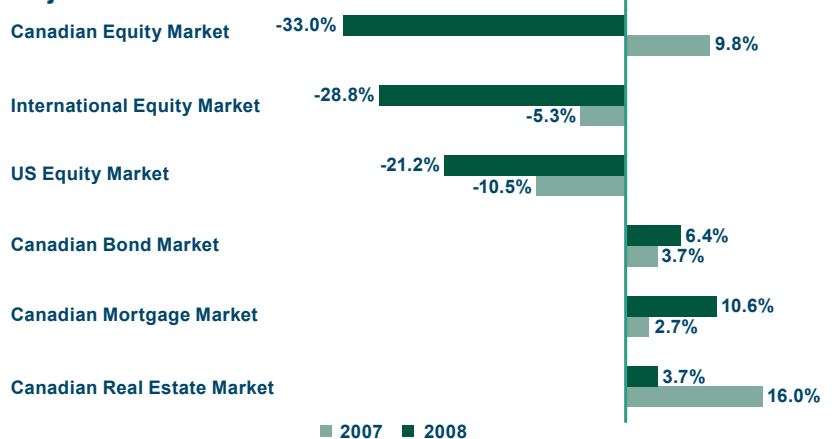
Investment Returns - Annualized



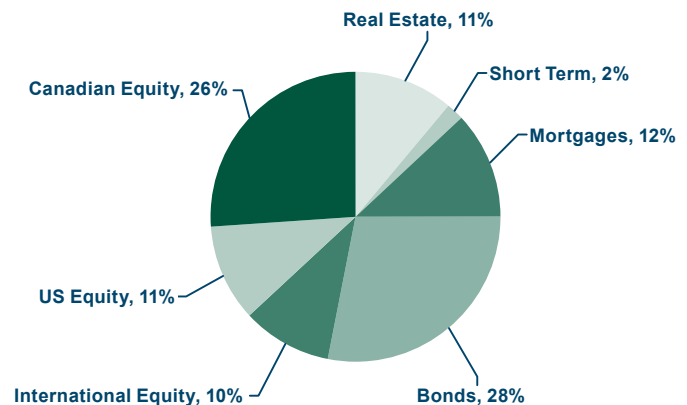
Investment Returns - Annual



Major Market Returns



Asset Mix



Healthcare Employees' Benefits Plan

Benefits Information

HEBP offers Healthcare, Dental, Disability & Rehabilitation, and Life Insurance plans to eligible healthcare employees and their families throughout Manitoba. All employers do

not necessarily participate in each of the benefit plans offered by HEBP. Employees should check with their employer for coverage clarification.

Financial Summary*

Basic Healthcare Plan

	2008	2007
Increases		
Premiums	\$ 2,967,178	2,663,188
Investment income	32,433	33,981
	2,999,611	2,697,169
Decreases		
Claims and related expenses	2,650,271	2,545,850
Administrative expenses	155,520	149,644
	2,805,791	2,695,494
Net increase prior to change in obligations	193,820	1,675
Change in obligations and internally restricted funds	(33,575)	(50,948)
Net increase (decrease) after change in obligations	160,245	(49,273)
Net Assets Beginning	207,339	256,612
Net Assets Ending	\$ 367,584	207,339

Enhanced Healthcare Plan

	2008	2007
Increases		
Premiums	\$ 9,642,459	8,805,256
Investment income	42,763	34,277
	9,685,222	8,839,533
Decreases		
Claims and related expenses	8,513,574	8,181,798
Administrative expenses	543,119	523,097
	9,056,693	8,704,895
Net increase prior to change in obligations	628,529	134,638
Change in obligations and internally restricted funds	(487,298)	(134,670)
Net increase (decrease) after change in obligations	141,231	(32)
Net Assets Beginning	(59,650)	(59,618)
Net Assets Ending	\$ 81,581	(59,650)

Retiree Healthcare Plan

	2008	2007
Increases		
Premiums	\$ 3,360,980	2,644,336
Investment income	16,217	28,497
	3,377,197	2,672,833
Decreases		
Claims	2,971,691	2,746,835
Administrative expenses	196,739	186,674
	3,168,430	2,933,509
Net increase (decrease) prior to change in obligations	208,767	(260,676)
Change in obligations and internally restricted funds	(196,311)	321,890
Net increase after change in obligations	12,456	61,214
Net Assets Beginning	23,627	(37,587)
Net Assets Ending	\$ 36,083	23,627

Benefits Highlights

In order to support anticipated claim costs and reserve levels of the Basic Healthcare Plan, a rate increase was implemented in 2008. No changes were made to benefit levels. Claims and related expenses were at 89% of premiums in 2008, down from 96% in 2007. The Plan's funded position increased slightly during the year, and all reserves are fully funded. Of claims incurred, 77% were for drugs, 13% were for paramedic services, 6% were for ambulance/hospital, and 4% were for other benefits.

Plan Membership: 10,819

In order to support anticipated claim costs and reserve levels of the Enhanced Healthcare Plan, a rate increase was implemented in 2008. No changes were made to benefit levels. Claims and related expenses were at 88% of premiums in 2008, down from 93% in 2007. We anticipate that the Plan and all reserves will be fully funded in two years. Of claims incurred, 42% were for drugs, 11% were for vision care, and 47% were for paramedic and other benefits.

Plan Membership: 13,388

For Level I coverage, premium and benefit levels remained unchanged. For Level II coverage a rate increase was implemented in 2008 in order to support anticipated claim costs and to achieve required reserve levels. The Plan's financial position improved during 2008, and we anticipate that the Plan and all reserves will be fully funded in two years.

Plan Membership: 5,503

*Full Audited Financial Statements are available on our website at www.hepp.mb.ca

Benefits Information *continued*

Financial Summary*

Dental Plan

	2008	2007
Increases		
Premiums	\$ 15,347,290	14,804,336
Investment income	150,214	149,819
	15,497,504	14,954,155
Decreases		
Claims	14,880,288	13,507,754
Administrative expenses	838,494	770,199
	15,718,782	14,277,953
Net increase (decrease) prior to change in obligations	(221,278)	676,202
Change in obligations and internally restricted funds	(100,038)	(68,140)
Net increase (decrease) after change in obligations	(321,316)	608,062
Net Assets Beginning	1,874,438	1,266,376
Net Assets Ending	\$ 1,553,122	1,874,438

Life Insurance Plan

	2008	2007
Increases		
Premiums	\$ 8,639,334	8,028,075
Investment income (loss)	(3,044,900)	968,533
	5,594,434	8,996,608
Decreases		
Claims and related expenses	8,295,715	6,136,387
Administrative expenses	861,800	757,003
	9,157,515	6,893,390
Net increase (decrease) prior to change in obligations	(3,563,081)	2,103,218
Change in obligations and internally restricted funds	(1,359,000)	(2,682,000)
Net decrease after change in obligations	(4,922,081)	(578,782)
Net Assets Beginning	13,994,342	14,573,124
Net Assets Ending	\$ 9,072,261	13,994,342

Disability & Rehabilitation (D&R) Plan

	2008	2007
Increases		
Premiums	\$ 30,848,731	28,303,500
Investment income	7,371,344	2,617,543
	38,220,075	30,921,043
Decreases		
Claims and related expenses	16,994,888	16,291,594
Administrative expenses	4,767,993	4,260,139
	21,762,881	20,551,733
Net increase prior to change in obligations	16,457,194	10,369,310
Change in obligations	(26,406,000)	3,032,000
Net increase (decrease) after change in obligations	(9,948,806)	13,401,310
Net Assets Beginning	39,230,404	25,829,094
Net Assets Ending	\$ 29,281,598	39,230,404

Benefits Highlights

The last phase of the Dental Plan enhancements was implemented January 1, 2008. No rate adjustments were required, as there were sufficient funds generated by the current premium rates to offset both the benefit increase and the Manitoba Dental Association fee guide increase. Claims were at 97% of premiums in 2008 versus 91% in 2007. The Plan's reserves remain fully funded. Of claims incurred, 84% were for basic services and 16% were for major and orthodontic services.

Plan Membership: 22,185

Claims and related expenses were at 96% of premiums in 2008, up from 76% in 2007. There were no premium increases or benefit changes during 2008, nor are any expected for 2009. The Plan's reserves are fully funded.

Plan Membership: 32,895

There were 1,195 members receiving D&R Benefits at December 31, 2008. Of these claims, 773 were being administered by our in-house program, up from 683 in 2007. Premium rates and Benefit levels were unchanged in 2008. Obligations include reserves and assumption changes that occurred in 2008. The Plan is fully funded.

Plan Membership: 32,535

*Full Audited Financial Statements are available on our website at www.hepp.mb.ca

Governance Structure

Boards of Trustees

The Healthcare Employees' Pension Plan (HEPP) is governed by an independent, 12-member Board of Trustees. The Healthcare Employees' Benefits Plan (HEBP) is governed by an independent, 10-member Board of Trustees. There is equal representation on each Board from healthcare-related unions in Manitoba and from participating employers. Trustees act on behalf of the Plan beneficiaries to manage the organization, and to manage and invest the assets of the Plan. Trustees have a fiduciary duty to beneficiaries of the Plans and are required to act with honesty, integrity, fidelity, selflessness, utmost good faith; and must concentrate solely on the interests of beneficiaries.

In support of fulfilling their responsibilities, each Board has established an Investment Committee and an Audit Committee, and has appointed (non-Trustee) professionals to serve on both Committees.

- The HEPP and HEBP Investment Committees implement Statements of Investment Policies and Procedures established by the respective Boards for each HEPP/HEBP Plan.
- The HEPP and HEBP Audit Committees assist the respective Boards in fulfilling their responsibility to oversee the financial reporting, accounting system, and internal controls.

Committees

The Joint Executive Committee (JEC) and the Joint Governance Committee (JGC) are standing committees of the Boards of both HEPP and HEBP, and act on their behalf.

- The JEC oversees operational issues of joint concern to the Plans. The Committee acts as a surrogate for the Boards between Board meetings, advising the Chief Executive Officer (CEO) in the management of the Plans and the conduct of his or her duties as required, reporting every action at the next meeting of the respective Boards.

The JEC consists of the Chairs and Vice-Chairs of the HEPP and HEBP Boards. The CEO participates in a non-voting, ex-officio capacity and other members of Senior Management may be asked to assist from time to time.

- The JGC provides recommendations to the Board regarding governance issues such as appointment of Trustees; orientation and standards of performance for Trustees; and structure, responsibilities and composition of Board Committees.

The JGC consists of four members of each of the HEPP and HEBP Boards with equal representation of employer and union Trustees. The Chair of the JGC alternates each year between a member of the employer group and a member of the union group. The CEO participates in a non-voting, ex-officio capacity, and other members of Senior Management may be asked to assist from time to time.

The Board has delegated responsibility for managing day-to-day operations to the CEO, who in turn delegates functions and responsibilities to management and staff as appropriate. Professional advisors are retained by the Board to assist them, as well as the CEO and management staff, to carry out their responsibilities.

Questions, concerns, or comments may be directed to staff at HEPP/HEBP or to the Board directly, via "Board Correspondence." The Boards have established policies for the handling of Board correspondence. Correspondence marked private or confidential will be delivered to the Trustee unopened. The Trustee shall facilitate a timely response for the correspondence received. Copies of all outgoing correspondence prepared on behalf of the Trustees is distributed to the entire Board and the recording secretary for record-keeping purposes.

Board and Committee members and Executive Management are listed at the end of this report and on our website at www.hepp.mb.ca.

Directories

Board and Committee Members as of December 31, 2008

HEPP/HEBP Joint Governance Committee

Gerry Gattinger <i>Regional Health Authorities of Manitoba</i>	Merv Toderian <i>Regional Health Authorities of Manitoba</i>
Monica Girouard, CGA <i>Manitoba Government and General Employees' Union</i>	Bruno Zimmer <i>United Food and Commercial Workers Union - Local 1869</i>
Jean-Paul Gobeil, CA, CMC (Chair) <i>Winnipeg Regional Health Authority</i>	
Jason Lange <i>St. Boniface General Hospital</i>	
Doug Laurie <i>International Union of Operating Engineers</i>	
Bob Malazdrewich, CEB <i>Canadian Union of Public Employees</i>	

HEPP/HEBP Joint Executive Committee

Brian Ellis, BSW, CEB (Co-Chair) <i>Canadian Union of Public Employees</i>	Bob Romphf <i>Manitoba Nurses' Union</i>
Gloria O'Rourke (Co-Chair) <i>Winnipeg Regional Health Authority</i>	Merv Toderian <i>Regional Health Authorities of Manitoba</i>

HEPP/HEBP Executive Management Committee

Winston Maharaj, MPA, B.Comm, PPAC <i>Chief Executive Officer</i>	Brigitte Fisher, CEBS, PPAC <i>Director of Pension and Benefits Administration</i>
Ronald Queck, CFA <i>Director of Investments</i>	Barbara Kieloch, RN, BN, MScA <i>Director, Disability & Rehabilitation</i>
Melanie Bready <i>Manager of Human Resources</i>	Vanessa Sired <i>Manager of Corporate Services</i>
Lawrence Eta, BSc, eMBA, MM <i>Director of Information Services</i>	Grant D. Slater, B.Comm, CA <i>Director of Finance</i>

continued

Board and Committee Members as of December 31, 2008 *continued***HEPP Board Of Trustees****Union Representatives**

Ray Erb
Manitoba Government and General Employees' Union

Doug Laurie
International Union of Operating Engineers

Bob Malazdrewich, CEB
Canadian Union of Public Employees

Bob Romphf (Chair)
Manitoba Nurses' Union

Ken Swan
Manitoba Association of Health Care Professionals

Bruno Zimmer
United Food and Commercial Workers Union - Local 1869

HEPP Investment Committee

Alan Brownridge, CGA, CFA
(Chair)
Retired Investment Executive

Bob Darling
Retired Investment Executive

Ray Erb
Manitoba Government and General Employees' Union

Paul Kochan, CPA, CBV, FCA
Winnipeg Regional Health Authority

Bob Malazdrewich, CEB
(Vice-Chair)
Canadian Union of Public Employees

Michael Nesbitt
Montrose Mortgage Corporation Ltd.

Bob Romphf
Manitoba Nurses' Union

Gloria O'Rourke
Winnipeg Regional Health Authority

HEPP Audit Committee

Jim Husiak, CA, CMC, CFE
The Exchange Consulting Group

Paul Kochan, CPA, CBV, FCA
Winnipeg Regional Health Authority

Gloria O'Rourke
(Ex-officio member)
Winnipeg Regional Health Authority

Bob Romphf (Ex-officio member)
Manitoba Nurses' Union

David Rubel, CA
Winnipeg Regional Health Authority

Ken Swan
Manitoba Association of Health Care Professionals

Gordon Webster, FCA (Chair)
Retired Partner, PricewaterhouseCoopers

HEPP Professional Advisors

Custodian
CIBC Mellon Global Securities Services Company

Legal Counsel
Koskie Minsky

Auditor
KPMG LLP

Actuary
Towers Perrin

Employer Representatives

Jean-Paul Gobeil, CA, CMC
Winnipeg Regional Health Authority

Paul Kochan, CPA, CBV, FCA
Winnipeg Regional Health Authority

Jason Lange
St. Boniface General Hospital

Gloria O'Rourke (Vice-Chair)
Winnipeg Regional Health Authority

Merv Toderian
Regional Health Authorities of Manitoba

Janet Wilcox-McKay, BA, CGA
Brandon Regional Health Authority

HEBP Board Of Trustees**Union Representatives**

Brian Ellis, BSW, CEB (Vice-Chair)
Canadian Union of Public Employees

Monica Girouard, CGA
Manitoba Government and General Employees' Union

Doug Laurie
International Union of Operating Engineers

Bob Romphf
Manitoba Nurses' Union

Ken Swan
Manitoba Association of Health Care Professionals

Employer Representatives

Gerry Gatteringer
Regional Health Authorities of Manitoba

Jean-Paul Gobeil, CA, CMC
Winnipeg Regional Health Authority

Gloria O'Rourke
Winnipeg Regional Health Authority

Merv Toderian (Chair)
Regional Health Authorities of Manitoba

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Brandon Regional Health Authority

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Retired Investment Executive

Bob Darling
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Canadian Union of Public Employees

Michael Nesbitt
Montrose Mortgage Corporation Ltd.

Bob Romphf
Manitoba Nurses' Union

Gloria O'Rourke
Winnipeg Regional Health Authority

HEBP Audit Committee

Terry Dyck
Manitoba Nurses' Union

Brian Ellis, BSW, CEB
(Ex-officio member)
Canadian Union of Public Employees

Gabriel J. Forest, FCA
Retired Partner, PricewaterhouseCoopers

Monica Girouard, CGA
Manitoba Government and General Employees' Union

Frank Ryplanski, CGA (Chair)
Merv Toderian
(Ex-officio member)
Regional Health Authorities of Manitoba

Janet Wilcox-McKay, BA, CGA
Brandon Regional Health Authority

HEBP Professional Advisors

Auditor
KPMG LLP

Legal Counsel
Koskie Minsky

Actuary
Morneau Sobeco

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO:

HEPP/HEBP MANITOBA
900-200 GRAHAM AVE
WINNIPEG MB R3C 4L5



Healthcare Employees' Pension and Benefits Plans - Manitoba
900-200 Graham Avenue Winnipeg, MB R3C 4L5

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