

Message from the President

by Gerry Rodrigue, FCA

Strategic Crossroads for the CA Profession

The October / November 2003 issue of Folio included an article about the formation of an inter-institute task force chaired by Alberta Executive Director Steve Glover that has been charged with the responsibility to develop a new strategic plan for the CA profession. Manitoba CEO Gary Hannaford is serving as a member of the Strategic Planning Steering Committee which is overseeing the work of the task force.

At a special meeting in late March, Council received a presentation from Steve Glover and CICA President David Smith on the work of the task force to date, and considered some of the options of where this work might eventually take the profession. The presentation was appropriately titled "Strategic Crossroads for the CA profession".

The presentation focused on research that has been done to date and the challenges that exist for the profession going forward. As its first step, the task force undertook a thorough assessment of the profession today which included reviewing previous research documents as well as interviewing some key internal and external leaders. The consultant for the task force also held a number of focus group sessions across the country.

The results from the interviews and the focus group sessions indicated that members have a strong sense of personal satisfaction from their own work and take great pride in the CA designation. At the same time, they are concerned about the impact of the business failures

on the image of the profession as well as the confusion caused by the proliferation of designations in the marketplace.

The task force also identified a number of environmental factors affecting the profession and set about analyzing their implications. Among



the factors most notable to the task force was the impact that changing demographics are having on the CA profession. With so many baby boomers inching closer and closer to retirement, the size of the workforce to fill positions in the future will be greatly impacted. As well, the task force noted that a growing number of individuals including CAs and CA students are seeking a more balanced lifestyle.

It was also noted that companies are focusing more on international business opportunities and markets, and CAs are being required to have a much wider knowledge of international business trends and standards. Other significant environmental factors considered by the task force included the recent business failures, the need for further liability reform and the challenges of changing technology.

The task force has also begun to consider a number of significant challenges facing the profession including:

- The appropriateness of certain accounting and assurance standards;
- The potential separation of licensing and certification for public accounting;
- Improved training and education opportunities to areas beyond assurance work;
- Leveraging international connections;
- Identifying new and undeveloped markets for the CA profession; and
- Making further progress on liability reform.

The task force needs to further examine how each of these challenges will become opportunities to define how CA's should be able to become the market leaders in a variety of areas beyond just the traditional core areas of assurance, accounting and taxation.

In addition, the task force needs to examine the attitudes of those who employ and engage CAs. To accomplish this, the task force is planning to hold focus group sessions across the country with senior decision-makers in all types of organizations. We understand that one of these sessions is being planned for Winnipeg.

After its work is completed, the task force will once again meet with the Provincial Institute / Ordre Councils and the CICA Board to present its recommendations. Based on the excellent work done thus far, Council is looking forward to the final report later this year. At that time your newly elected President will provide you with an update.

Manitoba Budget - 2004

As part of the annual pre-budget consultation process, Institute President Gerry Rodrigue along with Tax Committee Chair Carol Stockwell, Institute CEO Gary Hannaford and Tax Committee staff liaison Shirley Sommer met with representatives from Manitoba Finance on March 15 to discuss the Institute's submission to Finance Minister Greg Selinger.

In summary, the submission indicated that tax competitiveness and debt reduction should continue to be top priorities for the government in this year's budget. In particular, the Institute called for improvements in tax rates to make Manitoba more competitive with the rates charged in the other Western Provinces and Ontario.

While acknowledging that reductions in corporate tax rates in recent years are a positive step towards improving tax competitiveness with our neighbouring provinces, further measures are necessary to ensure that Manitoba continues to be an attractive place to live, work and invest.

It was also pointed out that Manitoba is the only Western Canadian province to impose the Health and Post-Secondary Education Tax or "pay-roll tax" and several other Canadian provinces have taken steps to reduce or eliminate such taxes as Corporation Capital Tax.

The submission also pointed out that personal tax levels continue to remain near the middle of the pack nationally, lagging behind Western Canada and close to those of Ontario.

Finally, the submission emphasized the Institute's concern with ongoing reliance on drawdowns of the Fiscal Stabilization Fund to pay down the provincial debt.

"We were pleased to see that the Government announced its intention to continue its direction of reducing corporate tax rates by another half per cent after 2005," Hannaford said. "And we were pleased that the budget did not rely on further drawdowns to the Fiscal Stabilization Fund."

Accounting Services Subject to RST

Finance Minister Selinger announced in the 2004 Budget that effective July 1, 2004 provincial retail sales tax will be applied to certain legal, accounting, engineering, architectural and security services.

A separate mailing was sent in late April to all firms in public practice providing further details. Please note that all businesses providing accounting services, including CA firms, are required to register and collect sales tax. Applications for

registration are to be submitted by May 20, 2004.

As we had not been previously advised of these changes, the Institute's Taxation Committee will be meeting with representatives from Manitoba Finance in early May to review them. If you have any comments that you wish to have passed on to Finance, please contact Shirley Sommer, the staff liaison to the Tax Committee, at ssommer@icam.mb.ca or by telephone at 942-8248.

The CA / Blue Cross Health Care Plan

**Guaranteed Coverage at Competitive Rates!
No Medical Questionnaire to Answer!**

Now is the time to apply for your extended health coverage - your effective date of coverage will be June 1st, 2004.

What is covered?

- **100% coverage** for ambulance, semi-private hospital and out of country emergency medical.
- **80% coverage** for physiotherapy, podiatrists (foot doctors), athletic therapy, nutritional counselling, accidental dental and more.
- **70% coverage** for prescription drugs to an annual family max of \$1,000.00 per calendar year.

Who is eligible? All active members who are age 70 or under, including spouses, dependents and staff, if applicable. (*Active means working at least 24 hours per week.*)

What are the premiums? (We are pleased to announce that there will be no increase in rates for 2004 notwithstanding the continuing increase in health care costs.)

2 plan options are available.

Option 1 includes the "BlueNet" drug card. With this card, you only pay the "coinsurance" amount at the point of purchase.

Single	Family
\$56.50	\$117.20

Option 2 requires drug claims to be filed via the traditional reimbursement method.

Single	Family
\$54.65	\$115.50

How do I pay my premiums?

Payment is made automatically via your account on a quarterly basis.

Who do I contact to proceed or with my questions?

Our broker, Pierre Morier, is available at:

Ph: 985-1222 Fax: 985-4351 Email: prmorier@mts.net

Applications must be received before May 31st, 2004.

CA School of Business Education Agreement Updated

Following up on some recent studies conducted of CASB's processes, and to reflect the ongoing rather than start-up nature of CASB's operations, the Education Agreement between the four Western Provincial Institutes and CASB was recently updated.



Shown above at the recent signing ceremony in Vancouver are the Presidents of the participating Institutes and CASB (front row from left to right) Shelley Lipon, Saskatchewan; John Dawson, CASB; (back row from left to right) Gerry Rodrigue, Manitoba; John Cowperthwaite, BC; and Murray Mikulak, Alberta.

Two More UFE Grads!

Congratulations to Jennifer Muir and Lori Campbell!

We are pleased to report that Jennifer and Lori were successful on their appeal of the results of the 2003 UFE - but we think it's a safe bet that we are not nearly as pleased as they are!

You will see their names elsewhere in this issue of Folio as they have both completed their periods of experience and have been admitted to membership. Their accomplishment will be celebrated at Convocation next year.

Nationally there were 366 appeals of which eight were successful, three of them being CASB students. On a national basis, we understand that a 2% success rate on appeal is about the same percentage of successful appeals as in previous years.

What was unusual, however, is that two of the eight were from Manitoba, especially given the number of writers in Manitoba.

Once again, congratulations on your success, Jennifer and Lori!

Erratum

The Class of 2003 picture included with the last issue of Folio indicated Graham McAlpine was missing from the picture, when he was actually in the 3rd row. Sorry Graham!

A new photo is included with this issue.

NEWS OF MEMBERS

Welcome to New Members

Admitted by Affiliation

Derrick H. ANTHONY
Shauna Claire ARNOTT
Robert Gordon GLENNY

Admitted by Examination

Lori Dawn CAMPBELL
Simon Andrew HALL
Timothy E. HAYWARD
Roni Yael KRAUT
Jennifer Anne MUIR
Kurtis Donald Walter SHUMKA
Adam S. TERWIN
Paula Jannine ZAPLITNY

Retired Members

The following members (year of designation shown in brackets), retired recently and were granted exemption from payment of 2004-2005 membership fees:

Donald Robert William CHATTERLEY (1968)
Gary Victor EGGERTSON (1972)
William Howard GREEN (1958)
Ian Craig HAMILTON (1971)
Robert Barrie KELLINGTON (1968)
Lorne Robert John KNOWLES (1962)
Glenn John LILLIES (1972)
Gordon John MEGER (1958)
Terry John PRYCHITKO (1967)
Paul Edgar Wilfred SAWYER (1970)
Perry SILVER (1964)
Jeffrey Charles VINCE (1972)

Speciality Register

The following members were entered in the Institute's specialty register and are entitled to use their specialist designation.

Sandra Francine Cohen, CA•CIA
Mary Ann Mork, CA•CIA
George William Reznik, CA•CBV

A Review of Professional Liability Insurance

This is an excerpt from an article that appeared in the May 2003 issue of "Beyond Numbers", published by the Institute of Chartered Accountants of British Columbia.

My story: "Your insurer is your ally"

In my almost 20 years in public practice, I never had occasion to contact my professional liability insurer except to apply and pay for coverage. If any issues arose with clients that indicated I might have made an error, I generally felt I was in a position to "repair the damage" and retain the clients. Having now "retired" from public practice, that's no longer the case.

Since retiring from public practice several years ago, three issues have arisen from my previous client base that have required me to contact my insurance company, the Association of Insured Chartered Accountants (AICA). Two of these issues arose as a result of CCRA-conducted audits, and the third arose because the practitioner to whom I'd sold my practice discovered an error I'd made in dealing with a particular client.

In each case I contacted the AICA immediately, and in each case they offered me extremely valuable advice on how to deal with the problem. Consequently, two of the cases resulted in no cost to me, and the third resulted in only a nominal cost. The AICA's advice as to how to handle this third issue was somewhat counterintuitive to how I'd originally thought it should be handled. Had I not contacted them and followed their advice, the cost to me would certainly have been substantially greater.

You're probably wondering, "What about the increased premium you must be facing as a result of these claims?" The answer is that my premiums have not increased—if there's no payout for damages by the insurer, there's no "claim" for purposes of your record, and therefore no premium increase. As a result of the work done by the AICA, there were no claims for them to pay. In the one case where a penalty for late filing of an election eventually did have to be paid, the amount was less than my policy's

deductible.

Recognizing that not all possible claims end up this way, the moral of this story is that your liability insurer is an asset, not just a drain on your financial resources. Use them to your benefit! As soon as an issue arises that may result in a claim against you, no matter how remote the odds may be, notify your insurer (as required by your policy) and follow their directions. It will be well worth your while.

Steps to protect yourself

The issues I've described above arose, directly or indirectly, from the provision of income tax services to clients. What follows is a list of steps members in public practice can take to ensure they escape unscathed should they ever face issues similar to those I've described:

1. Have an engagement letter for every engagement, including personal income tax engagements. Make sure the client understands the content and meaning of the letter.
2. Use transmittal letters containing detailed instructions to your client for every document that leaves your office. For an income tax return, as an example, a transmittal letter should include at least the following items:
 - the date of the letter;
 - filing instructions, including payment amount and due dates; and instalment payment amounts and due dates;
 - instructions for the payment of salary and / or bonus accruals and remittances on same; and
 - other items discussed with your client.
3. Retain a hard copy of the letter.
4. Have a formal system in place that allows you to track the due dates for time-sensitive documents such as T4s, T4(A)s and T5s; Notices of Objection; and elective tax filings. An even better idea for Notices of Objection and elective tax filings would be to prepare and file them as soon as possible instead of putting them off to a time closer to the filing deadline.

Raising minimum coverage

One of the issues I faced related to the preparation of tax forms in respect of a transaction under Section 85 of the Income Tax Act. Had the matter not been resolved in my favour, the total income tax bill for my client, for which I could have become liable, would have exceeded \$300,000 before interest and possible penalties. Had I only carried the minimum coverage for a sole-practitioner (\$250,000), I would have been left with a significant liability to pay out of my personal funds.

For this reason, the province of Quebec has already started reviewing the minimum coverage requirements for professional liability insurance. Other provinces, including BC, are expected to follow suit.

When renewing your insurance, take the time to properly analyze the type of engagements undertaken and the possible exposure to you in the event of error. Also, make sure you have insurance in place to cover you for at least the six years required by Bylaw Regulation 7101(2) after you retire from public practice (a discovery policy). For members in public practice, a discovery policy for \$250,000 is available at no cost if the member insured with the AICA for at least three years before retirement, suspension, expulsion, death, or disablement, and they are claims free.

Many members question the necessity of such insurance after they retire, and frequently fail to inform family members of this requirement. But in the event that a member retired from public practice passes away within six years of their retirement date, the member's estate will still be liable for their actions while in practice. This means that if the executor does not maintain the insurance, the assets of both the executor and the estate could be at risk in the event of a successful claim by one of the deceased's prior clients.

For all of these reasons, make sure you have enough professional liability insurance.

Repeat Champions

Grant Thornton became the first back to back winners in the Fifteenth Annual Eric Mitchell Memorial Hockey Tournament, by shutting out Deloitte & Touche in the A-side final.

The tournament is held annually in memory of Eric Mitchell, with the proceeds of the tournament going to the D. Eric Mitchell Memorial Fund in the Foundation.

Thanks to all participants.



The A-side winners from Grant Thornton, pictured here with Eric's father, Dave Mitchell (centre front).



Above: The B-side final was won by PricewaterhouseCoopers in a convincing victory over BDO Dunwoody.

Golf Survey

Thanks to all members who participated in the survey. Based on responses received, we will not be changing the format of this year's tournament. However one guest per registered CA or CASB student will be permitted. Foursomes must consist of at least 2 members / students. We look forward to seeing many of you at Southwood on May 31st.

Third Annual Members Curling Bonspiel

Thirteen teams participated in this year's Curling Bonspiel.

Thanks to everyone who participated in the event. Watch for a new venue as the CFB Curling Club is closing at the end of this season.



Above: Dennis Sierhuis (far left), Chair of the Members' Activities Committee presents the Deloitte & Touche Trophy to winners (l to r) Rick Potter, Lori Campbell, Eric Olson, Robin Campbell (skip).

Runners Up (left to right) Eldon Brown, Ken Matchett (skip), Tom Wilson and Norma Wilson.

Here and There With Members

We apologize for the fact that some of the changes may now be "old news" to some of you. Often, we are not advised of members' address and employment changes until the members report them on their annual membership fee notices. Now that we have been advised what is happening with them, we can share the news with the rest of you! (Unless otherwise noted, members reside in Winnipeg.)

BIELIK, Robert J. (1994) previously with Investors Group is now with Acklands-Grainger Inc.

BODMAN, William D. (1968) retired partner of BDO Dunwoody LLP has joined the Thomas Sill Foundation as Treasurer/Governor. Congratulations are also extended to Bill for being recently named "Citizen of the Year" for 2003 by the Selkirk and District Chamber of Commerce.

BORIS, Michelle L. (1999) formerly with BDO Dunwoody LLP is now Associate Manager of Information Systems Financial Management with Great-West Life Assurance Company.

BOWMAN, James E. (1989) previously with Harsco Track Technologies is now with Tuomey Healthcare Systems in Sumter, South Carolina.

CHAPUT, Colette (2004) formerly with PricewaterhouseCoopers LLP is now with Wawanesa Insurance.

COOPER, Steven J. (2002) accepted the position of Corporate Business Analyst with Arctic Glacier Inc.

DEGAGNE, Christina M. (2001) previously with WGI Westman Group Inc is now Accounting Manager with Western Glove Works.

DHEERE, Douglas J. (1994) is now Senior Financial Controls Officer with the Government of Canada, Financial Operations Division AAFC.

DOWHAN, Gordon A. (2003) formerly with Grant Thornton LLP is now Manager - Enterprise Group with KPMG LLP.

EDMONDS, Donald R. (1980) recently transferred with PricewaterhouseCoopers LLP from Mississauga to Toronto.

EMSLIE, Melissa J. (2003) previously with BDO Dunwoody LLP is now with Monsanto Canada Inc.

GLASS, David G. (1971) is now a partner with Lazer Grant LLP.

GRUENER, Ava M. (1995) has accepted the position of Divisional Controller with Pollard Banknote Limited.

HARESIGN, S. Bruce (1986) formerly with Deloitte & Touche LLP is now with Steve's Livestock Transport.

HALOWEC, Robert M. (1981) previously with Ennis Business Forms is now with Raytheon in Dallas, Texas.

HOGG, Fiona G. (1997) has left Wajax in Mississauga to accept the position of Business Analyst-Finance with Mega Bloks Inc. in Montreal.

HUNTER, Scott D. (1998) is now with Great-West Life Assurance Company.

JANSSEN CABRAL, Bridget N. (2003) formerly with PricewaterhouseCoopers LLP is now Assistant Audit Manager, Internal Audit, with Great-West Life Assurance Company.

KOFFMAN, Jonathan A. (1995) previously with Web Wizards Inc. is now Chief Financial Officer with Momentum Healthcare Inc.

KROEKER, Nathan G. (2000) formerly with Ernst & Young LLP is now with Direct Energy in Houston, Texas.

KULBACKI, Anthony T. (1996) previously with Blue Hills Processors Ltd. is now Senior Manager Commercial Banking with CIBC.

KURY, Heather L. (2001) has left INTRIA Items Inc. to accept the position of Senior Financial Analyst, Information of Services Financial Management, with Great-West Life Assurance Company.

LANE, Graham F.J. (1981) was appointed the new chair of the Public Utilities Board.

LAWRENCE, Ian R. (1994) is now Vice-President, Controller, with Richardson Partners Financial Limited

LEONARD, Michael D. (2001) previously with Assante Asset Management is now with Richardson Partners Financial Limited.

LEVACQUE, Kathleen L. (1996) formerly with Investors Group has accepted the position of Auditor-Inspector with The Law Society of Manitoba.

MacNEILL, Alana M. (2003) is now Director, Corporate Taxation, with Investors Group.

McDONALD, Barry J. (1983) is now with Catlin Insurance Co. in Hamilton, Bermuda.

McMILLAN, Stephen A. (1994) has accepted the position of Senior Manager with KPMG LLP.

MOHAMMED, Nylia P.A. (2003) previously with the Office of the Auditor General is now with PricewaterhouseCoopers LLP in Calgary.

PAULS, Connie M. (1992) is now with BDO Dunwoody LLP at their Morden office.

Here and There With Members cont'd

PRATT, Terence E. (1999) formerly with Deloitte & Touche LLP is now Comptroller, Health Sciences Centre, with the Winnipeg Regional Health Authority.

REMPEL, Jodine A.R. (2002) previously with Roy Parker Chartered Accountant Inc. is now Supervisor with Vertefeuille, Kassam LLP in Calgary.

SCHLICHTING, Sylvia C. (1992) accepted the position of Controller with Trinity Television Inc.

SHARP, J. Craig (1977) is now with Investors Group.

SIMPSON, Elizabeth O. (2003) previously with Collins Barrow is now Assistant Corporate Controller with Arctic Glacier Inc.

SINGLETON, John W. (1976) was recently appointed to the Auditing and Assurance Standards Board by the Auditing and Assurance Standards Oversight Council.

SQUAIR, Darby J. (1987) formerly with Burrows Lumber Inc. is now with Great-West Life Assurance Company.

STEIMAN, Gary T. (1958) received the "CME Excellence Award" for 2004 from The Manitoba Division of Canadian Manufacturers and Exporters.

STOKOTELNY, Gregory A. (1992) is now Management Resources Divisional Director with Robert Half Finance & Accounting.

TUMBER, Douglas E.D. (2000) previously with Grant Thornton LLP is now Manager-Risk & Advisory Services with KPMG LLP.

TRUMAN, D. Mark V. (1981) formerly with Chell Merchant Capital Group is now with Di Poce Management Limited in Concord, Ontario.

TUGWELL, Jason S. (2000) of Minneapolis has left PricewaterhouseCoopers LLP to accept the position of Senior Corporate Auditor with Best Buy Co.

VANBESELAERE, Kendra L. (1996) is now Manager, Financial Analyst with Ceridian Canada Ltd.

VERMA, Shipra (2003) previously with the Office of the Auditor General is now Financial Compliance Analyst with Elections Manitoba.

VOGELSANG, Julie A. (1989) formerly with The Canadian Wheat Board is now with The Winnipeg Folk Festival.

WINDSOR, David W. (2001) has left

Ernst & Young LLP to accept the position of Financial Costing Manager with Motor Coach Industries Ltd.

WINSTON, Richard C. (1980) is now practising under his personal name Richard C. Winston, Chartered Accountant, in Edmonton, AB.

WINTER, Frank M. (1976) is now with CML Northern Blower Inc.

YUEL, Laryssa M. (2002) of Hamilton, Bermuda, has left KPMG and is now with RAM Re.

ZAPLITNY, Christopher J. (1998) has returned from Bermuda to accept a position with Great-West Life Assurance Company.

Firm Changes

R.J. Rutledge (1976) and V. Runchey (1998) received approval to register their respective names **Robert J. Rutledge, Chartered Accountant**, and **Vince Runchey, Chartered Accountant**, for the practise of public accounting on a full-time basis.

Bokhaut and Company Chartered Accountant Inc., formerly *Brad Bokhaut, Chartered Accountant, Day & Wotherspoon, Chartered Accountants Inc.*, formerly *Ken E. Day, Chartered Accountant Inc.*, and **Peter W. Krahn Chartered Accountant Ltd.** had their corporate professional practise names approved for the full-time practise of public accounting.

Chad Sheppard, Chartered Accountant, of Stonewall, had his practice approved from part-time to full-time.

As a result of the retirement of A. Singer (1961) from the partnership **Singer Johnson, Chartered Accountants**, W.F. Johnson (1979) received

approval to change the practising firm name to **Wayne F. Johnson, Chartered Accountant**.

The Membership Committee approved the applications for incorporation of professional practices for the following:

Jeffrey M. Macey, Chartered Accountant Ltd.

Blair M. Magnus Chartered Accountant Ltd.

Brett J. Magnus Chartered Accountant Ltd.

Scott Wotherspoon, Chartered Accountant Inc.

Notice has been provided that the Companies Office approved the Limited Liability Partnership (LLP) of **BCCA LLP**, accordingly, this name has been registered with the Manitoba Institute.

The practising firm names of **D.F. George, Chartered Accountant**, **James R. Fiebelkorn, Chartered Accountant**, and **Perry Silver, Chartered Accountant**, were deregistered.

Director of Members' Services / Practice Advisor

The Institute of Chartered Accountants of Manitoba has an excellent opportunity for a Chartered Accountant to join its management team.

Due to the pending retirement of the incumbent, we are seeking a Director of Members' Services / Practice Advisor.

The duties of this position include the following:

- Reviewing the professional standards of members engaged in the practice of public accounting and reporting the results of such practice reviews to the Office Practice Assistance Committee;
- Advising members on technical and practice-related matters;
- Managing the Institute's continuing education program offered to members;
- Providing leadership in the development of other services provided to members.

Reporting to the Chief Executive Officer, he / she will possess a minimum of eight to 10 years of post-qualification experience primarily in a public accounting environment. In addition candidates must demonstrate a thorough understanding of accounting and assurance standards, be self-motivated and possess excellent interpersonal and communication skills. Finally, candidates should bring a mature level of judgment and objectivity to the position and have the ability to work on a team with other staff and volunteers.

A competitive compensation package will be provided.

Applicants should submit their resumé's, in confidence, by June 15 to:

Gary B. Hannaford, FCA
Chief Executive Officer
The Institute of Chartered Accountants of Manitoba
500 - 161 Portage Ave. East, Winnipeg, MB R3B 0Y4



Coming Events 2004

Annual Members Golf Tournament

Southwood Golf & Country Club
Monday, May 31
1 p.m.

Annual Members Softball Tournament

John Blumberg Complex
Saturday, June 5
9 a.m. - 4 p.m.

ICAM Annual General Meeting

Winnipeg Convention Centre
Thursday, June 10
11 a.m.

Uniform Evaluation

September 21 - 23

Member Recognition Dinner

Fairmont Hotel
Thursday, November 4

UFE Results Release

Friday, December 3

NOTICE OF TERMINATION

In accordance with Bylaw 333, the following member of the Institute, namely:

Petra Christienne BERNER-KRIEGER was terminated from membership in the Institute by reason of non-payment of membership fees. Her name has been removed from the Register of The Institute of Chartered Accountants of Manitoba.



FOLIO PUBLISHED BY

The Institute of Chartered Accountants of Manitoba
500-161 Portage Avenue East,
Winnipeg, Manitoba, Canada R3B 0Y4
Telephone 204/942-8248
Toll Free 1/888-942-8248
Fax 204/943-7119
E-mail icam@icam.mb.ca
Website <http://www.icam.mb.ca>

Savings with WCASA just got better . . .

On April 1, WCASA's term life insurance premiums for non-smokers dropped by 15%. In addition, both firm and individual participants received a cheque refunding 35% of their term life and disability premiums paid in the past year. This reflects the positive trends in life expectancy and the excellent performance of WCASA's plans.

With insurance from WCASA, you can rest easy knowing you're receiving top quality coverage and unequalled savings... which means you'll have that much more to put away for a rainy day.



For more information on our plans, visit wcasa.com or call toll-free 1-800-661-6430.

In Memoriam

We record with regret the passing of:

Hymie COHEN
(Member 1959)

Passed Away December 23, 2003

Gordon Victor PEARSON
(Member 1984)

Passed Away February 24, 2004

John Tremaine TRYON
(Member 1965)

Passed Away January 24, 2004



Class of 2003



Back Row (left-right): Tanya Hollister, Shannon McDougall, Jeffrey Gilbert, Simon Hall, Howard Yip, Jennifer Drome, Darren Pott, Russ George, Kelly Kowalchuk, Graham McAlpine, Mike Yosyk

Second Row (left-right): Carrie Sheppard, Cindy Dryden, Julie Hodgkinson, Eric Stefanson, Leo Sousa, Colette Chaput, Susie Playford, Valerie Grantham, Bethany Dyck, Nicole Stefaniuk, James Kinley, Paula Zaplitny

First Row (left-right): Jason Gorchynski, Chantal St. Pierre, Joel Matthews, Tim Hayward, Adam Terwin, Roni Kraut, Jennifer Moknowed, Kevin Ploegman, Kelly Rosentreter

Missing: Kristen Bazylo, Lisa Jansen, Matthew May, Andrew Ross, Ryan Vernon