COMMITMENT TO
Well-being
OUR COMPANIES

GREAT-WEST LIFE

Founded in Winnipeg in 1891, Great-West Life is a leading Canadian insurer. Together with our subsidiaries, London Life and Canada Life, we serve the financial security needs of more than 13 million people across Canada with financial and benefit plan solutions.

LONDON LIFE

Founded in London, Ontario in 1874, London Life has been helping Canadians meet their financial security needs for over 140 years. We offer financial security advice and planning as well as insurance and wealth management products and services through our Freedom 55 Financial™ division.

CANADA LIFE

Founded in 1847, Canada Life was Canada’s first domestic life insurance company. In Canada, we serve individuals, families and business owners from coast to coast with insurance and wealth management products and services.

GREAT-WEST LIFECO

Great-West Lifeco is an international financial services holding company. Our business interests include life insurance, health insurance, retirement and investment services, asset management and reinsurance.

Great-West Lifeco and our companies are members of the Power Financial Corporation group of companies.

This Public Accountability Statement relates to the Canadian operations of The Great-West Life Assurance Company and its subsidiaries, London Life Insurance Company and The Canada Life Assurance Company; and to Canada Life Financial Corporation and The Canada Life Insurance Company of Canada. It also describes the corporate social responsibility activities of GLC Asset Management Group Ltd. and GWL Realty Advisors Inc.

In Canada, as an Imagine Caring Company, we support the principles of corporate citizenship and benchmarks for community investment established by Imagine Canada. We donate a minimum of one percent of average pre-tax profits to non-profit, charitable and community organizations each year.

As an Imagine Caring Company for more than two decades, we have contributed more than $186 million to Canadian communities. This includes $12.4 million in charitable contributions in 2016.
WHAT YOU’LL FIND INSIDE

WELCOME
President’s Report .................................. 2
Our Commitment to Corporate Social Responsibility .... 3
Our Values ........................................ 3
Commitment to well-being – 2016 at a glance ......... 4

DELIVERING FOR CANADIANS
Financial well-being .................................. 7
Financial literacy .................................. 7
Retirement readiness ................................ 7
Critical illness insurance .............................. 8
Physical well-being .................................. 9
Tools, technology and enhancements
for customer convenience .......................... 9
Ensuring affordability of high-cost drugs ............ 9
Staying on top of industry trends .................. 9
Addressing mental health in the workplace .......... 10
Workplacestrategiesformentalhealth.com ............. 10
Bullies aren’t just on the playground .................. 11
Supporting education about mental health .......... 11
Building strong, resilient teams .................... 11
Getting social with Canadians ...................... 11
Economic impact .................................... 12
Helping Canadians through our products and services 12
Employment, salaries and commissions across Canada 12
Taxes .................................................. 12
Investments ......................................... 13

OPERATING WITH INTEGRITY
Boards of Directors, Governance and CSR oversight .... 14
Codes and policies .................................. 15
Addressing customer complaints ........................ 15
Supplier relations .................................... 15

ENVIRONMENT
CDP participation and results .......................... 16
Benchmarking property performance and
targeting reductions .................................. 17
Green building certifications .......................... 17
Supporting leadership and training in sustainability .... 17
Reducing waste ..................................... 18
Investing in Earth-friendly, people-healthy initiatives .... 18
Sustainability performance ................................ 20

OUR WORKPLACES
An employer of choice ................................ 21
Career growth and professional development ........ 22
A snapshot of our workforce in 2016 ........................ 22
Recruiting talented people .............................. 23
Staying well at work .................................. 24
Engaging for stronger communities .................... 25

COMMUNITY SUPPORT
Stronger Communities Together ........................ 27
Investing in health and well-being ........................ 27
Investing in education .................................. 28
Investing in a stronger charitable sector ................. 31
Region by Region .................................... 32
British Columbia ..................................... 32
Alberta ................................................. 33
Saskatchewan ......................................... 34
Manitoba .............................................. 35
Ontario ............................................... 36
Quebec .................................................. 38
Atlantic Canada ....................................... 39

Each summary includes our total United Way contribution for the region

APPENDIX
Who we support ..................................... 40
Dues and assessments .................................. 45
Scholarships, bursaries and awards ...................... 45
Team events .......................................... 47

Please view an online copy of this report at:
greatwestlife.com  londonlife.com  canadalife.com
PRESIDENTS’ REPORT

Over the course of 2016, we celebrated the 125th anniversary of one of our cornerstone companies—Great-West Life. Together with London Life and Canada Life, we have deep roots in Canada that reflect a commitment to meeting the needs of our customers, and are a testament to our people, values and sustainable approach to business.

As an organization with a storied history in Canada, we understand deeply that we have a responsibility to give back and help build stronger communities. We do this by working together with organizations on initiatives that target both local and national priorities to improve health outcomes, expand access to the arts, fund important social services, develop communities, and enable access to education to those seeking it.

In giving back to our communities, our employees continue to be leaders. They give their time, money and expertise to charities and causes that they believe in to help make the world around them stronger. We proudly support their grassroots efforts and amplify the positive impact they are making.

We are also very pleased to provide our employees with a truly enjoyable and fulfilling place to work. As an employer of choice, we were again recognized as one of Canada’s Top 100 Employers and as a Top Employer for Young People. More telling than these awards, however, is the number of our employees that have chosen to build their careers with us—not only do we offer exciting opportunities for new graduates, it is not unusual for us to celebrate the 20th, 30th and even 40th anniversary of individual employees within our company.

Throughout our anniversary year, we took the time to thank our employees for their tireless efforts to meet the needs of our customers. We also used our anniversary as an opportunity to recognize some of our employees who give back to their communities by providing 125 employees with grants toward charities with which they volunteer. Many of these employees who were recognized for their volunteer efforts helped us open the Toronto Stock Exchange last August in honour of our 125th anniversary.

With our long histories in Canada, we understand the need to ensure that we have sustainable operations. That is why we are constantly looking at opportunities to find efficiencies to limit our impact on the environment. In 2016, we were named to the CDP’s ‘A’ List, which ranked us within the top 10% of thousands of companies from around the world in terms of our emissions reductions. We were the only Canadian financial services company to earn a spot on this list.

“Working together, we can make a positive impact in our communities and in support of the well-being of all Canadians.”

This report is a detailed account of how we are delivering on our commitments to our customers, our employees, the environment, and to our communities. We hope that the stories found in this report inspire you to learn more, get involved, and take action. Through our collective efforts, we can help build stronger communities together.

Paul Mahon
President and
Chief Executive Officer

Stefan Kristjanson
President and
Chief Operating Officer, Canada
OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

Great-West Life, London Life and Canada Life have long histories and deep roots in our communities. Over many decades, individuals, families, businesses and organizations have been able to count on us to deliver on the promises we make. We strive to be a socially responsible company that takes a proactive approach to ensuring we make a positive impact in everything that we do.

OUR VALUES

- Putting the customer first in all we do
- Acting with integrity
- Building trust and partnership
- Fostering employee engagement
- Supporting our communities
- Committing ourselves to sustainability
2016 AT A GLANCE

From vibrant communities and a healthy environment to financial security and protection against loss for individuals and families, here are some of the ways we contributed in 2016 to the financial, physical and mental well-being of Canadians.

$2.2+ MILLION
RAISED BY EMPLOYEES FOR CHARITY

$12.4 MILLION
CONTRIBUTED IN COMMUNITY FUNDING ACROSS CANADA

18,000+
PERSONAL CONTRIBUTIONS, VOLUNTEER ENGAGEMENTS AND DISTRIBUTION ASSOCIATES

EDUCATION, HEALTH AND
WELNESS, ARTS, SOCIAL
SERVICES, AND COMMUNITY
DEVELOPMENT INITIATIVES

900+

13.6% REDUCTION IN GHG EMISSIONS ACROSS OUR MANAGED REAL ESTATE PORTFOLIO 2013-2016

12,000+ EMPLOYEES & 27,000+ DISTRIBUTION ASSOCIATES SUPPORTING OUR CUSTOMERS

$3.5 BILLION IN SALARIES, COMMISSIONS AND TAXES

$100 BILLION IN RETIREMENT AND OTHER INVESTMENT HOLDINGS FOR CANADIANS

$9.1 BILLION IN DIVIDENDS PAID
At every stage of life, it’s important for each of us to find balance in our financial, physical and mental well-being. While some people might be focused on their personal or family finances, others are getting ready to retire. Some are working through physical or mental health issues. Others are dealing with the demands of running a business or organization and are concerned about the well-being of not just themselves, but also their employees.

Access to quality information and advice can help individuals, families, businesses and organizations work through what they need to do to positively influence their financial and health outcomes. Developing financial literacy and knowing the latest information about health and wellness can make a big difference. The tools and resources we develop, along with our collaboration with other stakeholders concerning issues on a national scale, bring innovative solutions to individuals and employers to help address their needs. We work with them to determine which solutions will best fit their circumstances — and put these solutions to work — through accessible resources, strong customer relationships and one-on-one advice.
FINANCIAL WELL-BEING

There is growing recognition of the need to help Canadians improve their overall financial literacy. Being financially literate means having the knowledge, skills and confidence to make informed financial decisions.

Many Canadians have real challenges with everything from budgeting and managing credit cards, to planning for retirement – and this can cause them significant financial stress.

Financial literacy helps Canadians make major life decisions. That’s why we became the national sponsor of the Chartered Professional Accountants of Canada’s (CPA Canada) innovative and award-winning financial literacy programming in 2014, and why we’re continuing our commitment through several new initiatives. Our joint goal is to help empower all Canadians to make the best financial decisions, with an ultimate goal of the long-term financial well-being of Canadian families.

We’re funding a CPA Canada research project that will help develop a unique tool for financial advisors to assess a person’s self-defined concept of financial well-being. A central premise is that a person must articulate and understand financial well-being on their own terms in order to assess their current position and where they need to be.

The key difference between traditional designs and this approach is that rather than a guided approach, the individual develops their own vocabulary and articulates their view of financial well-being. This is key because the range of expectations and needs across the population varies significantly and a one-size-fits-all approach restricts the individual in developing their views on financial well-being and its meaning to them as a life issue.

With this vocabulary, CPA Canada will be able to develop a self-assessment tool for the individual to formalize their sense of financial well-being and define it with concepts they feel fit their view. It’s a holistic approach that reflects the sentiments of millennials and many younger people who see their own financial planning as life planning.

We also continue to support CPA Canada’s work to deliver financial literacy programs. They’re raising awareness of the need, and are able to leverage their membership to deliver financial literacy programs with no commercial affiliation with any particular financial services provider.

CPA Canada is building awareness around this issue in other ways. In November, CPA Canada held its first-ever national financial literacy conference, highlighting organizations that are improving the financial health of Canadians and inviting them to share their methods of creating, delivering and measuring financial education within their organizations.

HOW MUCH IS ENOUGH TO RETIRE?

As Canadians plan for retirement, they want to know they have saved enough to be able to live comfortably once they’re no longer working. But what’s the “magic number” for how much money one will need in retirement?

Statistics Canada research finds the average retired Canadian is living on two-thirds of their previous income, fewer than half of Canadians actually know how much they need to save to live a similar lifestyle once they retire, and even fewer are actively saving for it.

The answer to that question is almost as unique as the person asking it. That’s why we developed informational tools to help people determine exactly what to save and we made those tools available for free to the public. The How much is enough? three-part education series of presentations takes into account that retirement is personal and unpredictable – to a point. Knowing the type of retirement lifestyle desired, and where the money will come from to support it, are the two most important steps.

In How much is enough?, Canadians are encouraged to view our online contributions calculator to determine how much they need to save. The How much is enough? education series, launched in 2016, will also be available in 2017 on our smartpathnow.com website, which offers free online learning for all stages of savings and retirement planning through games, calculators, videos and text-based learning about personal financial planning and the value of our group retirement and savings plans.

Also on SmartPATH, Canadians have access to our new Income Wizard, which helps them understand how much retirement income their registered savings could generate. The Income Wizard is a free, easy-to-use, mobile-friendly tool that provides a clear picture of income from registered retirement income funds (RRIFs) and life income funds (LIFs). It’s designed for people who are up to ten years away from retirement, and generates illustrated and confidential reports that can be saved and printed.

We continue to embrace technology and social media to reach Canadians with educational tools that can help them understand the benefits of retirement savings plans. In early 2016 we launched Are your savings working for you?, a new, animated education video, freely available to the public. It puts a lighthearted spin on an important issue: choosing the best place to invest your retirement savings.
Suffering a critical illness takes a serious toll on not just a person’s physical health, but on their financial and mental condition as well. Through research we commissioned in late 2015, we discovered working Canadians are worried about the severe impact a serious illness can have on their lives: 60% are concerned about loss of income, and 55% are concerned about an inability to meet living expenses. And for parents, the most significant worry about becoming critically ill – outside the financial consequences – is being unable to spend quality time with their children.

More than eight million working Canadians are at risk of going into debt, delaying retirement or downsizing their home in order to survive financially if they were faced with a serious illness. But many of them don’t realize these hidden financial impacts, or if they do, they don’t take steps to prevent them. We have discovered that there is a gap between Canadians understanding these risks and actually taking action to ensure they and their family are prepared to manage the fallout from the sudden and all-too-common instances of a critical illness. They believe – mistakenly – that they would be financially supported entirely through our health care system.

It’s clear we have a responsibility to help create awareness and understanding of critical illness insurance and its potential to help Canadians manage the risk of a significant loss. In 2016 we released our findings and launched Criticaluncovered.ca, an interactive public website to increase awareness and help families understand and recognize the many implications of a serious illness.

Criticaluncovered.ca features an in-depth look at our research results, as well as a preparedness quiz to show Canadians how physically, financially and emotionally prepared they are to cope with a critical illness in the family, and how their own readiness compares with other working Canadians.

Through this website and campaign, we’re providing an informative tool to increase awareness. Plans are underway to enhance it with even more educational information, update the quiz and add more interactive features and videos, all with the goal of creating awareness so Canadians can be better prepared.

By spearheading research that uncovers misconceptions about critical illness and critical illness insurance and addressing them with useful tools, we’re building expertise and insight that can help Canadians make better-informed decisions.

“We found that three in four Canadians knew somebody who had had some kind of critical illness, and for half it was someone in their own family. Yet our research also showed that only one-third of working Canadians had taken action and actually owned a Critical Illness policy.”

Kelly Swanson, Assistant Vice-President Insurance Marketing, London Life

**WHY DON’T PEOPLE BUY CRITICAL ILLNESS INSURANCE?**

- Critical illness coverage is not top-of-mind for working Canadians. Buying Critical Illness insurance is more likely to be led by an individual’s insurance broker or provider – for example, the individual may purchase coverage as part of their employee benefits plan – rather than initiated as their own private purchase.
- Six in 10 working Canadians have never discussed Critical Illness insurance with their family or an insurance broker, and many have never considered how they would cope if they faced a critical illness.
- Among those who do not have Critical Illness insurance, half have never considered it or were not aware it exists. In fact, a large number of working Canadians (42%) has never heard of Critical Illness insurance.

The importance of making healthy choices in life is no secret. When it comes to the physical health and well-being of Canadians, we play a role in addressing issues that make a difference, and in helping people manage their personal wellness and the associated costs. Along with other stakeholders such as healthcare provider groups and pharmaceutical companies, we recognize that managing these costs and helping people stay healthy or get well is a collaborative effort.

One important element in helping Canadians benefit from their healthcare plans is convenience. When something is made easier, quicker and more cost-effective, people are simply more likely to try it and follow through. We’ve long embraced technology in delivering valuable convenience to our customers.

In 2016, we enhanced our GroupNet™ for Plan Members online services to help plan members connect easily with their benefits information wherever and whenever they need it. We became the first group benefits provider in Canada to offer access to benefits information through the Apple Watch. Plan members can easily check coverage balances and claims history, view member ID cards, get claims notifications, and find the nearest health care providers registered for Provider eClaims through the built-in GPS mapping tool.

Continuing on the convenience path, we’ve added another option to make life easier for plan members who have the Health SolutionsPlus plan, our innovative approach to healthcare spending accounts (HCSAs). Health SolutionsPlus gives members a Visa® payment card to pay for their expenses up front, instead of submitting claims later. The program also benefits plan sponsors through cost-management options and enhanced plan customizations. In 2016, members were given the option to use Health SolutionsPlus to pay for expenses under not just their HCSAs but also their Healthy Living Account, which specifically pays for wellness expenses such as a personal trainer, fitness equipment, memberships or classes, weight management programs, or smoking cessation and stress management programs.

ENSURING AFFORDABILITY OF HIGH-COST DRUGS

Convenience is important to plan members, and so is affordable care. The affordability of high-cost drugs is becoming an increasing concern for both plan members and sponsors. We’re taking actions to help reduce drug costs while maintaining broad coverage to ensure members have access to the medicines they need. For example, we worked directly with the manufacturer of the biologic Remicade® – a high-cost prescription medication used to treat many conditions including Crohn’s Disease and Colitis, arthritis and plaque psoriasis – to lower the cost for our customers, right at the point of sale.

PROVIDING ACCESS WHERE YOU LIVE AND WORK

- Mobile technology allows plan members to look up benefit plan information and submit claims through their smartphones.
- One of our free smartphone apps, DrugHub, allows Canadians to research and manage prescription drugs for themselves and their families, wherever they are.
- The Great-West Life and Freedom 55 Financial social media spaces give Canadians another way to connect with us about insurance and financial topics that matter to them, to learn more about our companies and to reach out when they need help.
- Secure websites offer employers online access to plan data, as well as tools and resources to better understand and manage their benefit and pension plans.
- We launched brand-new, re-designed canadalife.com and greatwestlife.com websites in fall 2016, making it easier for people to connect with us.

STAYING ON TOP OF INDUSTRY TRENDS

Keeping our customers, our advisors and Canadians in the know about the latest information and trends in health care and benefits – while also focusing on stakeholder engagement – is another responsibility we take seriously. In 2016 we deepened our support of the Sanofi Canada Healthcare Survey to the top tier, with two representatives of our company serving on the industry advisory board.

The annual Canada-wide survey is a valuable tool that provides an understanding about sentiments in the marketplace from the perspective of both individuals and employers, and helps health benefit administrators guide their plans’ coverage. For nearly 20 years, the survey has tracked a number of health care issues including satisfaction with the health care system, benefits plans, health concerns and understanding about chronic illnesses. It provides a benchmark to evaluate emerging health care issues that impact employee health and productivity.

We are also contributing to this discussion and public education through the annual publication of Insurance Industry Trends, which focuses on notable health trends in Canada and emerging areas. This new magazine features product-neutral information including the results of our own research, helping to elevate the education of plan sponsors and advisors on what’s happening across the industry.
HEALTH AND WELLNESS PILOT

We invested in an extensive health and wellness pilot through our Innovation Centre to test and study the viability of an incentive-based, game-style program that would allow plan members to log in to a digital platform and answer a series of questions about their lifestyle choices. They would then receive information about whether they are older or younger than their actual biologic age. The system would suggest information, challenges and a series of programs that may help the user if their responses identified issues that could be addressed.

While the pilot testing resulted in high engagement, it revealed the specialty programs didn’t attract those members who needed them most, meaning there was little impact on claim costs. As well, cost of the full benefit was a barrier for plan sponsors. Based on these factors and other findings, we decided not to move forward. However, the pilot experience helped us gain a tremendous amount of knowledge which will carry through to other initiatives relating to health and wellness, and we will also be exploring more claims analysis capabilities.

ADDRESSING MENTAL HEALTH IN THE WORKPLACE

The Great-West Life Centre for Mental Health in the Workplace (the Centre) was established as part of Great-West Life’s commitment to enriching communities across Canada, and to support the development of knowledge on workplace mental health and to help turn that knowledge into action. The Centre is a leading source of free, practical tools and resources designed to help Canadian employers with prevention, intervention and management of workplace mental health issues.

The primary vehicle through which we make these resources available to all employers and organizations, at no cost, is the Centre’s website, workplacestrategiesformentalhealth.com, which receives an average of 12,500 visits every month.

Resources include:

- Supporting Employee Success – an accommodation resource to bridge the gap between healthcare professionals to support employee well-being, and that of a manager to support workplace success
- Workplace Bullying Awareness – a new resource to help workplace stakeholders reduce bullying and contribute toward a psychologically safer workplace
- Building Stronger Teams: Supporting Effective Team Leaders – a new book, available through a free online download, of practical information and team-building activities to help increase the emotional intelligence of leaders and improve the resilience of teams
- Free training and tools – posters, brochures, booklets, reports, all free and ready to print

There are also articles to read, links to news releases and items related to mental health in the workplace, lists of third-party resources, and more.

THE PILLAR OF HOPE AWARD

In May, the Centre received the Pillar of Hope award from the Mood Disorders Association of Ontario for its dedication to supporting mental health initiatives in the workplace. Mike Schwartz, Senior Vice-President, Canada Transformation, and Executive Director of the Centre from 2007 to 2015, was also recognized for his efforts to prevent or reduce the impacts of mental health issues in workplaces.

In the last decade, fewer Canadians describe their workplace as psychologically unhealthy and unsafe. That’s one significant finding of research commissioned by our Great-West Life Centre for Mental Health in the Workplace that looked at the evolution of workplace mental health in Canada.

For more insights, go to WorkplaceStrategiesforMentalHealth.com > Centre Initiatives > Research.

Since 2009, the proportion of Canadians who say their workplace is psychologically unhealthy or unsafe has been cut in half to 10%.

As a large employer and a leading provider of group benefits in Canada, we see the effects mental health issues in the workplace can have on overall well-being and business competitiveness. A healthier workplace can result in significant and sustainable gains in productivity, recruitment and retention, cost reductions due to lower disability and absentee rates, conflict reduction and operational success.

Ten years ago, we launched the Centre to help Canadian employers with the prevention, intervention, and management of workplace mental health issues. The Centre continues to be a leading source of practical tools and resources, and in 2017 it celebrates a decade of fostering collaboration and providing free information and practical resources to all employers, with the goal of advancing workplace mental health in Canada.

Throughout its 10th anniversary year, the Centre will focus on celebrating the efforts of Canada’s pioneers and leaders in workplace mental health. We encourage you to follow along by visiting the Centre’s website at workplacestrategiesformentalhealth.com and by following the Centre on social media.

“Great-West Life and its exceptional people have demonstrated over and over again that this is more than making a business case for positive workplace mental health. It is truly about a passion for employees everywhere.” Mary Ann Baynton, Program Director Great-West Life Centre for Mental Health in the Workplace

BULLIES AREN’T JUST ON THE PLAYGROUND

The Centre launched a new Workplace Bullying Awareness resource to provide workplace stakeholders with an approach that can help reduce bullying, contributing toward a psychologically safer workplace.

The resource’s premise is that many workplace bullies, including those in management and union roles, aren’t aware their behaviour is experienced as harmful by others. The resources – a slide presentation for conducting a workshop, a facilitator’s guide and a participant’s workbook – take a unique approach in educating bystanders who aren’t the bully or the victim on how they can help make a difference.

SUPPORTING EDUCATION ABOUT MENTAL HEALTH

The Centre continued its support of the 4th annual University and College Community of Practice for Workplace Wellness Forum, in June. Health and wellness leaders in universities and colleges across Canada gathered to engage in knowledge exchange and share resources relating to mental health in the workplace. The Centre – which co-coordinated the first forum four years ago and has continued to support it each year – presented new resources and facilitated discussions where attendees with roles ranging from disability management to health promotion and human resources offered perspectives from each of their campuses.

BUILDING STRONG, RESILIENT TEAMS

At the Better Workplace Conference in October, the Centre released its new book, Building Stronger Teams: Supporting Effective Team Leaders. The book is full of practical information and team-building activities developed by experts to help both leaders and team members respond effectively to stressors, resolve issues and support each other through challenging times.

“As leaders, we are only as strong as the teams we build, and sustaining an effective team is an ongoing effort," the Centre’s Program Director, Mary Ann Baynton, explained at the book’s launch. “The intention of these activities is to help build team resilience over time. They may seem like just fun things to do as a group, but they are grounded in research on building resilience and emotional intelligence.”

GETTING SOCIAL WITH CANADIANS

From the beginning, the Centre has had an important online presence. On World Mental Health Day in October it launched its social media spaces. The Centre now has a presence on Twitter, LinkedIn, Instagram and YouTube, to engage employers and employees in the discussion on workplace mental health.

@WORKPLACE_MH

GREAT-WEST LIFE CENTRE FOR MENTAL HEALTH IN THE WORKPLACE
ECONOMIC IMPACT

From investment activities to purchasing supplies and services, to paying salaries, commissions and taxes, our operations and services contribute to a stronger Canadian economy.

In 2016 we:

• Helped more than 44,000 families cope with loss, paying out more than $2.4 billion in life insurance claims.
• Provided income for over 76,000 people who became disabled and could no longer work.
• Paid over 56 million claims representing more than $4.6 billion in health and dental benefits for plan members.
• Made over $800 million of annuity payments, helping Canadians fund their retirement with a secure income stream.
• Helped over 30,000 employers provide benefits plans and over 12,000 employers offer retirement savings plans for their employees.
• Touched the lives of more than 13 million people – approximately 1 in 3 Canadians – through our products and services.

EMPLOYMENT ACROSS CANADA

In 2016, we employed more than 12,000 people and paid more than $1 billion in total compensation. We also paid out nearly $1.7 billion in commissions to over 27,000 distribution associates. These funds flow through to impact hundreds of communities across Canada in which our employees live and work.

EMPLOYEE COUNT

<table>
<thead>
<tr>
<th></th>
<th>REGULAR FULL-TIME STAFF</th>
<th>REGULAR PART-TIME STAFF</th>
<th>TEMPORARY &amp; CASUAL STAFF</th>
<th>2016 TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>BRITISH COLUMBIA</td>
<td>553</td>
<td>15</td>
<td>7</td>
<td>555</td>
</tr>
<tr>
<td>ALBERTA</td>
<td>506</td>
<td>14</td>
<td>23</td>
<td>573</td>
</tr>
<tr>
<td>SASKATCHEWAN</td>
<td>625</td>
<td>8</td>
<td>38</td>
<td>671</td>
</tr>
<tr>
<td>MANITOBA</td>
<td>3,268</td>
<td>177</td>
<td>134</td>
<td>3,579</td>
</tr>
<tr>
<td>ONTARIO</td>
<td>5,493</td>
<td>103</td>
<td>285</td>
<td>5,871</td>
</tr>
<tr>
<td>QUEBEC</td>
<td>948</td>
<td>40</td>
<td>51</td>
<td>1,039</td>
</tr>
<tr>
<td>NEW BRUNSWICK</td>
<td>31</td>
<td>2</td>
<td>33</td>
<td>33</td>
</tr>
<tr>
<td>NOVA SCOTIA</td>
<td>133</td>
<td>4</td>
<td>0</td>
<td>137</td>
</tr>
<tr>
<td>PRINCE EDWARD ISLAND</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>NEWFOUNDLAND AND LABRADOR</td>
<td>35</td>
<td>1</td>
<td>2</td>
<td>38</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>11,597</strong></td>
<td><strong>364</strong></td>
<td><strong>540</strong></td>
<td><strong>12,501</strong></td>
</tr>
</tbody>
</table>

IMPACT THROUGH TAXES

In 2016, we paid more than $765 million in taxes to municipal, provincial and federal governments through our operations across Canada.

<table>
<thead>
<tr>
<th></th>
<th>INCOME AND CAPITAL TAXES</th>
<th>PREMIUM AND OTHER TAXES</th>
<th><strong>TOTAL</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>FEDERAL GOVERNMENT</td>
<td>220,243</td>
<td>33,306</td>
<td>253,549</td>
</tr>
<tr>
<td>BRITISH COLUMBIA</td>
<td>11,872</td>
<td>39,105</td>
<td>50,977</td>
</tr>
<tr>
<td>ALBERTA</td>
<td>13,755</td>
<td>47,239</td>
<td>60,994</td>
</tr>
<tr>
<td>SASKATCHEWAN</td>
<td>3,998</td>
<td>16,541</td>
<td>20,139</td>
</tr>
<tr>
<td>MANITOBA</td>
<td>5,083</td>
<td>23,625</td>
<td>28,708</td>
</tr>
<tr>
<td>ONTARIO</td>
<td>37,897</td>
<td>178,806</td>
<td>216,703</td>
</tr>
<tr>
<td>QUEBEC</td>
<td>18,119</td>
<td>74,055</td>
<td>92,174</td>
</tr>
<tr>
<td>NEW BRUNSWICK</td>
<td>2,340</td>
<td>5,794</td>
<td>8,134</td>
</tr>
<tr>
<td>NOVA SCOTIA</td>
<td>3,257</td>
<td>10,505</td>
<td>13,762</td>
</tr>
<tr>
<td>PRINCE EDWARD ISLAND</td>
<td>408</td>
<td>2,222</td>
<td>2,630</td>
</tr>
<tr>
<td>NEWFOUNDLAND AND LABRADOR</td>
<td>1,774</td>
<td>13,727</td>
<td>15,501</td>
</tr>
<tr>
<td>TERRITORIES</td>
<td>427</td>
<td>1,997</td>
<td>2,424</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>318,973</strong></td>
<td><strong>446,922</strong></td>
<td><strong>765,895</strong></td>
</tr>
</tbody>
</table>

*Other Taxes includes GST/HST, provincial sales tax, business tax, and property tax.
## New Private Debt & Commercial Mortgage Loan Fundings / January 1, 2016 to December 31, 2016

<table>
<thead>
<tr>
<th>Province</th>
<th>$50 - $24</th>
<th>$25 - $99</th>
<th>$100 - 249</th>
<th>$250 - 499</th>
<th>$500 - 999</th>
<th>$1,000 - 4,999</th>
<th>$5,000 &amp; Greater</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>S # of Accts</td>
<td>S # of Accts</td>
<td>S # of Accts</td>
<td>S # of Accts</td>
<td>S # of Accts</td>
<td>S # of Accts</td>
<td>S # of Accts</td>
<td>S # of Accts</td>
</tr>
<tr>
<td>British Columbia</td>
<td>13,864</td>
<td>4</td>
<td>523,339</td>
<td>13</td>
<td>535,203</td>
<td>17</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alberta</td>
<td>26,719</td>
<td>11</td>
<td>190,654</td>
<td>11</td>
<td>217,373</td>
<td>22</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Saskatchewan</td>
<td>11,428</td>
<td>3</td>
<td>156,428</td>
<td>7</td>
<td>167,856</td>
<td>10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manitoba</td>
<td>10,662</td>
<td>4</td>
<td>154,224</td>
<td>6</td>
<td>164,886</td>
<td>10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ontario</td>
<td>98,357</td>
<td>38</td>
<td>1,044,853</td>
<td>32</td>
<td>1,148,257</td>
<td>80</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Quebec</td>
<td>4,640</td>
<td>1</td>
<td>164,984</td>
<td>4</td>
<td>169,624</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New Brunswick</td>
<td>163,670</td>
<td>61</td>
<td>2,253,982</td>
<td>75</td>
<td>2,422,699</td>
<td>146</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nova Scotia</td>
<td>8,000</td>
<td>1</td>
<td>8,000</td>
<td>1</td>
<td>8,000</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prince Edward Island</td>
<td>11,500</td>
<td>1</td>
<td>11,500</td>
<td>1</td>
<td>11,500</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Newfoundland and Labrador</td>
<td>3,632</td>
<td>5</td>
<td>2,253,982</td>
<td>75</td>
<td>2,422,699</td>
<td>146</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Territories</td>
<td>313</td>
<td>2</td>
<td>1,102</td>
<td>3</td>
<td>3,632</td>
<td>5</td>
<td></td>
<td>146</td>
</tr>
</tbody>
</table>

### Investments to Spur Growth

We make long-term investments which support growth in the Canadian economy while helping Canadians reach their financial goals.

Our commercial mortgages, public bond and private placement investments provide opportunities for businesses and governments to help create employment, fund research and development, and support infrastructure, healthcare and renewable energy projects.

In 2016, our Canadian public bond and private debt groups invested more than $1.6 billion in infrastructure, including investments in green energy projects, airports, port terminals, hospitals, transit, highways, utilities, schools and universities. Our $400 million investment in green energy projects included investments in solar, wind and hydro energy projects. We also invested more than $100 million in independent finance companies that act as alternative funding sources for small to medium-sized Canadian businesses.

As seen in the table above, in 2016 we funded more than $2.4 billion in new private debt and commercial mortgages across Canada.

### A Responsible Approach to Investment

Through our subsidiary GLC Asset Management Group Ltd. (GLC), we have provided strong and consistent professional investment management services for socially responsible investing mandates for more than 15 years. Clients benefit from professional portfolio management services as well as screening and review processes for socially responsible investing.

These unique investment opportunities are available to our individual, group and institutional clients.

As a signatory to the United Nations-supported Principles for Responsible Investment (UN PRI), GLC aims to contribute to the development of a more sustainable global financial system. By formally considering environmental sustainability, social responsibility and corporate governance (ESG) factors into its existing investment management processes, GLC enhances the existing disciplined investment processes in place across its investment divisions.

**Signatory of:** [UN PRI](https://www.unpri.org)
OPERATING WITH INTEGRITY

Our customers across Canada trust us to provide for their financial security needs and to deliver on the promises we make. That trust is built on the dedication, skill and energy of our employees and financial security advisors and their commitment to our customers and to our communities.

Additionally, our organization believes that sound corporate governance and the central role played by Directors in the governance process are essential to the well-being of the company, its shareholders and policyholders.

GOVERNANCE

Our Boards of Directors provide the highest level of oversight for management of the diverse businesses of Great-West Life, London Life and Canada Life. The Boards discharge their duties directly or through one of seven committees: Audit, Conduct Review, Human Resources, Governance and Nominating, Risk, Executive and Investment.

Our Boards include Directors who are knowledgeable about the affairs of our group of companies, which allows them to offer insight at both the holding company and operating company levels. Our governance structure is further strengthened by an executive management team that includes highly experienced leaders in oversight functions.

The Boards believe diversity is important to ensure the necessary range of perspectives, experience and expertise required to achieve effective stewardship and management. This is formalized through a Board and Senior Management Diversity Policy.

This governance structure has been key to our companies’ strong track record of consistently providing solid returns for our shareholders and policyholders, and of financial strength and security for our employees and customers.

For more information on our corporate governance practices, including the independence of Directors, please refer to greatwestlifeco.com > Who we are > Corporate Governance, and to Great-West Lifeco’s most recent Management Proxy Circular in the section entitled ‘Corporate Governance’.

RESPONSIBLE OVERSIGHT

We have rigorous standards and processes in place throughout our organization supporting operational integrity. Our business operations are fully accountable for ensuring the decisions they make meet these standards. Management of risk, finance, actuarial and compliance matters is built into reporting, monitoring, business planning and operations, product design and distribution activities.

In addition, our governance structure includes a robust oversight framework independent of our business operations. Under this framework, central functions – including Risk Management, Compliance, Financial, Actuarial and Internal Audit – provide independent validation of our business processes and policies. As well, these central functions stay abreast of emerging issues through activities such as monitoring regulatory developments, participation in industry and regulatory forums, engagement in industry market research to identify key emerging trends and dialogue with federal and provincial regulators.

These oversight functions report directly to the relevant Board committees on oversight matters. Internal reviews of their mandate and effectiveness are conducted annually, along with periodic effectiveness reviews by an independent external advisory firm.

Our corporate social responsibility (CSR) activities are overseen by the Executive Committee of the Board of Directors. This important area, which includes our annual Public Accountability Statement, is led by the Deputy Chief Financial Officer, Chief Accounting and Control Officer, Lifeco; and the Chief Financial Officer, Canada.
CODES AND POLICIES

Ultimately it is individuals who, in their daily activities, must act with integrity and a clear understanding of their role. We have codes and policies in place to guide employees at all levels, and advisors, in their interactions with customers and other stakeholders. All employees and advisors are expected to know and follow the relevant policies in their day-to-day work.

These policies and procedures include:
- **Code of Conduct** – Our Code of Business Conduct and Ethics must be reviewed and acknowledged each year by all Board members and employees of our organization. Through a communication program and an online quiz, we help employees increase their level of knowledge about the Code and its application in day-to-day business. Advisors and brokers must comply with specialized Codes of Business Conduct and Ethics in all their interactions on behalf of our companies.
- **Privacy** – Our business operations are responsible for protecting the privacy of customer information they receive. They work with our Compliance area to maintain consistent policies and practices to protect privacy. As well, our Code of Business Conduct and Ethics includes privacy guidelines. These guidelines describe our commitment to privacy and explain the principles that guide us in protecting the privacy and confidentiality of personal information. All employees and advisors are expected to know and meet these requirements in their daily interactions with customers.
- **Data security** – Our Information Security Policy reinforces that data security is the responsibility of everyone in our organization. It sets standards for protecting information, such as appointing information owners, classifying information, conducting reference checks and ensuring security measures are in place. Through a communications program, we help employees understand the importance of information security (including cyber security) and their responsibilities.
- **Business continuity** – All business areas are required to maintain current business continuity plans, to help ensure we can maintain essential customer services in the event of a disaster or unplanned interruption of business anywhere in Canada where we operate. We periodically conduct reviews and tests of these plans to ensure they stay current.
- **Accessibility** – We are committed to meeting the needs of all of our customers, and strive to provide our products and services in a way that respects the dignity and independence of people with disabilities. As such, we have established policies and procedures supporting accessibility designed to meet or exceed legislative requirements, which are posted on our websites. All employees across Canada are required to participate in accessibility training, and accessibility training is part of the orientation process for new employees.

In addition, we have policies and procedures in place to help employees:
- Ensure financial information is accurate, timely, informative and understandable. Our Accounting Complaints Handling Procedures encourage employees to report any concerns about accounting matters or internal financial controls.
- Detect and prevent potential claims fraud on behalf of plan sponsors.
- Detect and deter potential money laundering and terrorist financing activities.
- Comply with anti-spam legislation.

ADDRESSING CUSTOMER COMPLAINTS

Across our businesses, we work to foster a culture that focuses on the needs of our customers. This means understanding their point of view and presenting solutions that take into account their interests. It also means we strive to be prompt and fair in our decisions and actions.

That’s why we recently updated our Complaint Handling Procedures. The new procedures are simplified and provide a clearer and more transparent process for customers. The changes also clarify the role of the Ombudsman’s Office in reviewing escalated complaints, and making recommendations as the last stage of the complaint-handling process.

Our organization is also a member of the OmbudService for Life and Health Insurance. This independent service provides guidance to consumers regarding their complaints through the industry-wide complaints resolution process, and assists consumers with questions and concerns about life and health insurance products and services.

For more information about our Complaint Handling Procedures, please visit the ‘Consumer Information’ section of our websites.

SUPPLIER RELATIONS

Annually we purchase more than $400 million in products and services across Canada. This ranges from office supplies, computers and cellphones to courier services, fresh produce for our cafeterias, cleaning supplies and janitorial services.

When determining suitability to work with us, we review the organizational strength and financial strength of potential suppliers. As part of our process, we also ask them to describe their strategy and activities relating to the environment, sustainability, and other facets of corporate social responsibility. In addition to this, when deemed applicable by our companies, suppliers must also abide by the appropriate elements of our Code of Business Conduct and Ethics or allow us to review their Code to ensure it satisfies our organizational standards.
Managing our environmental footprint is the right thing to do for the well-being of our stakeholders, communities and long-term viability as a business. It’s a commitment built into our operational and business decisions. We consider all of our activities and look at opportunities for reductions, improvements, and efficiencies to limit our impact on the environment and to enhance the value of our products and services.

Great-West Lifeco, our parent company, earned a position on the CDP’s 2016 “Climate A List”, the only Canadian financial company to be named to the ‘A’ list. This is the highest ranking awarded by the CDP, and indicates a leadership position in the field of greenhouse gas (GHG) emissions disclosure and management.

The ‘A’ score, which ranks our submission in the top 10% of the more than one thousand global submissions to the 2016 CDP, is a direct reflection of GHG emissions reductions achieved at properties directly owned by Great-West Life, London Life and Canada Life, including our head office properties in Canada. The score also acknowledges the disclosure of high-quality data relating to annual carbon emissions and the management of climate change-related risks and opportunities within our organization.

The CDP’s information constitutes the world’s most comprehensive corporate environmental dataset. It helps guide businesses, investors and governments in making better-informed decisions to help address climate change. The CDP’s annual global climate change report, along with the climate scores of all companies publicly taking part in the CDP’s climate change program this year, is available on the CDP’s website.

In 2016, our real estate subsidiary, GWL Realty Advisors Inc., also achieved a “Green Star” ranking, for the second year in a row, based on its submission to the Global Real Estate Sustainability Benchmark (GRESB) survey, placing second overall in Canada among private real estate management firms.

Building on the strong results of its inaugural submission last year, GWL Realty Advisors improved its position from the top 15% of 688 global participants in 2015, to the top 10% of 759 global participants in 2016. The company also scored well above the global average and the average for its North American peer group in each assessed category.

Consistent with our organization-wide commitment to health and well-being, GWL Realty Advisors demonstrated its ability to meet the growing demands from the real estate industry for superior sustainability services with its voluntary submission to GRESB’s new Health & Well-Being module. This module evaluates and benchmarks how a company promotes the health and well-being of employees and its strategy to create value through products and services that promote health and well-being for their tenants and customers.

GRESB is the world’s leading benchmark used by investors to help understand real estate companies’ environmental, social and governance (ESG) activities and the sustainability performance of their portfolios.

“At the end of 2016, our office properties were on track to meet their year-over-year reduction targets and 2018 reduction targets for greenhouse gas emissions, energy, water and waste.”

Robert Campanelli, National Director Corporate Sustainability, GWL Realty Advisors

GWL Realty Advisors, our real estate subsidiary, manages a multi-client portfolio of nearly 300 office, multi-residential, light industrial and retail properties in Canada, including the corporate campuses of Great-West Life, London Life and Canada Life.
BENCHMARKING PROPERTY PERFORMANCE AND TARGETING REDUCTIONS

Target-setting and benchmarking are central to our goals of driving cost efficiency, achieving operational excellence, and improving the environmental performance of our buildings. The end of 2016 marked the second year of running GWL Realty Advisors’ Sustainability Benchmarking and Conservation Program (SBCP) at our office properties.

GWL Realty Advisors launched the program in 2015 and it includes all Great-West Life, London Life and Canada Life head office and investment properties in Canada. The SBCP helped guide the setting of five-year reduction targets for energy and water use and waste production based on the actual performance of each office property, and used industry benchmarks and regional averages to gauge the performance of each property.

The program has encouraged a sharper focus on energy and water consumption, as well as waste production patterns and diversion from landfill at our office properties. The program has helped property teams drive operational and efficiency gains at our corporate offices and investment properties, ultimately reducing our greenhouse gas emissions and environmental footprint.

On average, our office properties were more energy and water efficient, and had higher waste diversion rates, than nationally reported averages for the industry.

GREEN BUILDING CERTIFICATIONS

Green building certifications such as BOMA BEST® and LEED® are industry designations that signal a commitment to environmentally responsible building operations. In 2016, for the first time, all of our corporate head offices were certified BOMA BEST Gold with the exception of one property currently at Silver. All properties are targeting the Gold level (or higher) upon recertification.

“A strong environmental sustainability platform is fundamental to operating high-performing, efficient and low-impact buildings. This helps control costs, contributes to preserving our environment, and further protects the value of our clients’ assets.”

Michele Walkau, Senior Vice-President Corporate Services, GWL Realty Advisors

We’ve also been recognized at both a national and regional level for our sustainability-focused property management practices. In 2016, a total of 22 awards were presented to properties managed by GWL Realty Advisors, relating to sustainability, staff, operational excellence, and development and design.

Among the winners, the Great-West Life head office in Winnipeg won the BOMA Manitoba Earth Award and the London Life RAM Centre won the BOMA Toronto Earth Award for their exceptional environmental management practices and high BOMA BEST scores. In September, the London Life RAM Centre, our print and archives facility, went on to win BOMA Canada’s prestigious National Earth Award.

Other notable certification achievements in 2016:

- 10.9 million square feet of GWL Realty Advisors’ managed portfolio was LEED®-certified at the end of 2016, with a total of 23 LEED certifications across Canada.
- 96% of our eligible portfolio was either BOMA BEST certified or actively pursuing certification, a total of close to 300 certified buildings.
- 54 buildings attained BOMA BEST certification during the year, including 33 buildings which re-certified. Of those 33 re-certifications, 67% have attained a higher BOMA BEST score than their previous certification, indicative of the continuous operational improvements being made at these managed assets.

SUPPORTING LEADERSHIP AND TRAINING IN SUSTAINABILITY

Across our organization we encourage employees to become more knowledgeable in their field of expertise and to develop their leadership skills. When it comes to the GWL Realty Advisors employees managing the performance of the buildings we own and operate, this commitment includes training through the Canadian Institute for Energy Training’s Building Operator Certification (BOC) program. Training helps to demonstrate our commitment to the success of our employees while at the same time is a strategic initiative to attract and retain top talent, offer access to continuous professional development opportunities, and ensure employees are exposed to new best practices and technologies.

This internationally recognized training and certification program helps facilities professionals improve their job skills and knowledge around efficient building operation. The BOC program is the most up-to-date facilities operations training in Canada that focuses on increasing tenant comfort, energy conservation strategies and best practices, and reducing the overall environmental footprint of buildings.

GWL Realty Advisors now has 63 employees who have completed the program – more than any other company in Canada. This includes five additional building operations and management employees at our Winnipeg and London corporate head office properties.

We’re also encouraging excellence in the broader community of environmental education. In 2016, GWL Realty Advisors sponsored the Canada Green Building Council Academic Leadership Award. The award recognizes a deserving individual or institute that educates leaders in sustainable design, green building operations, and/or real estate development at a post-secondary institution.
REDUCING WASTE

Following significant reductions in our use of paper over recent years, we continue to use digital alternatives in place of internal reports. We’ve also reduced or eliminated printing of many client and advisor materials.

For example, in 2016, nearly 2,500 more health and dental providers signed up for weekly direct deposits. This paper-saving feature came out of a 2015 initiative to replace individual paper cheques with convenient electronic statements and bundled payments. In 2016, this and related process improvements eliminated the use of an estimated 6.9 million sheets of paper and more than 4.1 million envelopes through the year.

IN 2016, OUR CORPORATE OFFICES RECYCLED:

<table>
<thead>
<tr>
<th>Tonnes of Cardboard</th>
<th>Tonnes of Organics (Compost)</th>
<th>Tonnes of Paper</th>
</tr>
</thead>
<tbody>
<tr>
<td>89</td>
<td>116</td>
<td>339</td>
</tr>
</tbody>
</table>

Recycling programs and services are in place across our operations and employees are encouraged to recycle. In our head offices, containers on each floor help us separate garbage from recyclable paper, cardboard, glass, tin and electronic components. There are also organic waste bins for food waste in most of our offices. Our recycling efforts include a compost program for our cafeterias in Winnipeg, London and Toronto, through which organic waste is diverted from landfill.

As we’ve improved our office spaces, we’ve worked with Green Standards, which specializes in collecting still-usable furniture, appliances, computers and other supplies and redistributing them to community organizations. This helps extend the useful life of these supplies and diverts them from landfills, where they contribute to greenhouse gas emissions and soil contamination.

We’ve completed 81 sustainability projects with Green Standards since 2009. Through our projects in 2016, we diverted 110.6 metric tonnes of refuse from landfill, resulting in more than $27,000 of in-kind donations to charitable organizations. Through these distributions, not-for-profit organizations including schools, food banks, charities and shelters have improved the safety, comfort and productivity of their workplaces.

This 110-tonne landfill diversion has resulted in a reduction of 279 tonnes of CO₂ emissions – equivalent to removing 59 vehicles from the road for one year.

INVESTING IN EARTH-FRIENDLY, PEOPLE-HEALTHY INITIATIVES

Hand in hand with the deliberate choices we make in our organization, we promote environmental well-being through community investment and encouragement for organizations that focus on research, engagement and action.

One powerful example is the Prairie Climate Centre, the joint effort of the International Institute for Sustainable Development (IISD) and The University of Winnipeg. We became a catalyst funder for the Prairie Climate Centre in Winnipeg in 2015 to help facilitate research, advice and policy development around the impacts of climate change.

“The prairie climate will change considerably over the lifetime of our children. We’re identifying strategies for climate change adaptation and mitigation, as well as new infrastructure investment models that support climate risk management and climate opportunity management. Infrastructure investments – particularly green infrastructure – will reduce our climate risk and create the value chains and jobs of tomorrow.”

Dr. Henry David Venema
Director of Planning, Prairie Climate Centre

In June 2016, IISD launched the Prairie Climate Atlas, the first interactive online tool to map the dramatic changes projected for the Prairies as a result of climate change. The Atlas allows everyone from farmers and Indigenous Peoples to government policy analysts and emergency responders to anticipate and prepare for the climate changes projected to occur over the upcoming decades under various scenarios.

Today’s young people are tomorrow’s environmental stewards. Earth Rangers reaches out to Canadian children with a positive, science-based message on the importance of protecting biodiversity and adopting more-sustainable behaviours. For more than a decade we’ve provided our support and shared their vision to inspire within children a lasting passion to improve the environment. Our funding has helped Earth Rangers deliver a touring show at schools across Canada. Featuring live-animal ambassadors, the presentation educates kids on the challenges facing biodiversity, and gives them an opportunity to take action by fundraising to help protect animal habitats.

Individuals, corporations, other non-profit organizations and governments at all levels all coalesce for environmental stewardship through Nature Conservancy of Canada (NCC). Through the NCC’s efforts, current and future generations can gain a better appreciation for, and understanding of, the natural world and its role in our lives.

Our contribution to NCC’s Force for Nature Campaign supported their national volunteer training and education program. With the program’s emphasis on education, programming for youth, and engaging its base of volunteers, NCC fits many of our longstanding goals for community building.

In our second year as the sponsor of Pollution Probe’s national, year-round Healthy Communities Campaign, we continued to endorse this public education and engagement campaign. Pollution Probe encourages Canadians to recognize the environmental factors that contribute to lifelong health, and the practical actions individuals and local groups can take right now.
OVER THE PAST SEVEN YEARS, WE’VE HELPED REFOREST LONDON:

- **Plant** 36,595 TREES AND SHRUBS
- **Distribute more than** 29,000 SEEDLINGS
- **Train more than** 25,000 VOLUNTEERS TO PLANT AND CARE FOR TREES
- **Add more than** 300,000 TREES

We promoted a second round of healthy activities and participation including a healthy commute week and a variety of self-directed projects including campus greening, e-waste recycling, bicycle commuting and energy conservation.

Our commitment to the Healthy Communities Campaign also included participation in the Radon Action Challenge. Our dual purpose was to test our corporate head offices for the levels of this naturally occurring radioactive gas, while also building awareness for our employees and occupants on the importance of radon testing at home as well as the office.

Resulting from the breakdown of uranium in soil and rock, radon is present in the air we breathe, but becomes a health hazard when too much accumulates inside a building. Approximately 3,200 Canadian lives are lost each year due to radon-induced lung cancer.1

We tested the radon levels in our head offices in Regina, Winnipeg, London, Toronto and Montreal, for three months. The favourable results of the testing showed radon levels below the maximum thresholds set out by both Health Canada and the World Health Organization.

We shared the results with employees during Radon Action Month in Canada (November), including links to information and resources on home testing for radon.

We’ve been a lead sponsor of ReForest London since 2009 and our employees volunteer their time tree-planting around London as part of the Million Tree Challenge. Our commitment of $102,500 over the next three years will continue to support ReForest London’s efforts to enhance environmental and human health in London, through the benefit of trees.

“London Life’s ongoing support has provided a foundation upon which ReForest London has been able to build and grow. This support has been integral not only to our work but it enabled us to develop and co-found, with the City of London, the Million Tree Challenge.”

Dean Sheppard, Executive Director
ReForest London

On March 19 we shared in a commitment across 7,000 cities worldwide to turn off the lights for Earth Hour to show support for climate change action. We shut down all non-essential lighting and electricity in most of our offices across the country, recognizing the global environmental movement initiated by WWF (World Wildlife Fund).

Earth Week ran April 18–22, culminating in Earth Day. Across our offices, we shared the message that one small change can have a huge impact. Limiting water use, reusing a cup, safely disposing of alkaline batteries, biking to work, turning off the lights, donating old clothing or planting a tree – all these acts make for a healthier world.

At ReForest London’s annual A Toast to Trees event in October, London Life received the Solid Oak Award, in recognition of the commitment of the company and our employees to a greener London.

---


**ENVIROMENT**
MANAGING OUR ENVIRONMENTAL FOOTPRINT

OUR CORPORATE CAMPUSES
Total results for our corporate offices in Winnipeg, London, Toronto and Regina.

Fluctuations may occur year over year due to weather, occupancy, renovations and changes in building use.

GWL REALTY ADVISORS REAL ESTATE PORTFOLIO 2013-2016
GHG EMISSIONS INTENSITY

13.6% OVERALL PORTFOLIO REDUCTION
15.5% OFFICE PORTFOLIO REDUCTION
8.8% MULTI-RESIDENTIAL PORTFOLIO REDUCTION
Whether seeking employment or already on the job, people are looking for a connection with their workplace that goes beyond simply a paycheque.

In 2016, we continued to enhance employee health and wellness, invest in professional development, and support employee involvement in the communities where they live and work. Our strength lies in our people, and our employees truly are at the heart of our organization.

Once again, we were chosen as one of Canada’s Top 100 Employers and Manitoba’s Top Employers, and among Canada’s Top Employers for Young People. These designations recognize an ongoing commitment to our employees, and our desire to consistently be an employer of choice.

Canada’s Top Employers for Young People also recognizes our efforts to attract and retain young workers through initiatives to help them establish and develop their careers. These offerings include mentorship and training, career management programs and support for achieving professional designations.

CELEBRATING 125 YEARS

In August, Great-West Life turned 125 – a milestone our organization couldn't have achieved without the dedication of past and present employees. Recognizing this milestone, we introduced a special 125 Community Volunteer Grant program. Employees who volunteer in their communities were invited to apply for one of 125 grants of $1,000 each, on behalf of the qualifying local charity with which they were involved. This was a special edition of our annual Community Volunteer Grant program, and all 125 Community Volunteer Grants were awarded to recipient charities in communities across Canada.

We took to social media with #GreatWest125 to celebrate and share stories with current and former employees, their friends and family, and people across the country. In addition to spreading the word about our Community Volunteer Grant winners, we highlighted milestones in the company’s history by showcasing our people. In the fall, separate contests for the public and employees awarded 8 individual $1,250 prizes to people who give back to their communities.

Employees who volunteer in the community can qualify for additional corporate support on behalf of the charity with which they are involved.
Employee learning and development remained a priority for us in 2016. More than 5,100 employees participated in training and development opportunities over the year, which included continuing education, industry designation programs, in-house and custom programs, and leadership development.

Performance management is a key building block for career development and we encourage ongoing, open feedback between employees and leaders. The goal of performance management is to build a shared understanding of what is expected of each other, set ambitious goals for ourselves, seek continuous improvement and celebrate achievements. It’s also an opportunity for employees to check in regularly and to stay accountable and on-track to meet business priorities.

**A SNAPSHOT OF OUR WORKFORCE IN 2016**

- **1,807** employees hired across Canada
- **1,912** employees moved to new roles in our organization
- **5.8%** voluntary turnover rate (not including retirements)
- **70%** of our workforce was female
- **43%** of our management was female
- **5,148** employees participated in training and education programs

In 2016, we continued to assess policies, processes and channels and look for opportunities to evolve and enhance our programs and resources across the organization.

For all employees, we cover the cost of relevant external education, to a maximum of $2,000 annually. More than 2,100 employees took advantage of this training support in 2016.

Going forward, we’ll focus on creating even more high-impact learning experiences to drive our organization toward our strategic vision and purpose.

**SUPPORTING PROFESSIONAL DESIGNATIONS**

We continue to offer career path-specific supports and development opportunities in a number of disciplines, reflecting an investment in our employees.

Candidates in our Actuarial Program and our Chartered Professional Accountant (CPA) training program rotate among departments while earning their designations, developing leadership and interpersonal skills and experiencing professional growth opportunities. They also receive mentorship that strengthens the foundation for their career development.

In 2016, more than 120 candidates in our Winnipeg, London and Toronto offices wrote actuarial exams, with between half and a third of them rotating between departments.

We are a longtime supporter of the accounting profession, and with the support of our Chartered Professional Accountant (CPA) Training Offices in Winnipeg and London, there were over 30 candidates who either received their CPA designation or were working toward their designation in 2016.

We also provide funding toward tuition and study time for employees in the Chartered Financial Analyst (CFA) program. In 2016, four employees received their CFA designation.

**WOMEN @**

Women @ Great-West Life and Women @ London Life were founded by employees to create opportunities for mentoring, networking and the development of women in the organization. These groups aim to bring relevant events to our employees focused on education, inspiration and networking. This is one of the ways we support the growth and advancement of women in our organization, and reflects our overall commitment to diversity and inclusion.

Women @ Great-West Life staged a series of well-attended events in 2016:
- *The Balance of Things* featuring Beth Bell, Partner and Executive responsible for IBM’s Canadian Public Sector business for Global Business Services, with a question/answer period and networking opportunity.
- Informal *Talkabout* sessions to view and discuss a video clip on topics relating to personal and professional development.
- A *Speed Mentoring* event for attendees to sit down with 16 of our experienced leaders and get quick-fire advice on professional development, tips to further leadership potential, hear success stories and gain a mentor.

Women @ Great-West Life also staged its first *Perspectives on Leadership* event. This three-part series featured intimate and informal chats with some of our organization’s female leaders and an inside perspective on their personal and professional journeys. Each session was recorded so those who couldn’t attend could still watch the presentation.

**DEVELOPING WITH UNITED WAY**

Professional development doesn’t always have to be on the job. Each year, we provide paid leave for up to five employees across our major centres for a 16-week term as a United Way Employer Sponsored Representative. The successful candidates work as members of United Way’s campaign staff, providing direction and support to campaign volunteers in workplaces in their respective cities. They also sharpen professional skills that can support career development in leadership or other roles.

**WINNIPEG LEADERSHIP SYMPOSIUM**

In February, Paul Mahon, President and CEO of our company, was joined by Jay Forbes, President and CEO of MTS, for a candid conversation at the 2016 Leadership Symposium. Held at the University of Winnipeg and presented by the University of Winnipeg, the Winnipeg Chamber of Commerce and the Manitoba Chamber of Commerce, the Symposium featured leaders sharing their stories with students and other leaders from the private and public sectors.
RECRUITING TALENTED PEOPLE

As an organization devoted to the well-being of our employees and all Canadians, we’re continually looking for ways to provide an even more attractive and engaging workplace. We understand and work to demonstrate the key factors prospective employees consider in planning their careers – in particular, an engaging corporate culture that supports the communities where we live and work.

We foster and develop relationships with a variety of diverse community organizations, major universities and colleges across Canada. We also participate in a variety of sponsorship, scholarship and recruitment programs to attract new graduates.

Direct recruitment programs are well established for actuarial and CPA employment positions, but there are opportunities for a wide range of professionals. We hire people pursuing careers in fields including nursing, culinary arts, marketing, information technology and human resources. Our goal is to attract and retain the best and brightest, and then offer ongoing development.

We also seek a diverse range of potential employees among qualified individuals or segments of the population who may not have thought of applying for a role with us.

For example, a partnership between our company and AMIK – an initiative of Anishinabek Consultants Inc. – connects qualified Indigenous candidates with employers across the country, and provides recruits with pre- and post-hiring support. Through AMIK, we hired 16 people in 2015 for positions in our Winnipeg Health & Dental Claims office and contact centre. Then, in 2016, we hired an additional 13 people, with plans to hire more.

INTERNSHIP OPPORTUNITIES

As in past years, we continue to hire paid interns and co-op students in our major centres. Post-secondary students in disciplines including accounting, information systems, finance and actuarial studies, for example, gain hands-on experience applying and honing their skills. In 2016, 176 students were with us on work placements.

THE CHAMPION AWARD

In May, we were recognized for our commitment to promoting, educating and hiring newcomers in Manitoba with the Champion Award: Advancing Internationally Educated Professionals in Manitoba at the Manitoba Start Employer Awards ceremony.

We’ve engaged with Manitoba Start – the provincial hub for new Manitobans – for many years, hiring a number of internationally educated professionals.

DOORS OPEN TO MEMORIES

Nearly 5,400 people from around the world visited our Toronto head office at 330 University Avenue over a sunny June weekend during Doors Open Toronto. Among the first in line was a woman whose grandfather worked for Canada Life in the 1950s. He had taken her to the 17th floor observation room to see the view of the city when she was three years old.

It was the 16th year we took part in the event by opening our Toronto head office to the public. Visitors had access to the lobby, Hugh C. Baker room and 17th floor observation room.

About 25 volunteers – including eleven employees and seven children of employees – helped keep things running smoothly.
Helping our customers achieve well-being is an important part of what we do. Just as important is the health and well-being of our employees.

Our Health Services unit is a key resource for wellness. The unit tracks interactions with employees to stay up-to-date on employee needs. In 2016, Health Services had more than 25,000 touch points with employees, not including employee attendance at scheduled wellness events.

They stay on top of industry practices through participation in continuing education opportunities and formal coursework and are evolving to focus on specific, in-demand streams – wellness and patient care, disability support and accommodations to support employee success in the workplace.

We added new training to our ergonomics program to support the well-being of employees in office spaces and reduce their risk of developing repetitive strain injuries. All employees who typically work with computers for the majority of their workday were required to complete this 30-minute training session.

Employees can also access a range of supports for their well-being, including:

- Onsite fitness centres in some of our major locations
- Cafeterias in most major locations, offering healthy food options
- Special events and promotions, such as Canada’s Healthy Workplace Month and Commuter Challenge
- Staff Clubs and other organized activities offering social connections and, for those who convene events, leadership skills development
- Comprehensive benefits program, including Employee and Family Assistance Program services
- Flu shots at our major office locations
- Wellness account
- Company-paid personal days in addition to vacation

A NEW CHILD CARE FACILITY IN WINNIPEG

We broke ground on a new child care facility, set to open in April 2017. The facility, operated by the YMCA-YWCA, allocates one third of its spots for children in the community. The facility, on the south-west corner of our Winnipeg head office property, also incorporates a range of energy-efficient features and an existing heritage house owned by our company.

HEALTHY WORKPLACE MONTH

As Presenting Sponsor for Canada’s Healthy Workplace Month (CHWM), we encourage workplaces and their employees to take part in healthy activities. We’ve been the sponsor for many years and also an annual participant, knowing that good workplace health improves safety, engagement, happiness and organizational performance.

Across our offices, the 2016 activity challenge was a team-based competition, in which employees were encouraged to form teams, participate in weekly challenges, record their results and submit a final report to Health Services. Every department in every office across Canada was eligible and encouraged to participate throughout the month. The winning team earned the Healthy Office Achievement Award and a catered celebratory luncheon.

UNDERSTANDING AND SUPPORTING MENTAL HEALTH

Awareness of the impact of the workplace on mental health continued to grow throughout 2016.

In addition to being a resource for the broader public, the Great-West Life Centre for Mental Health in the Workplace (the Centre) is an ongoing resource for both leaders and employees within our organization. It includes the workplacestrategiesformentalhealth.com website, which offers free access to workplace mental health-related information, strategies, and tools for leaders and employees. For more on the Centre, see pages 10–11.

Mental Health Week – held the first week of May as part of the Not Myself Today initiative – provided daily tips and activities that helped employees learn about everything from stress management to tackling the stigma surrounding mental health issues.

From June 6–30, Health Services hosted the Investing in Your Mental Wealth Challenge. This month-long, country-wide initiative included web-based challenges encouraging employees to complete an activity benefiting their mental well-being. Each week, one participating employee was eligible to win a random prize. The goal was to provide employees with information, tools and resources to positively impact mental health and help build resilience, and was very well received.

Shepell is our no-cost Employee and Family Assistance Program (EFAP) provider. It’s an independent, fully confidential counselling and information service for employees and their eligible dependants. It’s a voluntary program which emphasizes employee wellness and early treatment of issues. A variety of tools and online resources are available any time, anywhere.
ENGAGING FOR STRONGER COMMUNITIES

Whether it’s a financial donation, providing food for a local food bank or a commitment to volunteer at an event and for a cause, our employees need very little encouragement to help out as volunteers, donors and fundraisers. Year-round, our workplaces are often the spaces where our people proved they were ready, willing and able to give generously.

Once again we contributed to local United Way/Centraide campaigns of all sizes in the communities where we have offices. Employees, advisors and retirees donated close to $1.7 million through our annual workplace campaigns. Adding to this figure, our corporate contribution was more than $1.6 million, for total support in 2016 topping $3.3 million. Our annual United Way/Centraide campaign illustrates the power of working together, and raises funds for local groups addressing the root causes of social problems, as well as their symptoms, in dozens of communities.

FINANCIAL LITERACY

Volunteering

Jessie Wu, Internal Audit, Great-West Life in Winnipeg, volunteers her time to deliver free and unbiased financial education sessions. Jessie and many CPA-accredited colleagues are among the 11,000 CPA Canada members trained to deliver the sessions in workplaces, schools, libraries and other public spaces. We’re the national sponsor of CPA Canada’s financial literacy program.

United Way’s Day of Caring projects add an extra dimension to our engagement and support. More than 320 employees in five cities stepped out of the office to take on 35 half-day projects at local agencies that receive help from United Way. From sorting food and clothing donations to landscaping and cleaning facilities, employees worked as a team while learning more about services in their own communities.

Employees brought in a record amount of food during our eighth annual national food drive to help relieve hunger through food banks across Canada. They collected more than 96,000 lbs of food – enough to give 32,000 people or 12,000 families a meal – up 33% from 2015.

PARTNERS FOR LIFE

Our relationship with Canadian Blood Services has spanned over 50 years and includes our company-wide commitment to the Partners for Life program. Employees in each of our offices stepped up to help plan blood drives and promote the program again in 2016. We set a blood donation target and worked together across our Canadian operations to donate.
Each August, we collect the supplies every student needs to help them succeed at school. In 2016 employees brought in 576 filled backpacks and 49 extra boxes of school supplies. As the holiday season approached and the temperature dropped, employees brought in toys and warm clothes for those in need.

Leaders and employees voiced their concern for the many young Canadians dealing with mental health issues, cyber-bullying, abuse and other issues by choosing Kids Help Phone to receive our 2016 Holiday-Season donation. Kids Help Phone has been offering anonymous and confidential counselling, information and referrals for young people 24 hours a day, 7 days a week in English and French for more than 25 years.

Our employees and advisors have dedicated hundreds of hours toward Habitat for Humanity builds. In 2016, employees from our Toronto, London, Montreal and Winnipeg centres, as well as teams from field offices in Nova Scotia, Ontario and BC, built homes for qualifying families.

Many employees band together for the camaraderie and friendly competition of corporate challenges and similar fundraising events. In 2016 those efforts added up to 83 corporate teams that hiked and bowled, jogged and skied, to raise funds for social services, resources for children and youth, and research and treatment of prevalent diseases such as cancer, heart disease and stroke, and multiple sclerosis. Some teams even drew participation from employees in more than one location across Canada.

2017 CANADA SUMMER GAMES

In the lead-up to the 2017 Canada Summer Games in Winnipeg (July 28 – Aug. 13, 2017), we announced our sponsorship of the Games Volunteer Program, in support of the recruitment, training and accreditation of the more than 6,000 volunteers – including some of our own employees – who will help make the Canada Games a success.

COMMUTER CHALLENGE

Employees across the country took part in the Commuter Challenge from June 5 to 11. They logged over 34,000 kms, keeping more than 4.7 tonnes of GHG emissions from entering the atmosphere.

They took the bus, carpoolled, rode bikes, jogged, walked, and worked from home: all environmentally friendly and healthy ways to (or not to) commute.
Our companies help build a brighter future for communities across the country by providing financial support focused on education, health and wellness, arts, social services and community development. In these areas, we look to support innovations and better models for helping Canadians, along with creative, co-ordinated and compassionate efforts aimed at making lasting change for the better.

We call our approach to corporate citizenship Stronger Communities Together™. It’s our lens for addressing issues at a national level, and responding to many more regional and local concerns.

**INVESTING IN HEALTH AND WELL-BEING**

As a leading provider of life and health insurance, we know health and well-being are priorities for Canadians and in communities across the country. That’s why in 2016 we supported 283 health-focused initiatives across the country. These included support to purchase life-saving health care equipment, renovate and build new hospitals, and make it easier for patients and their loved ones to be together. Many of these initiatives are highlighted in the Region by Region section, pages 32–39.

One of these initiatives is the new PET/MRI unit at the Royal Ottawa Mental Health Care Centre’s Brain Imaging Centre. This equipment is the first of its kind in Canada dedicated to mental health research.

The PET/MRI unit allows researchers to see neuronal activity in the living, active brain – with great promise to transform the way mental illness is diagnosed and treated. Researchers there are aiming to deliver a same-time diagnosis of the factors contributing to depression. This could not only set the stage for faster diagnosis but for more accurate treatment and ultimately a greater likelihood of faster recovery for people suffering from mental illness.

“We 25 years ago a heart attack meant invasive surgery and a long absence from work. Significant funding for heart research and advances in technology have greatly improved outcomes. That’s the direction depression research and treatment is going, and why we have provided significant support to The Royal.”

Ernie LaPorte, Regional Director, Group Benefits, Great-West Life, Ottawa

We began supporting The Royal Ottawa Foundation for Mental Health (The Royal) more than 10 years ago and in 2014 made our $700,000 commitment toward The Royal’s campaign to acquire this brain-imaging technology. The Brain Imaging Centre officially opened in May 2016, marking a milestone for mental health in Canada and what The Royal describes as “the realization of a vision to put cutting-edge technology into the hands of top clinical researchers, helping them to unlock the mysteries of the mind.”

Support for The Royal’s mental health research is just one way we are helping to promote and protect mental health. We continue to address mental health issues through the Great-West Life Centre for Mental Health in the Workplace (see pages 10–11) and also through co-ordinated funding for evidence-based research and programming.

For example, with more than 30 branches/divisions, the Canadian Mental Health Association (CMHA) is in a strong position to help employers, unions and employees address and improve psychological health and safety in the workplace.

$2.8 million for health projects in 2016

We began supporting The Royal Ottawa Foundation for Mental Health (The Royal) more than 10 years ago and in 2014 made our $700,000 commitment toward The Royal’s campaign to acquire this brain-imaging technology. The Brain Imaging Centre officially opened in May 2016, marking a milestone for mental health in Canada and what The Royal describes as “the realization of a vision to put cutting-edge technology into the hands of top clinical researchers, helping them to unlock the mysteries of the mind.”

Support for The Royal’s mental health research is just one way we are helping to promote and protect mental health. We continue to address mental health issues through the Great-West Life Centre for Mental Health in the Workplace (see pages 10–11) and also through co-ordinated funding for evidence-based research and programming.

For example, with more than 30 branches/divisions, the Canadian Mental Health Association (CMHA) is in a strong position to help employers, unions and employees address and improve psychological health and safety in the workplace.
We are the national sponsor of CMHA’s national workplace program called the Workforce Mental Health Collaborative (the Collaborative), which offers these workplace stakeholders access to in-depth training and practical resources and support. The Great-West Life Centre for Mental Health in the Workplace and the Collaborative worked together to develop one of CMHA’s most successful training programs – the CMHA Certified Psychological Health and Safety Training Advisor Training. To date, CMHA has certified over 170 Advisors, who now help organizations build actionable plans to improve psychological health and safety, and implement Canada’s voluntary National Standard on Psychologically Safe and Healthy Workplaces.

With the Collaborative’s national footprint, workplaces across the country now have greater access to a diverse suite of workplace mental health tools and resources.

**CHILD AND BRAIN DEVELOPMENT RESEARCH**

From the early moments, a person’s social environment is a major determinant of lifelong health and success. Child and brain development researchers at the Canadian Institute for Advanced Research (CIFAR) have provided evidence that social environments and experiences interact with genes, shaping brain development and outcomes in health, learning and behaviour over a person’s lifespan. The accomplishments in this program hold promise to transform how we understand, identify, and manage the social risks and vulnerabilities children face at home, at school and in our communities.

CIFAR’s knowledge exchange strategy helps stakeholders act on knowledge to improve children’s lives.

Over the past several years, we’ve directed funding toward child and brain development research to help research leaders share their insights with stakeholders in child health and education. An important goal is to help position decision-makers across sectors to act on this research and improve child well-being.

Better health education leads to better health outcomes. We’ve been a longtime supporter of the Canadian Foundation for AIDS Research (CANFAR), an organization that not only funds research, but also provides free and accessible resources to young people.

CANFAR believes actively engaging youth in the discussion about HIV and AIDS, while providing reliable and accurate information, will give them tools to make safer, better-informed decisions. In 2016, we continued our support for their One and All awareness and prevention program. Incorporating social media and classroom materials, the campaign reached over 2 million students across Canada in 2016.

**KEEPING KIDS HEALTHY AND SAFE**

Direct access to accurate and engaging health information is empowering. Reliable, evidence-based health information can bring peace of mind to a worried parent, a scared child or a conscientious caregiver. AboutKidsHealth (AKH), an initiative of SickKids Foundation, is one of Canada’s most comprehensive and reliable web educational resources. We are the Community Outreach Founding Sponsor for this important health resource, which promotes knowledge exchange and awareness among medical practitioners, patients, families and researchers. An important belief behind this initiative is that providing families with health knowledge helps more children understand and follow treatment plans and can reduce unnecessary hospitalization.

If education is one of the most important resources when it comes to child health, it’s equally true of safety. Having provided development funding since the organization’s startup in 2012, we’ve long heralded Parachute – Leaders in Injury Prevention (Parachute) for its comprehensive, thoughtful approach for achieving an injury-free Canada. Parachute formed when four major injury prevention organizations combined to advance a national strategy for injury prevention and safety. Parachute’s Horizon website is a resource designed for ease of use regardless of age, role or culture. In 2016 Parachute launched a fourth module on injury prevention, focusing on violence prevention, adding to modules on sports and recreation injuries, seniors’ falls and motor vehicle collisions.

**INVESTING IN EDUCATION**

Education means more than a diploma, a degree or a fixed set of job qualifications. It’s a lifelong pursuit of knowledge with a strong influence on personal well-being. We engage with institutions and agencies addressing broad societal needs, and filling the gaps in resources so more Canadians of all backgrounds, through all phases of life, can improve their well-being through education.

With Canada ranking in the middle of the pack in adult literacy and numeracy skills1 as recently as 2013, ABC Life Literacy Canada (ABC) is responding to this national challenge. Our catalyst funding for UP!skill, announced in early 2016, helped ABC develop a literacy and essential skills (LES) pilot aimed at workplaces.

Essential skills are about more than employment and the needs of industry. People who develop their literacy and essential skills are equipping themselves to become more resilient in the face of life challenges – economic and otherwise. They’re more likely to raise their self-confidence, acquire new skills and engage more fully in society.

We share the commitment with ABC Life Literacy and other national organizations to address literacy and essential skills for Canadians in all stages of life. We’ve supported ABC and its goals for a fully literate Canadian population for many years. As an example, 2016 was our fifth year sponsoring ABC’s Literacy Innovation Awards, which honour grassroots literacy organizations across Canada delivering forward-looking adult literacy programs.

---

**Community Support**

---

1Canada ranked 11th among 24 countries in adult literacy skills and 14th in numeracy in the OECD (Organisation for Economic Co-operation and Development) Skills Outlook 2013: First Results from the Survey of Adult Skills.
TOWARD A GRADUATION NATION

Along life’s path, high school is a critical stage where young people discover their interests and aptitudes, and begin building their skills for the real world. High school graduation is essential for pursuing higher education and a key accomplishment toward finding fulfilling employment. That’s why we are helping to improve high school graduation rates by funding Pathways to Education Canada (Pathways), which supports youth in low-income communities across Canada to graduate from high school and transition to post-secondary education, training, or employment.

"The Pathways Program is founded on social innovation and we must continuously innovate to support the needs of the diverse students and communities we serve. We are grateful to Great-West Life for their commitment to Canadian youth and to enabling Pathways to test ideas and develop solutions for tomorrow."

Sue Gillespie, President & CEO
Pathways to Education Canada

Pathways’ core program provides a comprehensive set of academic, social, financial and one-on-one supports to youth. Working alongside the school system, and through a force of volunteers and community organizations, the program delivers after-school tutoring, mentoring, and financial assistance to overcome barriers to education. The results have been ground-breaking, reducing high school dropout rates by more than 70%.

We are a longtime supporter of this organization and made a new $500,000 commitment to establish the Pathways Innovation Fund. The Fund is intended to help Pathways program partners across Canada respond to opportunities for specific program improvements, accelerate the pace of learning at both the local and national level, and broaden public awareness through knowledge sharing.

Pathways intends to develop and test – over the next five years – 30 different innovation initiatives across their national network. These innovations are designed to enable Pathways to grow through innovation with the goal of reaching more youth across Canada and building a Graduation Nation.

SUPPORTING RESOURCES FOR INDIGENOUS EDUCATION

Education is a priority as Canada takes strides to advance reconciliation with Indigenous Peoples. The Truth & Reconciliation Commission’s 94 calls to action include recommendations to improve education attainment levels and success rates, and to develop culturally appropriate curricula.

With these efforts underway, Indspire’s Peer Support: Educator Coaching Program is an important resource for teachers. A national charity, Indspire is led by Indigenous people for Indigenous people. Their vision is to enrich Canada through Indigenous education and by inspiring achievement.

As Indspire’s National Development Sponsor and longtime supporter, we’re providing funding for a model that aims to increase high school completion rates of Indigenous youth. The model focuses on the development needs of a group who can make a great difference in the lives of young people – teachers.

Indspire’s Peer Support: Educator Coaching Program provides educators an infrastructure for tailored and best-practice teaching resources, networking, mentorship and supports. In 2016, 294 teachers signed up for the program and either were matched with other colleagues or contributed to the online learning community.

---

1 BCG (Boston Consulting Group) Assessment of Pathways to Education. February 2011.
COMMUNITY SUPPORT

Neil Squire Society’s Working Together program helps people like Angie, who attended weekly sessions that focused on career and personal development, labour market research and job search skills.

Angie has learning issues and requires repetition and practice to acquire new skills. She also has epilepsy and as a result she sometimes tires easily and requires breaks at work.

Over the course of a few months in the program, her confidence improved greatly. She soon found employment with Atlantic 1801, a Nova Scotia-based web development and IT solutions provider.

OVERCOMING BARRIERS TO EDUCATION, EMPLOYABILITY

According to the Neil Squire Society, more than one in five adults with a disability (21.9%) live in poverty, compared to 12.6% of those without a disability. This national organization is providing education, technology and career development for people with physical disabilities to address employment and economic challenges. Over the next three years, we’re sponsoring their Working Together program, which helps people with disabilities prepare for, obtain and maintain employment.

The program incorporates distance learning technologies including video-audio conferencing, application sharing and internet-based, self-directed learning exercises. Participants build confidence and prepare to offer their services to society and give back as employees, volunteers and students.

INSPIRING LEARNERS

Science, technology, engineering and math (STEM) skills are essential for individual employment opportunities and Canada’s economic prosperity. By adding entrepreneurship to their focus on STEM key skills, Waterloo-based Shad Valley provides an effective approach for helping high-achieving high school students enhance their skills for success. The SHAD summer program incorporates work placements and stays on campus at universities across Canada. We’ve invested in SHAD’s mission for more than two decades.

“A great perk at our company is the opportunity to do community work. I’m passionate about the topic of food security. I’m on the board at an organization that teaches people how to garden and cook. I’m inspired by how people are coming together and using innovation to solve some of our big problems and create social change.”

Christine Leonard, Associate Marketing Manager Wealth Management Product Marketing, Great-West Life Volunteer SHAD judge and later a mentor to a team in the competition

In the annual SHAD - John Deason Entrepreneurship Cup, student teams collaborate, innovate and create a product or service by applying scientific principles, engineering a prototype, and developing business and marketing plans. The national theme in 2016 was food security for Canadians.

SHAD received a Labour Award from the University of Toronto’s Rotman School of Management as one of the world’s leading programs for empowering exceptional youth early in their education. As well, in a public policy paper on Canada’s innovation crisis, the Canada West Foundation think tank cited SHAD’s successful track record of creating an entrepreneurial mindset among Canada’s youth.

Let’s Talk Science is also inspiring young people to stay engaged in STEM learning and develop their potential as next-generation innovators and stewards. Toward that goal, more than 3,500 university, college and industry volunteers become role models in the program. They bring learning to life by sharing their passion and experiences.

With our support, Let’s Talk Science volunteers across Canada receive supplementary training and opportunities that focus on employability skills. This increases the ability of this very bright group to participate effectively in the workplace.

Let’s Talk Science helps Canadian youth build their understanding of what it means to know science.
INVESTING IN A STRONGER CHARITABLE SECTOR

Charities and non-profit organizations must hold public trust and confidence in order to pursue their missions. With its Standards Program, Imagine Canada, the national umbrella and voice for Canada’s charitable sector, is providing a framework for these organizations to examine, improve and demonstrate their efficiency, effectiveness and accountability.

More than 200 organizations of all causes, sizes and regions have earned accreditation since the program began in 2012. We provided our endorsement and significant funding to help establish the program. Our continuing commitment as its Founding and Presenting Sponsor demonstrates our belief in the program's goal to strengthen the operational capacity of Canadian charities and non-profits.

Along with multi-year funding for the Standards Program, we supported its precursor, the Ethical Code Program, which prescribed standards for charitable organizations to manage and report their financial affairs responsibly.

HELPING ARTS ORGANIZATIONS BUILD THEIR CAPACITY

The arts enrich our communities and many individual lives. We support major and grassroots arts organizations, generally focusing on those that reach youth at risk, deliver education programs for youth and make the arts more accessible for all. Many such organizations are among those that face the very operational challenges Imagine Canada seeks to address. As Presenting and Founding Sponsor of Business for the Arts’ Canadian Arts Summit, we help arts organizations tackle common issues, opportunities and actions. The annual event gathers board chairs, artistic directors and administrators representing all regions and arts disciplines, building overall capacity of arts and culture in Canada.

HOCKEY HELPS THE HOMELESS

Adequate shelter is foundational for personal well-being and connectedness to community and society. Hockey Helps the Homeless (HHTH) is dedicated to ending homelessness in Canada through fundraising, education and collaboration with local volunteers and outreach organizations.

We’ve been onside with HHTH since 2005, first as the sponsor of events in Toronto and Montreal that have evolved into a series of high-profile tournaments and activities in numerous cities. We’ve been HHTH’s National Development Sponsor since 2009 and continue to sponsor numerous local tournaments annually. We’ve seen how our support and our people – employees and distribution associates who help organize, raise funds and take to the ice in local events alongside other supporters in the business community – are helping HHTH make a big difference.

In 2016 HHTH set new records for revenue in almost every tournament city, with total revenues of nearly $3.5 million. The organization also celebrated its 20th anniversary and the achievement of $10 million raised since 1996 in support of local homeless-support agencies in cities from Montreal to Vancouver.

“I’ve been involved with Hockey Helps the Homeless for four years. I’m amazed by the great work this organization does. The basic need for shelter or a home is such a fundamental area that unfortunately still requires support. I’m grateful our organization makes it a priority as well.”

Jeff Aarsen, Senior Vice-President
Group Retirement Services, Wealth Management
Great-West Life
We are helping build stronger communities together from coast to coast. As leaders and ambassadors, our people share their time and expertise to address priorities in their community and to improve the lives of those around them.

**British Columbia**

We’re helping British Columbians of all ages learn, enjoy life, get well and stay well.

By working with organizations that manage and deliver health care in BC, our support goes directly to improve facilities and purchase state-of-the-art medical equipment to improve health outcomes right across the province. Contributions we’ve made to major health initiatives in Vancouver, Kelowna and Victoria, for example, touch thousands of people every day.

We completed a major contribution ($100,000) to the Victoria Hospitals Foundation’s Building Care Together Campaign, which will help nurses and health practitioners at the Royal Jubilee Hospital in Victoria connect wirelessly and track a patient’s conditions in the Geriatric Mental Health Unit through new hands-free, software-based communications devices.

We also contributed to the St. Paul’s Hospital Foundation’s 2016 Lights of Hope campaign which raised funds for renewal of the Electrophysiology Lab at their hospital in Vancouver. This will allow as many as 1,000 patients each year to be tested, diagnosed and treated for arrhythmia (an irregular heartbeat).

The Kelowna General Hospital Foundation’s Be a Lifesaver Campaign will establish the hospital’s innovative new Interior Heart & Surgical Centre. Our support toward this campaign will help provide state-of-the-art Operating Room equipment to the hospital that is home to the B.C. Interior’s first and only cardiac program which performs open heart surgery.

Recognized globally as a leader in pediatric palliative care, Canuck Place Children’s Hospice cares for children and their families in a home-like environment. In 2016, we helped Canuck Place purchase and install water pumps for its sprinkler system.

Coast Mental Health helps bridge a gap between diagnosis and recovery for people with significant mental health challenges. The organization’s Courage to Come Back Awards celebrate British Columbians who have overcome adversity, illness and injury, and gone on to make a difference in their community. Our support for the awards helps Coast Mental Health provide supportive housing, programs and services.

To provide financial aid and recognition for community-minded students, we’ve established student awards with Simon Fraser University, the BCIT Foundation, Vancouver Island University Foundation, Douglas College Foundation, Capilano University, UBC, University of Victoria and the Langara College Foundation.

**Vancouver Community College**

At Vancouver Community College five students received the Great-West Life, London Life and Canada Life Scholarship for New Canadians. The awards help newer immigrant youth advance their education, experience and confidence to help them integrate into the workforce.

**British Columbia**

555 Employees

$47.6 Million in Payroll

Over $156,000 in Support to United Way

Intersections Media Opportunities for Youth Society in Vancouver helps at-risk youth who face employment barriers find long-term jobs. Our funding ($10,000) goes toward an employment skills workshop and a seven-week work placement that help participants learn and develop their critical thinking, teamwork, leadership and self expression.

Our contribution ($25,000) to Big Brothers of Greater Vancouver is allowing it to expand its Aboriginal Mentoring Program to the New Westminster area in Vancouver’s Downtown East Side. The program includes a 10-week training program, for youth ages 14 to 17, focused on leadership, mentoring and skills training, while also providing them with work experience in leading children’s recreation programs. At the end of the training, youth leaders are matched with two younger kids, ages 6 to 12, who they mentor for one hour each week after school for seven to eight months in a school-based program practicum.

Nature Trust of British Columbia acquires and manages high-risk habitats for the well-being of plants, wildlife and people. Our sponsorship was directed to the Conservation Youth Crew program, which helps young people gain work experience while performing critical land-management activities on conservation properties.

After helping Tabor Mountain Recreational Society create the Great-West Life Mobility Nature Trail several years ago, we committed further support ($20,000) in 2016 for construction of a universal picnic structure. The universal access campground, picnic shelter and ramp-and-platform nature trail on Tabor Mountain near Prince George accommodates senior citizens, wheelchair users and others with mobility challenges.
Alberta

Over $108,000 in support to United Way

COMMUNITY SUPPORT – REGION BY REGION

Alberta

Alberta is not alone in its pursuit of excellent health care, education and social services for residents. In response to the province’s economic downturn, we supported projects to address these and other priorities, including emergency response to destructive wildfires.

The thoughts of our employees across Canada were with all those affected last spring as wildfires swept through Fort McMurray and neighbouring communities. We donated $100,000 to the Canadian Red Cross Alberta Fires Appeal to help provide vital assistance including emergency food, clothing, shelter, personal services and other necessities for recovery. We quickly took steps to assist affected customers, setting up a dedicated toll-free phone line to help them get the support they needed.

In 2016 the Chartered Professional Accountants of Canada (CPA Canada), in partnership with the Calgary Public Library, identified a need to help people who had lost their jobs and were facing an economic crisis. The new module, Financial Literacy in an Economic Downturn, is a component of CPA Canada’s financial literacy program. Our commitment ($35,000) is helping the program provide practical responses for individuals and families facing unexpected financial stress.

Operating mainly at inner-city schools, Start2Finish Running & Reading Clubs help economically disadvantaged children. By coupling physical activity with reading and mentorship, the after-school program empowers children with skills and tools to succeed and break the cycle of poverty. Our funding ($25,000) provides sustainable support for clubs in Edmonton and Calgary. In addition, our employees volunteer with the program.

Over 10,000 people each year turn to the Calgary Drop-In & Rehab Centre Society to receive care, food and shelter. The Rehab Centre operates 365 days per year, 24 hours a day and serves approximately 3,500 meals daily. Employees in our Calgary offices have been volunteering with the organization’s Sponsored Meal program since 2010.

Our financial support helps the Alberta Adolescent Recovery Centre provide a safe environment for long-term treatment for drug- and alcohol-addicted youth, in a program that treats the entire family, not just the addicted teen. The program has successfully graduated more than 550 adolescents and their families.

Our commitment ($100,000) to Edmonton’s Stollery Children’s Hospital supports the expansion and redevelopment of its Intensive Care Unit. In Calgary, our support for the Patient and Family Centered Care Program at Alberta Children’s Hospital helps parents develop coping skills relating to illness and hospitalization.

Cancer patients have enough to worry about – how they’ll get to and from their next appointment shouldn’t be a concern. Our Calgary employees help raise funds for Canadian Cancer Society, drive patients to appointments, and encourage others to also volunteer as drivers.

Calgary-based Between Friends creates opportunities for Albertans with intellectual and physical disabilities to connect, grow and belong. As a sponsor of their Between Bands fundraiser, we’re helping fund programs to improve the quality of life for people with disabilities.

For developing young minds, exposure to a variety of fields, including the arts, helps inspire and open a world of possibilities. With Theatre Calgary, we made it possible for more than 16,000 junior high and high school students to see a performance at a reduced rate. As Education Program Sponsor for The Citadel Theatre in Edmonton, we helped students appreciate and benefit from the experience of a live performance.
SASKATCHEWAN

Encouraging Saskatchewan residents—especially youth—to engage in learning, stay healthy, and keep active was a focus for us in 2016.

Helping kids take part in sport is part of the solution. As Presenting Sponsor of KidSport Saskatchewan’s KidSport Month and the KidSport Fun & Fitness Corporate Challenge in Regina, we helped make it possible for hundreds of economically disadvantaged children to get involved in a sport and be part of a team. Our employees see the good KidSport does for Saskatchewan residents, and compete in the Corporate Challenge each year.

$74,000+ in contributions Canada-wide

At Saskatoon’s Children’s Discovery Museum on the Saskatchewan children learn through hands-on, interactive exploration and play. We made a commitment ($50,000) to a major renovation that will help the Museum continue its evolution as a state-of-the-art facility with nearly 12,000 square feet of galleries and unique exhibits.

Saskatoon’s Central Park Common provides a common space for individuals and families to find literacy and health resources. The shared space makes a new home for three organizations: the MS Society of Canada, the Arthritis Society and READ Saskatoon (which offers free literacy services). Our contribution ($20,000) helps fund renovations and equipment for training space.

Ignite Adult Learning Corporation helps at-risk adults gain education, experience and skills that can lead to employment or post-secondary training. Programs help individuals with basic life skills such as driver training and earning a driver’s license, which can have cost and opportunity barriers for those living in poverty. We’ve been supporting this program, which reaches Indigenous youth and a growing number of newcomers to Canada, since 2001.

Higher education contributes to well-being. That’s why we provide funding for two annual scholarships in the Business Administration program at the Saskatchewan Indian Institute of Technologies, along with scholarships at University of Regina and University of Saskatchewan.

In locations across Canada, Start2Finish couples physical activity with reading and mentorship for the benefit of economically disadvantaged kids. Their after-school Running & Reading Clubs raise literacy skills and cardiovascular fitness, and foster positive social interactions, empowering children to succeed. Our contribution ($25,000) provides sustainable support for two schools in Saskatoon.

Hello In There/Hello Out There is a Common Weal Community Arts outreach program that engages seniors at care facilities to join in artist-led workshops, increasing their mental awareness and sense of inclusion. Our support helps with program delivery in Regina and neighbouring communities of Fort Qu’Appelle and Indian Head.

We’re providing funding to Prince Albert’s Victoria Hospital Foundation for the purchase of ceiling lift tracks for hospital rooms, helping reduce caregiver injuries and the physical demands on them and ultimately improving patient outcomes. We also provide funding for St. Anthony’s Hospital in Esterhazy to obtain priority equipment including new hospital beds.
Manitoba

3,579 | $320.3
EMPLOYEES | MILLION IN PAYROLL
OVER $1,000,000
IN SUPPORT TO UNITED WAY

COMMUNITY SUPPORT – REGION BY REGION

Manitoba

We celebrated the milestone of Great-West Life’s 125th anniversary in 2016. Our roots in this prairie province run deep and so does our history of community support.

To help Manitobans of all ages and economic backgrounds attend and benefit from cultural experiences, we support major arts organizations including the Winnipeg Symphony Orchestra, Royal Manitoba Theatre Centre and Prairie Theatre Exchange through education programs and family-oriented productions for audience development. We also fund grassroots organizations that reach out to at-risk children and youth, such as Art City.

Building on support for various projects at the Winnipeg Art Gallery (WAG), we made a commitment ($100,000) for the WAG’s new Inuit Art Centre, expected to begin taking shape in 2017. This new centre will house and display one of Canada’s largest collections of contemporary Inuit art, and develop and deliver related workshops and programming on Inuit and Canadian history and culture.

The annual Great-West Life Actuarial Career Scholarship gives up to four University of Manitoba students a financial award and the potential for a work placement at one of our head offices. At the University of Winnipeg, students in applied management studies can apply for scholarships through the Great-West Life Business Student Scholars Program, where they receive not only financial support but also mentoring and internship opportunities with our company.

In 2016 we reaffirmed our support of the Business Council of Manitoba’s Aboriginal Education Awards. The awards help approximately 100 young Aboriginal and Metis students pursue post-secondary education in Manitoba.

We encourage community economic development through LITE – Local Investment Toward Employment. Our support helps LITE stimulate the inner-city economy through grants to partner organizations that provide year-round skills training and work experience for people facing obstacles to employment. As well, each fall a portion of our funding is used to purchase food for Christmas hampers from partnering inner-city businesses.

Our continued commitment to Specialized Services for Children & Youth’s (SSCY) Together is Better campaign helped fund their new building in central Winnipeg, which opened in June. Many of SSCY’s integrated agencies have moved into the new shared space that’s more convenient, accessible and comfortable for families and health care professionals – a new model of integrated health services that fills a need across the province and beyond.

Arriving in a new country can be intimidating and challenging, especially for children. That’s why we supported ($12,500) the Immigrant and Refugee Community Organization of Manitoba, which eases this transition with programs like Homework Education for Youth. The program provides after-school drop-in support including help with homework, life skills and a sense of community connection for nearly 200 youth. These are mainly newcomers from refugee backgrounds who live in Winnipeg’s inner-city neighbourhoods.

Macdonald Youth Services helps more than 9,000 young Manitobans each year through psychological counselling, crisis intervention, life-skills training and a safe environment for at-risk youth. With a commitment to the Help Me Help Myself campaign, we’re helping fund its new therapeutic centre, which will provide therapy rooms and classroom space for skills and cultural activities, in a central location easy for youth and families to access.

CANCERCARE MANITOBA’S GUARDIAN ANGEL BENEFIT FOR WOMEN’S CANCER

Cancercare Manitoba’s Guardian Angel Benefit for Women’s Cancer has raised more than $6.5 million in support of women’s cancer over its 25 years. In 2016, Janice Glays, one of our employees and a cancer survivor, walked the runway at the event’s inspirational fashion show alongside other survivors. Helen Kasdorf, our Chief Financial Officer, Canada, presented the Great-West Life Award of Distinction to the Serratus Superstars fundraising and volunteer team for their extraordinary dedication to the fight against women’s cancers.

MANITOBA HISTORICAL SOCIETY – CENTENNIAL BUSINESS AWARD

In September, Great-West Life was recognized by the Manitoba Historical Society as a historic business based in Manitoba and presented with a Centennial Business Award. The award cultivates public awareness, encourages pride and acknowledges the impact that businesses have on Manitoba.

CANCERCARE MANITOBA’S GUARDIAN ANGEL BENEFIT FOR WOMEN’S CANCER

CancerCare Manitoba’s Guardian Angel Benefit for Women’s Cancer has raised more than $6.5 million in support of women’s cancer over its 25 years. In 2016, Janice Glays, one of our employees and a cancer survivor, walked the runway at the event’s inspirational fashion show alongside other survivors. Helen Kasdorf, our Chief Financial Officer, Canada, presented the Great-West Life Award of Distinction to the Serratus Superstars fundraising and volunteer team for their extraordinary dedication to the fight against women’s cancers.

MANITOBA HISTORICAL SOCIETY – CENTENNIAL BUSINESS AWARD

In September, Great-West Life was recognized by the Manitoba Historical Society as a historic business based in Manitoba and presented with a Centennial Business Award. The award cultivates public awareness, encourages pride and acknowledges the impact that businesses have on Manitoba.

MANITOBA
ONTARIO

In the province that’s home to two of our head offices and many of our employees, we engage with charitable organizations that are keeping residents healthy and safe, focusing on learning, and protecting our environment, among other priorities.

Advancements in technology in medicine save lives. Our commitment ($100,000) to the University of Ottawa Heart Institute and the Bringing the Future Closer capital campaign will help build a new Hybrid Operating Room. This interdisciplinary, multifunctional room will bring infrastructure and technology from cardiac operating rooms and catheterization labs to the patient. The goals are better patient care and overall outcomes, including shorter hospital stays.

A good-quality patient bed is essential for the comfort of any patient. Our commitment to the Lake of the Woods District Hospital assists with the purchase of new adjustable beds, helping improve patient care, safety and recovery, while also easing the physical burden on caregivers.

Visiting one’s child in the hospital is difficult; it’s even harder when a family must travel far from home. The Health Sciences North Foundation in Sudbury is constructing a specialized pediatric centre of excellence for Northeastern Ontario, to help accommodate the thousands of children who currently need to go to Toronto, Ottawa or London to receive care. Our commitment ($100,000) is helping build the NEO Kids Health Centre for children, youth and families to receive care closer to home.

Rouge Valley Urology cares for more than 5,400 patients with cancer diagnoses each year, along with people facing other urological issues, in east Scarborough and west Durham. We helped the Rouge Valley Health System establish a Urological Centre of Excellence with a commitment ($50,000) toward two urology suites designed to free up operating room time for other procedures, and to reduce wait times for consultation, testing and treatment for patients with prostate cancer.

We made an equal contribution to the University Hospitals Kingston Foundation toward the purchase of a new state-of-the-art MRI machine for the Kingston Regional Hospital and to renovating its imaging services area.

The Alzheimer Society London and Middlesex program London Life Generation Link matches student volunteers with seniors experiencing dementia to socialize, share stories and create a memory book that stimulates new understandings for both. The program is evolving to include field trips that foster historical reminiscing, and modern tools and technology to enhance communication between generations.

We’re giving doctors a helping hand to allow them to see what they’re doing better, with support toward a new C-Arm machine for the Thunder Bay Regional Health Sciences Centre. The X-ray image intensifier is vital for the Cardiac Program. Our support for the Foundation also includes the long-term volunteer and fundraising efforts of our own local representatives.

It’s hard for people with full eyesight to imagine what it’s like to be blind or partially sighted. Many of our employees and representatives in the Kanata/Kingston area tried to do just that by taking part in CNIB (Canadian National Institute for the Blind) Ontario East Region’s NightSteps events. These family walks “under the stars” raise funds and awareness. Proceeds allow blind and partially sighted children and adults an opportunity to enjoy CNIB’s accessible lakefront camp facility in Muskoka.

The best learning experiences are often hands-on. Our support of the Ivey Connects Community Internship program allows students at Ivey Business School at Western University to take part in summer internships at non-profit organizations in London and Toronto. Just one example saw an intern with CivicAction help develop and implement an initiative to reduce stigma around mental illness and motivate employers to better support their workers’ mental health.

Through the Envision Tomorrow capital campaign, the Lambton College Foundation is renewing its Sarnia campus. Our commitment ($75,000) supports this campaign, which was established to enhance academic programming, student athletic needs and applied research opportunities.

As in several other Canadian centres, we continued to support a Start2Finish Running & Reading Club in London, at F.D. Roosevelt Public School. The after-school program couples physical activity with reading and mentorship for economically disadvantaged children. One of our employees along with a distribution associate of our organization enjoyed their experience as volunteers so much that they stepped into the roles of Co-Directors for this particular reading club.

In Toronto, Second Harvest, Canada’s largest not-for-profit perishable food recovery program, distributes fresh surplus food donated by grocery stores, food distributors and manufacturers, hotels and caterers to community centres, shelters, breakfast programs and drop-in centres. Our commitment ($80,000) helps the Harvest Kitchen Program provide a unique training opportunity to under-skilled people, enabling career development.

Ronald McDonald House is a welcoming “home away from home” for families with seriously ill or injured children receiving medical care at nearby hospitals. We made our commitment ($50,000) to help Ronald McDonald House of Southwestern Ontario build a new facility in the Windsor Regional Hospital. The seven-bedroom house with laundry facilities, public lounge/family room, and sunroom will benefit families with children in the hospital who must travel from surrounding communities including Chatham, Leamington and Wallaceburg.

Families of adults undergoing hospital treatment can benefit from a caring place to call home as well. Mark Preece Family House in Hamilton provides accommodation minutes away from Hamilton General Hospital for patients there or at three nearby hospitals. We helped expand their facility in 2013, and continue to participate through a group of our employees in the Sponsored Meal Program, which sees them shopping for, preparing and cooking a meal for 40 members of families staying on site.

Fred Victor helps Toronto’s homeless and low-income citizens access programs and services to rebuild their lives. In 2016 we completed a pledge ($50,000) toward the Fresh Start initiative, helping Fred Victor repurpose one of Toronto’s Pan Am Athletes’ Village buildings into
COMMUNITY SUPPORT – REGION BY REGION

affordable housing along with social services for up to 300 people. Residents include single adults, families, at-risk youth, seniors and others with mental health challenges, refugees/newcomers, veterans and people living with physical disabilities. Residents began moving into the Pan Am Legacy Housing in spring 2016.

We also supported Shifra Homes Inc., the only agency in the Halton region (serving Burlington, Oakville, Milton and the surrounding area) offering a safe haven and a supportive environment to young homeless women who are pregnant.

With the Engage! London program, the London Community Foundation helps the city’s up-and-coming leaders find the “good” in doing good, inspiring young professionals to get involved in their community through volunteerism. With our lead sponsorship ($10,000) and the support of community mentors, including our employees, participants work together as consultants to provide strategic recommendations to non-profit organizations for causes they are passionate about.

Our commitment ($150,000) is helping build two new facilities for the YMCA of Western Ontario. The Windsor YMCA, a new multi-use community centre at Central Park Athletics, opened to the public in October. In the rapidly growing southwest area of London, a new YMCA, community centre and library has broken ground and is scheduled to open in fall 2018.

The annual Mayor’s Au Marché in St. Catharines raises funds for children and youth to take part in recreation and cultural programs. With our support, the event brings together local talent, chefs, restaurants, wineries and craft breweries to raise money for the St. Catharines Youth Fund at the Niagara Community Foundation.

When like-minded organizations work together, good things happen. Pillar Nonprofit Network has converted an old commercial building in downtown London into Innovation Works. This new social innovation shared space enables incubating new ideas and fostering innovation for community change. Our multi-year commitment ($150,000) supports capital and programming. At the heart of this new facility, the London Life Solutions Lab will be a space for workshops, events and activities where creative, passionate community change-makers from all sectors – including our employees – can develop more powerful ways of collaborating to advance transformative change. The shared space’s second and third floors opened in 2016 and the first floor, featuring the LondonLife Solutions Lab, opened in January 2017.

In May, five men associated with Community Living London received the keys to a pair of new shared homes, thanks to Habitat for Humanity Heartland Ontario and its unique partnership with Community Living London. We were the House Title Sponsor, and more than 100 volunteers from our London head office joined the build.

We’re helping the North Bay Symphony Society bring music to people in Northern Ontario through the Gift of Music program. Our support enhances interest and accessibility to the Symphony, and recognizes volunteerism in the community by donating tickets to select volunteer organizations.

The Art Gallery of Burlington holds its Free Family Sundays: Open Studio every week, providing accessible, drop-in art sessions for children, youth and families. We’re pleased to help balance art appreciation with art creation for those who might not otherwise afford art classes.
Quebec

1,039 EMPLOYEES
$81.8 MILLION IN PAYROLL
OVER $419,000 IN SUPPORT TO UNITED WAY

Quebec

Quebec

We’re providing significant support to help people in Quebec – including at-risk youth and other vulnerable individuals – meet their basic needs, pursue their potential and receive compassionate care.

Offering emergency, transition and housing services to thousands of homeless men and women, the Old Brewery Mission also provides personal contact and more than 700 nourishing meals daily – many served by our employee and advisor volunteers over the years. We made our commitment ($150,000) to the See the End of Homelessness campaign to help the Mission respond to the many needs at the root of homelessness, including supports for some of its clients facing age-related issues like Alzheimer’s and other disorders, which add to the stresses and dangers of being homeless.

Les Habitations l’Escalier in Montreal provides shelter for homeless and at-risk young adults, as well as employment training and development through their social enterprise programs. Our commitment ($20,000) will help repair and increase the capacity for temporary housing for homeless youth.

Based in Saint-Augustin-de-Desmaures near Quebec City, CASA – Centre de thérapie treats people with addictions. It also provides services to family members and specialized programs to veterans and current Armed Forces members. We’re supporting a building expansion and renovation with a commitment ($30,000) that will help expand the facility from 39 rooms up to 95.

An aging population, developments in oncology and the recent expansion of the Charles LeMoyne Hospital’s cardiology program – regionally recognized for its expertise – are all contributing to an increase in specialized exams, including ultrasound. We’ve made a commitment ($50,000) toward new equipment, including a portable cardiac ultrasound machine to deliver faster care.

La Maison Monbourquette provides bereavement support and resources, free of charge. Our support will help them make important updates to their three comprehensive websites to improve accessibility and raise awareness of their services.

LE GROUPE COMMUNAUTAIRE L’ITINÉRAIRE

Le Groupe communautaire L’Itinéraire empowers people who are homeless through work experience and training, including the production and marketing of a magazine. We’re proud to support their Intergenerational Project in which experienced magazine vendors teach and mentor younger vendors, helping participants in each role to build their skills and confidence.

Young researchers in Quebec studying various health issues and diseases have the potential to make great discoveries. The Great-West Life, London Life and Canada Life Doctoral Scholarship supports them through the Fondation universitaire Armand-Frappier de l’INRS. This year’s award recipient, Ph.D. student Philippe Egesborg, is studying a protein involved in highly aggressive forms of breast cancer for which current treatments are largely ineffective.

With our support Fondation de l’Institut universitaire de cardiologie et de pneumologie de Québec gives cardiologists a chance to develop expertise and create first-rate research and clinical sites for cardiac care. Fellowship recipients train in ultra-specialized medical assessment centres outside of Quebec, returning back to the institute with new expertise and care methods.

Meanwhile, for nursing students, Le Cégep de Sorel-Tracy’s new Learning Simulation Laboratory offers a state-of-the-art healthcare training environment with innovative technology and robotics to provide a realistic experience, helping prepare them for jobs and improve patient outcomes. Our commitment ($20,000) supports the purchase of one of three specialized training mannequins.

As children grow, the Shape Up health promotion program aims to instill healthy habits by promoting physical activity and healthy eating. This program for kids ages 5 to 16 is delivered through summer camps and communication to families throughout the year. Our commitment ($100,000) helps expand the Shape Up Foundation program at more camps across the province and other parts of Canada.

Music also enriches young lives. As Presenting Sponsor of the Orchestre symphonique de Montréal’s Youth Concert Series, we’re helping to give students the opportunity to become familiar with classical music by attending innovative and stimulating live performances.
The people and communities across the Atlantic provinces are diverse, as are the regional initiatives we supported in 2016. Whether it’s helping kids who need someone to talk to, supporting people undergoing cancer treatments, or aiding communities in crisis, we were there to show we care.

When communities in Nova Scotia and Newfoundland were flooded after being hit by the tail end of Hurricane Matthew and another weather system in October, we joined in relief efforts. Our contribution to the Canadian Red Cross helped provide emergency relief and supplies to families and individuals affected by the major flooding and damage in the areas.

We’re supporting the musical therapy program for pre-school children with special needs at Halifax’s Wee Care Developmental Centre. Their programs help each child realize their full potential and provide for their unique educational needs.

Exposure to the arts has many cognitive and creative benefits for young children. With our support, Confederation Centre of the Arts gives school children from across P.E.I. the chance to experience and learn about the arts in a fun way. For Arts Discovery Days, children enjoy a day of workshops that expose them to dance, theatre and visual arts in a professional setting.

Kids Help Phone makes sure kids can get help when they need it. Employees and representatives in our Halifax offices raised money for Kids Help Phone by participating in the 2016 Boolathon, an annual Halloween-themed bowling fundraiser with proceeds supporting day and night service counselling and information services to young people dealing with grief and loss, struggling with family relationships, or coping with other issues.

We’re helping students learn about finances, and awarding them for exceptional performance in doing so. Our contribution to University of New Brunswick in Fredericton is helping this institution develop and launch its Quantitative Finance program.

For many years, we’ve supported our Newfoundland employees and representatives who have volunteered and raised funds for the Burin Peninsula Health Care Foundation. In 2016, we expanded our support with a commitment ($20,000) toward renovations, expansion and purchase of equipment for the hospital’s new Chemotherapy Unit.

Through our support of Canadian Cancer Society – Newfoundland and Labrador Division’s One Night Stand Against Cancer initiative, we’re helping relieve some of the financial burden cancer patients incur for accommodations, meals and transportation to and from hospital appointments.

We’ve made a commitment ($15,000) to the Dartmouth General Hospital Charitable Foundation, toward renovations to the inpatient unit. Our donation will help create brighter, cleaner and more comfortable surroundings in refurbished units, contributing to a healing environment.
CONTRIBUTIONS TO COMMUNITIES IN 2016

220 Red River Royal Canadian Air Cadet Squadron
2017 Canada Summer Games Host Society Inc.
30 Hour Telethon for Palliative Care Services
351 Silverstar Royal Air Cadet Squadron - Unionville
618 Queen City – Royal Canadian Air Cadets
980 CJME’s Santa’s Anonymous
A Way Home
ABC Life Literacy Canada
ACCESS Employment
Accueil francophone
Action Nouvelle Vie
Aeolian Hall Musical Arts Association
The AIDS Coalition of Nova Scotia
Alberta Adolescent Recovery Centre
Alberta Business Family Institute
The Alberta Children’s Hospital Foundation
ALS Society of Canada
Alzheimer Society of London and Middlesex
Alzheimer Society of Manitoba
Alzheimer Society of Saskatchewan
Alzheimer Society of Toronto
Amable Choirs of London, Canada
Amcal Family Services
Appleton Centre for Adult Learning
Aptus Treatment Centre
Arcady
Art City
Art Gallery of Burlington
Art Gallery of Hamilton
Art Starts Neighbourhood Cultural Centre
The Arthritis Society - Manitoba & Nunavut Division
The Arthritis Society - Southwestern Ontario
Arts Club Theatre Company
Arts Umbrella
Artspace Inc.
Assaulted Women’s Helpline
Assiniboine Park Conservancy
Association of Fundraising Professionals, Golden Horseshoe Chapter
Association of Fundraising Professionals, Greater Toronto Chapter
Association of Fundraising Professionals, Manitoba Chapter
Association of Fundraising Professionals, Regina Chapter
Bata Shoe Museum
BC Children’s Hospital Foundation
BC Women’s Hospital & Health Centre Foundation
Belleville General Hospital Foundation
Bethania Mennonite Personal Care Home
Between Friends
Big Brothers Big Sisters of Greater Halifax
Big Brothers Big Sisters of London & Area
Big Brothers Big Sisters of Toronto
Big Brothers Big Sisters of Windsor Essex
Big Brothers of Greater Vancouver Foundation
Big Brothers of Regina
Border Crossings
Bow Valley College
Boys & Girls Club of London Foundation
Boys & Girls Club of Ottawa
Boys & Girls Club of Winnipeg
Brain Tumour Foundation of Canada
Brescia University College
Bridges to Hope Inc.
British Columbia Institute of Technology Foundation
Brockville & District Hospital Foundation
Brown Bagging for Calgary’s Kids Society
Burin Peninsula Health Care Foundation
Burlington Community Foundation
Business for the Arts
Cabbagetown Community Arts Centre
Calgary Drop-In & Rehab Centre
Calgary Philharmonic Orchestra
Cambridge Memorial Hospital Foundation
Camp Oschigess
Canada’s History
Canada’s Royal Winnipeg Ballet
Canadian Association of Family Enterprise - Vancouver
Canadian Association of Gift Planners (CAGP)
Canadian Association of Student Activity Advisors
Canadian Blood Services
Canadian Business History Association
Canadian Cancer Society – Alberta/NWT Division, Calgary & District Unit
Canadian Cancer Society - Elgin-Middlesex Community Office
Canadian Cancer Society - Manitoba Division
Canadian Cancer Society – Newfoundland & Labrador Division
Canadian Cancer Society - Oxford County Unit
Canadian Cancer Society – Peterborough & District
Canadian Cancer Society - Quebec Division
Canadian Cancer Society - Waterloo Region Community Office
Canadian Celiac Association – Manitoba
Canadian Dachshund Rescue (Ontario)
Canadian Foundation for AIDS Research (CANFAR)
Canadian Institute for Advanced Research (CIFAR)
Canadian Life Insurance Medical Officers Association (CLIMOA)
The Canadian Medical Hall of Fame
Canadian Mental Health Association - BC Division
Canadian Mental Health Association - Kelowna
Canadian Mental Health Association - Niagara
Canadian Museum for Human Rights
Canadian Opera Company
Canadian Progress Club - Halifax
Canadian Progress Club – St. John’s
Canadian Red Cross
Canadian Red Cross – Quebec
Canadian Red Cross – Western Zone
Canadian Stage
Canadian Women’s Foundation
CancerCare Manitoba Foundation
Cansuck Place Children’s Hospice
Canucks for Kids Fund
Capilano University
Cardiac Health Foundation of Canada
The Caring Place
The Carpenter Hospice
Carrefour d’Entraide Lachine
CASA Centre de thérapie
Catholic Youth Organization - Marydale Park
CCSE Maisonneuve
Centaur Theatre Company
Centraide du Grand Montréal
Centraide Estrie
Centraide Mauricie
Centraide Outaouais
Centraide Québec et Chaudière-Appalaches
Centraide Saguenay-Lac-St-Jean
Central Neighbourhood House
Central Okanagan Hospice Association
Le centre de recherche sur l’Atelier de l’Arche et son époque
Centre for Addiction and Mental Health Foundation
The Cerebral Palsy Association of Manitoba
Chartered Professional Accountants of Canada
Chatham-Kent Hospice
Chatham Outreach for Hunger
Chez Nous
Child Advocacy Centre Niagara
Children’s Aid Foundation of Halton
Children’s Discovery Museum on the Saskatchewan
Children’s Health Foundation (London)
Children’s Hospital Foundation of Manitoba
Children’s Rehabilitation Foundation
Children’s Wish Foundation of Canada – Alberta & NWT Chapter
Children’s Wish Foundation of Canada - Nova Scotia Chapter
Children’s Wish Foundation of Canada - Prince Edward Island Chapter
CHIMO Community Services
Christmas & Winter Relief Association
The Citadel Theatre
CivicAction
CNIB - Manitoba and Saskatchewan, Winnipeg Office
CNIB - Ontario East Region
Coast Mental Health Foundation
Common Weal Community Arts Incorporated
Community Foundation of Greater Peterborough
The Concerned Kids
Conestoga College
Confederation Centre of the Arts
The Conference Board of Canada
Cornwall Alternative School
Corporate Social Responsibility Society | CSRS Schulich
Corporation L’Espoir
The Corporation of Massey Hall and Roy Thomson Hall
Corps de cadets 2710 Optimiste-Lafleche
Council for London Seniors
Covenant House Toronto
Covenant House Vancouver
CPAC Foundation

Creative Kids
Creative Retirement Manitoba
Crohn's and Colitis Foundation of Canada - Ontario Region
Crouch Neighbourhood Resource Centre
Cystic Fibrosis Canada - Essex-Kent Chapter
Daily Bread Food Bank
D’Arcy’s Animal Rescue Centre
Dartmouth General Hospital Charitable Foundation
The David Suzuki Foundation
Déf Corporate Canderel
Douglas College Foundation
Downtown Winnipeg BIZ
Dr. Noble Irwin Regional Healthcare Foundation
The Dream Factory
Dreams Take Flight - Toronto
Ducks Unlimited Canada
Durham Deaf Services
Earth Rangers
East End Community Health Centre
Easter Seals Ontario - Peterborough
Economic Development Winnipeg Inc.
Edwards Business Students’ Society
Encounters with Canada
Ethio-Canadian Cultural Academy Inc.
The Ewing’s Cancer Foundation of Canada
Excellence Canada
Experiences Canada (formerly SEVEC)
FACS Niagara Foundation
Families of Spinal Muscular Atrophy Canada Society
Fanshawe College
Federation CJA
Festival du Voyageur
FirstOntario Performing Arts Centre
Folk Arts Council of Winnipeg
Fondation de L’Entrepreneuriat de Beauce
Fondation de l'Université du Québec à Trois-Rivières
Fondation des amis de l'enfance (Montréal) Inc.
Fondation du Cégep de l’Outaouais
Fondation du Cégep du Sorel-Tracy
La Fondation du Grand défi Pierre Lavoie
Fondation Hôpital Charles-Le Moyne
Fondation Institut Universitaire de Cardiologie et de Pneumologie de Québec
Fondation Jean-Monbourquette
Fondation l’air d’aller
Fondation Marie-Eve Saulnier
Fondation pour les arts, les lettres et la culture en Outaouais
Fondation Ressources-Jeunesse
Fondation santé et mieux-être Jeanne-Mance
Fondation Sourdine
Fondation Tel-jeunes
Fondation Tremplin Santé
Fondation universitaire Armand-Frappier de l’INRS
Food Banks Canada
Forces AVÉNIR
Forest City Road Races
The Forks Renewal Corporation
FortWhyte Alive
Foundation for Gene and Cell Therapy
Foundation of Stars
Francofonds
Fred Victor Centre
Frontier College
Funds for Pets
Future Leaders of Manitoba Council
Future Possibilities Canada
Gardiner Museum
Gatineau Health Foundation
Girl Guides of Canada
Girl Guides of Canada – Manitoba Council
Girl Guides of Canada – Ontario Council
Givesome Foundation Inc.
Glenbow Museum
Globe Theatre
Good Shepherd Centre
The Governor General’s Canadian Leadership Conference
Grace General Hospital Foundation
Grand River Hospital Foundation
The Grand Theatre
Grande Prairie Regional Hospital Foundation
Les Grands Ballets Canadiens de Montréal
Grandview Children’s Foundation
Grant MacEwan University Foundation
Greater Peterborough Health Services Foundation
Green Action Centre
Groupe communautaire L’Itinéraire
Growing Chefs’ Ontario
Habitat for Humanity Canada
Habitat for Humanity Heartland Ontario
Habitat for Humanity Manitoba
Habitat for Humanity National Capital Region
Habitat for Humanity Nova Scotia
Habitat for Humanity Quebec
Habitat for Humanity Toronto
Habitat for Humanity Vancouver Island North
The Hammer Band
Hands TheFamilyHelpNetwork.ca
Health Care Foundation (St. John’s)
Health Employers Association of BC - Vancouver
Health Sciences North Foundation
The Healthy Enterprises Group
Heart and Stroke Foundation of BC & Yukon
Heart and Stroke Foundation of Manitoba
Heart and Stroke Foundation of Ontario
Heart and Stroke Foundation of Ontario - Brockville
Heart and Stroke Foundation of Ontario - Durham
Heart and Stroke Foundation of Ontario - London Area
Heart and Stroke Foundation of Quebec
Heartland Forest Nature Experience
Helping Hands for Manitobans with Breast Cancer Inc.
Helping Hands Street Mission
Heritage Winnipeg
HIPPY - Quebec
Hockey Helps the Homeless
Holy Names House of Peace
Horton Street Seniors Centre
The Hospice of Windsor and Essex County
Hospitals of Regina Foundation
Hôtel-Dieu Grace Healthcare
House of Hesed
Human Resources Professionals Association
Humber River Hospital Foundation
Ignite Adult Learning Corporation
Imagine Canada
Immigrant and Refugee Community Organization of Manitoba
Immigrant Centre Manitoba Inc.
Indspire
Inn From the Cold
Institute for International Women’s Rights - Manitoba
International Institute for Sustainable Development
International Symphony Orchestra
Intersections Media Opportunities for Youth Society
Interval House
The Ireland Fund of Canada
The Ireland Park Foundation
Italian Canadian Handicapped Association
Jazz Winnipeg
Jeans ‘n Scrubs
Joseph Brant Hospital Foundation
La Joupouthèque Saint-Michel
Jovia Foundation
JRK Milen Navy Cadets – HMCS Chippawa
Junior Achievement of British Columbia
Junior Achievement of Canada
Junior Achievement of Central Ontario
Junior Achievement of London & District
Junior Achievement of Peterborough, Lakeland, Muskoka
Junior Achievement of Saskatchewan
Junior Achievement of South Western Ontario
Juvenile Diabetes Research Foundation - Winnipeg
Ka Ní Kanichihk Inc.
Katie Cares
Kelowna General Hospital Foundation
The Kidney Foundation of Canada - Ontario Branch
The Kidney Foundation of Canada - Saskatchewan
Kids Help Phone
KidsAbility Foundation
KidSport Alberta
KidSport BC
KidSport Greater Victoria
KidSport Manitoba (Sport Manitoba)
KidSport Saskatchewan
Kinesis Dance
Kiwanis Club of Wascana
Koats for Kids
Lake of the Woods District Hospital Foundation
The Lambton College Foundation
Lambton Concert Band
Langara College Foundation
L’Arche Foundation of Greater Vancouver
L’Arche London
The Law Society Foundation
Leadership Windsor/Essex
LEAF Manitoba
LEAP: The Centre for Social Impact
L’Entraide de Lourdes
Les Habitations L’Escalier
Les Petits Frères
Let’s Talk Science
The Leukemia & Lymphoma Society of Canada
The Lighthouse Program for Grieving Children
The Lighthouse, Children and Families
LITE
London Abused Women’s Centre
London Arts Council
London Chamber of Commerce
London Children’s Museum
London Community Foundation
London Community Players
London Health Sciences Foundation
London Heritage Council
London Humane Society
London Santa Claus Parade Corporation
Loran Scholars Foundation
Lorraine Kimsa Theatre for Young People
LUSO Community Services
Lymphedema Association of Manitoba
MacKenzie Art Gallery
MADD London
La Maison de Quartier Villeray
La Maison des Jeunes de St-Bruno
La Maison Marguerite de Montréal
Make-A-Wish - Southwestern Ontario
Make-A-Wish - Toronto & Central Ontario
Manchester Aboriginal Youth Achievement Awards
Manitoba Chamber Orchestra
Manitoba Children’s Museum
Manitoba Conservatory of Music and Arts
Manitoba Dragon Boat Festival
Manitoba Marathon
The Manitoba Museum
Manitoba Opera
Manitoba Schizophrenia Society
Shakespeare in the Ruins
Shakespeare on the Saskatchewan Festival
Share the Warmth
ShareLife - Archdiocese of Toronto
Shaw Festival
Sheridan College Institute of Technology and Advanced Learning
Shifra Homes Inc.
Shriners Hospitals for Children - Canada
SickKids Foundation
Sierra Club of Canada Foundation
Simon Fraser University
Single Parent Association of Newfoundland
Sketch - Working Arts for Street-Involved and Homeless Youth
Smile Theatre Company
SOS Children’s Village British Columbia (CANADA) Society
Souppepper Theatre Company
South London Neighbourhood Resource Centre
South Temiskaming Activity Trails Organization
Special Olympics Canada
Special Olympics Manitoba
Special Olympics Nova Scotia
Special Olympics Ontario – Kingston
Special Olympics Ontario – London
Special Olympics Ontario – Stratford & Area
Specialized Services for Children & Youth
St. Anthony’s Hospital
St. Clair College Foundation
St. Joseph’s Health Care Foundation (Hamilton)
St. Joseph's Health Care Foundation (London)
St. Joseph's Hospice
St. Joseph's Hospitality Centre
St. Lawrence College
St. Mary’s Hospital Foundation
St. Matthews Maryland Community Ministry
St. Paul’s High School
St. Paul’s Hospital Foundation (Vancouver)
St. Stephen’s Community House
St. Thomas Elgin General Hospital Foundation
Start2Finish Foundation
Stollery Children's Hospital Foundation
The Stratford Festival
Sunshine Centres for Seniors
Talisker Players Chamber Music
Tafelmusik
Take Pride Winnipeg
United Way Calgary and Area
University Hospitals Kingston Foundation
University of Alberta
University of British Columbia
University of Calgary
University of Edinburgh
University of Fredericton
University of Manitoba
University of New Brunswick
University of Ottawa Heart Institute Foundation
University of Regina
University of Saskatchewan
University of Victoria
University of Winnipeg
Vancouver Chamber Choir
Vancouver Community College
Vancouver Island University Foundation
Vancouver Symphony Orchestra
VIBE Arts for Children and Youth
Victoria Hospital Foundation (Prince Albert)
Victoria Hospitals Foundation (Victoria)
Vintage Locomotive Society Inc.
Vision Impaired Resources Network Inc.(VIRN)
Volunteer Manitoba
VON Middles-Elgin
Wabano Centre for Aboriginal Health Inc.
Wee Care Developmental Centre
Wellspring London and Region
Wellwood Resource Centre of Hamilton
West Broadway Community Organization
West Island Lyric Theatre
Western University
Westover Treatment Centre
WindSOR & Essex County Cancer Centre Foundation

APPENDIX
APPENDIX

2016 SCHOLARSHIPS, BURSARIES AND AWARDS

ABC Life Literacy Canada (National)
Great-West Life, London Life and Canada Life Literacy Innovation Awards

Algoma University College (Sault Ste. Marie, ON)
The Great-West Life Student Assistance Fund
The Great-West Life Assistance Fund for Indigenous Students

Ambrose University College (Calgary, AB)
Freedom 55 Financial Scholarship

Arts Umbrella (Winnipeg, MB)
Media Arts Bursary Program

BCIT (Burnaby, BC)
Freedom 55 Financial Fitness and Community Wellness Award

Bow Valley College (Calgary, AB)
Freedom 55 Financial Business Awards

Brock University (St. Catharines, ON)
The Great-West Life Scholarship in Business Administration

Business Council of Manitoba (Winnipeg, MB)
Aboriginal Education Award Program

Canadian Foundation for AIDS Research (National)
Great-West Life, London Life and Canada Life Research Grant

The Canadian Medical Hall of Fame (London, ON)
Great-West Life and London Life Scholarship Fund

Capilano University (North Vancouver, BC)
Freedom 55 Financial Fitness and Community Wellness Award

Carleton University (Ottawa, ON)
The Great-West Life Assurance Company Award in Business

Great-West Life, London Life and Canada Life Award in Business

The Chartered Professional Accountants of Manitoba (Winnipeg, MB)
Great-West Life Leadership Award

Concordia University (Montréal, QC)
Great-West Life Business Education Awards

Conestoga College Institute of Technology and Advanced Learning (Kitchener, ON)
Freedom 55 Financial Awards in Financial Services

Delta Waterfowl Research Station (Portage la Prairie, MB)
The Peter D. Curry Memorial Scholarship

Douglas College (New Westminster, BC)
Freedom 55 Financial Fitness and Community Wellness Award

École d’Entrepreneurship de Beauce (Saint-Georges de Beauce, QC)
Great-West Life Scholarship

Fanshawe College (London, ON)
Great-West Life, London Life and Canada Life Interactive Media Specialist Scholarship

Fondation de l’Institut universitaire de cardiologie et de pneumologie de Québec (Ste-Foy, QC)
The Great-West Life/Fondation de l’Institut universitaire de cardiologie et de pneumologie de Québec Fellowship

Fondation de l’Université du Québec à Trois-Rivières (Trois-Rivières, QC)
Freedom 55 Financial Business Program Scholarship

Fondation universitaire Armand-Frappier de l’INRS (Laval, QC)
Great-West Life, London Life and Canada Life Doctoral Scholarship

Fondation universitaire de l’Université du Québec (Québec, QC)
Great-West Life Merit Scholarship in Management Science and related fields

DUES & ASSESSMENTS

We also support many professional, voluntary sector and business organizations. Many of our staff are involved in advisory or consultative capacities with industry organizations or working groups including members of private industry and regulatory agencies.

Better Business Bureau Serving Manitoba & N.W. Ontario
Business for the Arts
Business Council of Manitoba
Canada Safety Council
Canadian Chamber of Commerce
Canadian Council for Aboriginal Business
Canadian Council of Chief Executives
C. D. Howe Institute
Conference Board of Canada
Fédération des chambres de commerce du Québec
Imagine Canada

The London Chamber of Commerce
Manitoba Chamber of Commerce
Ontario Chamber of Commerce
Pacific Rim Automakers’ Club of Toronto
Regina & District Chamber of Commerce
Toronto Financial Services Alliance
Toronto Region Board of Trade
Winnipeg Chamber of Commerce

Windsor Symphony Orchestra
The Windsor-Essex Children’s Aid Foundation
The Winnipeg Art Gallery
Winnipeg Chamber of Commerce
Winnipeg Folk Festival
The Winnipeg Foundation
The Winnipeg Fringe Theatre Festival - Kids Fringe
Winnipeg Goldeyes Baseball Club’s Community Zone Partnership
The Winnipeg Humane Society
Winnipeg International Children’s Festival
Winnipeg Military Family Resource Centre (MFRC)
Winnipeg Philharmonic Choir
Winnipeg Police Association’s Fundraiser
Winnipeg Rotary Club Community Service Fund Inc.
Winnipeg Santa Claus Parade
Winnipeg Symphony Orchestra
Wolseley Family Place
Women’s Community House
Women’s Enterprise Centre of Manitoba
The Woodrow Wilson International Centre for Scholars
Yellow Brick House
YMCA of Central East Ontario
YMCA of Greater Halifax/Dartmouth
YMCA of Regina (North West)
YMCA of Western Ontario
YMCA-YWCA of Winnipeg
York Region Food Network
Youth Central
Youth Diversion Program
Youth Opportunities Unlimited
YWCA Kitchener-Waterloo
YWCA Regina
YWCA Toronto

APPENDIX
<table>
<thead>
<tr>
<th>University/Academic Institution</th>
<th>Scholarship/Funding Opportunity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant MacEwan University (Edmonton, AB)</td>
<td>Freedom 55 Financial Awards</td>
</tr>
<tr>
<td>Peter Kousouvan Communication and Leadership Award</td>
<td></td>
</tr>
<tr>
<td>HEC Montréal (Montréal, QC)</td>
<td>Great-West Life Scholarship</td>
</tr>
<tr>
<td>Huron University College (London, ON)</td>
<td>London Life Fourth Year Scholarship</td>
</tr>
<tr>
<td>Indspire (National)</td>
<td>Foundation for the Advancement of Aboriginal Youth Scholarships and Bursaries</td>
</tr>
<tr>
<td>Lakehead University (Thunder Bay, ON)</td>
<td>Freedom 55 Financial Scholarships</td>
</tr>
<tr>
<td>The Lambton College (Sarnia, ON)</td>
<td>Freedom 55 Financial Scholarship in Business Administration</td>
</tr>
<tr>
<td>Langara College (Vancouver, BC)</td>
<td>Freedom 55 Financial Fitness and Community Wellness Award</td>
</tr>
<tr>
<td>Laurentian University - Northern Ontario School of Medicine (Sudbury, ON)</td>
<td>Great-West Life, London Life and Canada Life Award</td>
</tr>
<tr>
<td>Lorran Scholar Foundation (SK, MB, ON, QC)</td>
<td>Great-West Life, London Life and Canada Life Lorran Provincial Awards</td>
</tr>
<tr>
<td>McGill University (Montréal, QC)</td>
<td>Great-West Life and London Life Scholarship in Arts</td>
</tr>
<tr>
<td>Great-West Life and London Life Scholarship in Management</td>
<td></td>
</tr>
<tr>
<td>McMaster University (Hamilton, ON)</td>
<td>Centre for Health Promotion and Rehabilitation: The Great-West Life Ontario Graduate Scholarship</td>
</tr>
<tr>
<td>Memorial University of Newfoundland (St. John’s, NL)</td>
<td>Great-West Life Endowed Scholarship in Business Administration</td>
</tr>
<tr>
<td>Mount Allison University (Sackville, NB)</td>
<td>London Life Business Education Scholarship</td>
</tr>
<tr>
<td>Mount Royal University (Calgary, AB)</td>
<td>Freedom 55 Financial Scholarship</td>
</tr>
<tr>
<td>Northern Alberta Institute of Technology (NAIT) (Edmonton, AB)</td>
<td>Great-West Life Endowed Scholarship</td>
</tr>
<tr>
<td>Okanagan College (Kelowna, BC)</td>
<td>Freedom 55 Financial Scholarships</td>
</tr>
<tr>
<td>Queen’s University (Kingston, ON)</td>
<td>Great-West Life School of Medicine Endowed Scholarship</td>
</tr>
<tr>
<td>Queen’s University (Kingston, ON)</td>
<td>Great-West Life School of Medicine Endowed Scholarship</td>
</tr>
<tr>
<td>Red River College (Winnipeg, MB)</td>
<td>Freedom 55 Financial Athletics Award</td>
</tr>
<tr>
<td>Redeemer University College (Ancaster, ON)</td>
<td>Freedom 55 Financial Scholarship</td>
</tr>
<tr>
<td>Great-West Life Business Education Bursary</td>
<td></td>
</tr>
<tr>
<td>Rideau Hall Foundation (MB)</td>
<td>Freedom 55 Financial Scholarship</td>
</tr>
<tr>
<td>The Queen Elizabeth II Diamond Jubilee Scholarships Program</td>
<td></td>
</tr>
<tr>
<td>Royal University Hospital Foundation (Saskatoon, SK)</td>
<td>The Great-West Life, London Life and Canada Life Medical Training Endowment</td>
</tr>
<tr>
<td>Ryerson University (Toronto, ON)</td>
<td>The Devon Laid Brooks Award</td>
</tr>
<tr>
<td>Saskatchewan Indian Institute of Technologies (Saskatoon, SK)</td>
<td>Freedom 55 Financial Saskatchewan Advantage Opportunity and Innovation Scholarship</td>
</tr>
<tr>
<td>Saskatchewan Polytechnic (Regina, SK)</td>
<td>Great-West Life Scholarships</td>
</tr>
<tr>
<td>Seneca College of Applied Arts and Technology (Markham, ON)</td>
<td>Great-West Life, London Life and Canada Life Business Scholarship</td>
</tr>
<tr>
<td>Gwl Reality Advisors Building Operator Award</td>
<td></td>
</tr>
<tr>
<td>Sheridan College Institute of Technology and Advanced Learning (Oakville, ON)</td>
<td>Great-West Life, London Life and Canada Life Entrance Scholarship</td>
</tr>
<tr>
<td>Great-West Life, London Life and Canada Life Multi-Year Bursaries</td>
<td></td>
</tr>
<tr>
<td>Simon Fraser University (Burnaby, BC)</td>
<td>Freedom 55 Financial Fitness and Community Wellness Award</td>
</tr>
<tr>
<td>The Great-West Life Scholarship in Business Administration</td>
<td></td>
</tr>
<tr>
<td>St. Clair College (Windsor, ON)</td>
<td>Freedom 55 Financial Scholarship, Chatham Campus</td>
</tr>
<tr>
<td>Freedom 55 Financial Scholarship, Windsor Campus</td>
<td></td>
</tr>
<tr>
<td>St. Joseph’s Health Care Foundation (London, ON)</td>
<td>London Life Studentship in Stroke Rehabilitation Research</td>
</tr>
<tr>
<td>St. Lawrence College (Kingston, ON)</td>
<td>Freedom 55 Financial Scholarship in Business</td>
</tr>
<tr>
<td>Thames Valley Education Foundation (London, ON)</td>
<td>London Life Award</td>
</tr>
<tr>
<td>Trinity Western University (Langley, BC)</td>
<td>Freedom 55 Financial Scholarship, Chilliwack Campus</td>
</tr>
<tr>
<td>Freedom 55 Financial Scholarship, Abbotsford Campus</td>
<td></td>
</tr>
<tr>
<td>Freedom 55 Financial Scholarship, Surrey Campus</td>
<td></td>
</tr>
<tr>
<td>University of Alberta (Edmonton, AB)</td>
<td>Freedom 55 Financial MBA Award</td>
</tr>
<tr>
<td>Freedom 55 Financial Undergraduate Business Award</td>
<td></td>
</tr>
<tr>
<td>The Great-West Life Bachelor of Commerce Scholarship</td>
<td></td>
</tr>
<tr>
<td>The Great-West Life Bilingual Bachelor of Commerce Scholarship</td>
<td></td>
</tr>
<tr>
<td>University of British Columbia (Vancouver, BC)</td>
<td>Freedom 55 Financial Fitness and Community Wellness Award</td>
</tr>
<tr>
<td>University of Calgary (Calgary, AB)</td>
<td>Freedom 55 Financial Athletic Award</td>
</tr>
<tr>
<td>Great-West Life Business Education Scholarship</td>
<td></td>
</tr>
<tr>
<td>University of Fredericton (National)</td>
<td>The Great-West Life Bursary in Psychological Health and Safety Studies</td>
</tr>
<tr>
<td>University of Manitoba (Winnipeg, MB)</td>
<td>Bison Sport Athletic Scholarship Fund</td>
</tr>
<tr>
<td>G. Clarence Elliott Fellowship</td>
<td></td>
</tr>
<tr>
<td>Great-West Life Actuarial Career Scholarship</td>
<td></td>
</tr>
<tr>
<td>Lloyd A. H. Warren Chair in Actuarial Science</td>
<td></td>
</tr>
<tr>
<td>University of New Brunswick (Fredericton, NB)</td>
<td>The Great-West Life, London Life and Canada Life Award in Quantitative Finance</td>
</tr>
<tr>
<td>Great-West Life Graduate Scholarship in Disability Management</td>
<td></td>
</tr>
<tr>
<td>University of Northern British Columbia (Prince George, BC)</td>
<td>The Great-West Life, London Life and Canada Life Award in Actuarial Science</td>
</tr>
<tr>
<td>University of Ontario Institute of Technology (Oshawa, ON)</td>
<td>Freedom 55 Financial Fitness and Community Wellness Award</td>
</tr>
<tr>
<td>University of Regina (Regina, SK)</td>
<td>Freedom 55 Financial Scholarship for New Canadians</td>
</tr>
<tr>
<td>University of Saskatchewan (Saskatoon, SK)</td>
<td>Freedom 55 Financial Scholarship in Business</td>
</tr>
<tr>
<td>Freedom 55 Financial Scholarship in Business</td>
<td></td>
</tr>
<tr>
<td>University of Toronto (Toronto, ON)</td>
<td>Woodsworth College – Peter Bronfman Woodsworth Scholarship</td>
</tr>
<tr>
<td>University of Victoria (Victoria, BC)</td>
<td>Freedom 55 Financial Fitness and Community Wellness Award</td>
</tr>
<tr>
<td>University of Winnipeg (Winnipeg, MB)</td>
<td>Freedom 55 Financial Scholarship in Business</td>
</tr>
<tr>
<td>Great-West Life Business Student Scholars Program</td>
<td></td>
</tr>
<tr>
<td>The Tony Tuncio Bursary Fund in Art History</td>
<td></td>
</tr>
<tr>
<td>Vancouver Community College (Vancouver, BC)</td>
<td>Freedom 55 Financial Scholarship for New Canadians</td>
</tr>
<tr>
<td>Great-West Life, London Life and Canada Life Scholarship for New Canadians</td>
<td></td>
</tr>
</tbody>
</table>
Vancouver Island University (Nanaimo, BC)  
*Freedom 55 Financial Fitness and Community Wellness Award*  
Western University (London, ON)  
*London Life Actuarial Career Scholarships*  
*London Life Paul Desmarais Finance Fellowship*  
*Great-West Life MBA Continuing Scholarship*  
York University (Toronto, ON)  
*Great-West Life, London Life and Canada Life Award in Financial Services*

**TEAM EVENTS 2016**

**West Coast**

Big Brothers of Greater Vancouver Foundation  
*Bowl for Big Brothers Classic, Vancouver*  
*Freedom 55 Financial, Vancouver Georgia*  
Heart and Stroke Foundation of BC & Yukon  
*Big Bike Corporate Challenge*  
Vancouver Disability Management Office

**Prairies**

CancerCare Manitoba Foundation Inc.  
*Challenge for Life*  
*Great-West Life Head Office*  
CancerCare Manitoba  
*Manitoba Dragon Boat Festival*  
*Great-West Life Head Office*  
Families of Spinal Muscular Atrophy Canada Society  
*Georgia's Journey of Hope*  
*Great-West Life Head Office*  
Heart and Stroke Foundation of Manitoba  
*Heart & Stroke Big Bike, Winnipeg*  
*Freedom 55 Financial, Manitoba*  
Hospitals of Regina Foundation  
*Cardiac Care 5K Walk/Run*  
Regina Administration Centre  
JDRF - Winnipeg Chapter  
*Teal Walk to Care Diabetes, Winnipeg*  
*Great-West Life Head Office*  
JDRF – Winnipeg Chapter  
*Ride to Defeat Diabetes, Winnipeg*  
*Great-West Life Head Office*  
KidSport Saskatchewan  
*Fun & Fitness Corporate Challenge-Regina*  
Regina Administration Centre  
Multiple Sclerosis Society of Canada - Alberta Division  
*MS Bike Tour 150 – Leduc to Camrose*  
*Freedom 55 Financial, Edmonton*  
Multiple Sclerosis Society of Canada - Manitoba Division  
*MS Bike Tour – Biking in the Viking*  
*Great-West Life Head Office*  
Riverview Health Centre Foundation  
*Cycle on Life*  
*Great-West Life Head Office*  
The Cerebral Palsy Association of Manitoba  
*Stationary Bike Race*  
*Great-West Life Head Office*  
The Movement Centre of Manitoba Inc.  
*WinnStuck*  
*Great-West Life Head Office*  
United Way of Winnipeg  
*Plane Pull*  
*Great-West Life Head Office*  
The Winnipeg Humane Society  
*Paws in Motion*  
*Great-West Life Head Office*  

**Ontario**

ALS Canada  
*Walk for ALS, Durham*  
*Freedom 55 Financial, Durham*  
ALS Canada, London Chapter  
*Walk for ALS, London*  
*London Life Head Office*  
Alzheimer Society of Toronto  
*Walk for Memories, Toronto*  
*Freedom 55 Financial, Toronto East*  
Big Brothers Big Sisters of London & Area  
*Bowl for Kids’ Sake, London*  
*London Life Head Office*  
Brain Tumour Foundation of Canada  
*Brain Tumour Walk*  
*London Life Head Office*  
Canadian Cancer Society – Elgin-Middlesex Unit  
*Mudmioiselle*  
*London Life Head Office*  
Canadian Cancer Society - Elgin-Middlesex Unit  
*Relay for Life, London*  
*London Life Head Office*  
Canadian Mental Health Association – Niagara  
*Ride Don't Hide, Niagara*  
*Freedom 55 Financial, Niagara*  
Canucks for Kids Fund  
*Freedom 55 Financial Open Charity Walk*  
*London Life Head Office*  
CNIB – Ontario East Region  
*Nightsteps*  
Sales & Marketing Centre, Eastern Ontario  
Crohn's and Colitis Foundation  
*Gutsy Walk for Crohn's and Colitis, London*  
*London Life Head Office*  
Crohn's and Colitis Foundation  
*Gutsy Walk for Crohn’s and Colitis, Mississauga*  
*Freedom 55 Financial, Mississauga*  
Crohn's and Colitis Foundation  
*Gutsy Walk for Crohn’s and Colitis, Strathtay*  
*London Life Head Office*  
Daily Bread Food Bank  
*Food Sort Challenge*  
Sales & Marketing Centre, Toronto  
Foundation for Gene and Cell Therapy  
*Jesse’s Journey Walk to Defeat Duchenne*  
*London Life Head Office*  
Grandview Children’s Foundation  
*Ajax Run for Grandview Kids*  
Sales & Marketing Centre, Central Ontario  
Heart and Stroke Foundation of Ontario - Brockville  
*Heart & Stroke Big Bike, Brockville*  
*Freedom 55 Financial, Brockville*
Heart and Stroke Foundation of Ontario – London
Heart & Stroke Big Bike, London
London Life Head Office

Heart and Stroke Foundation of Ontario – York Region South
Heart & Stroke Big Bike, Scarborough
Scarborough Disability Management Office

Heart and Stroke Foundation of Ontario
Heart & Stroke Big Bike, Toronto
Canada Life Head Office
Toronto Group Sales Office

Heart and Stroke Foundation of Ontario
Becel Ride for Heart, Toronto
GWL Realty Advisors, Toronto

Kids Help Phone
Walk so Kids Can Talk
Freedom 55 Financial, Windsor

London Health Sciences Foundation
Walk of Champions for Myeloma Research
London Life Head Office

London Humane Society
Bark in the Park Festival Dog Walk-a-thon
London Life Head Office

Make-A-Wish Foundation of Southwestern Ontario
Go Blue! Go Bald! Charity Head Shave
London Life Head Office

Maryvale
Tim Horton's Night Run
Freedom 55 Financial, Windsor

Mission Services of London
Coldest Night of the Year
Freedom 55 Financial, Forest City

Mission Services of London
Hike for Happiness
London Life Head Office

Movember Canada
Movember, London
London Life Head Office

Multiple Sclerosis Society of Canada - Ontario Division, Southwestern Ontario Fund Raising Office
MS Walk, London
London Life Head Office

Multiple Sclerosis Society of Canada - Ontario Division, Southwestern Ontario Fund Raising Office
MS Bike Tour, Grand Bend to London
London Life Head Office

Ronald McDonald House of Southwestern Ontario
Bowl-a-Thon
Freedom 55 Financial, Windsor

Run for Ovarian Cancer
Run for Ovarian Cancer
London Life Head Office

SARI Therapeutic Riding
Bowling for Ponies
London Life Head Office

SickKids Foundation
Icewave Peel Halton Corporate Challenge for SickKids
Canada Life Head Office

SickKids Foundation
Heatwave for SickKids
Canada Life Head Office

Thames Valley Children's Centre
Forest City Road Races
London Life Head Office

The Princess Margaret Hospital Foundation
Road Hockey to Conquer Cancer
Freedom 55 Financial, Mississauga

The Terry Fox Foundation Ontario
Terry Fox Run, Grimsby
Freedom 55 Financial, Hamilton

The Terry Fox Foundation Ontario
Terry Fox Run, London
London Life Head Office

VON Middlesex-Elgin
Great Community Run, Walk 'n' Roll
London Life Head Office

Windsor & Essex County Cancer Centre Foundation
Grow On
Freedom 55 Financial, Windsor

Quebec
La Fondation du Grand défi Pierre Lavoie
Le Grand défi Pierre Lavoie
Gold Key Advisor Practices, Quebec – McGill Cancer Centre and Institut du cancer de Montréal
Défi Corporatif Canderel
Montréal Head Office

Atlantic
Big Brothers Big Sisters of Greater Halifax
Bowl for Kids Sake
Atlantic Provinces Group Sales Office

Atlantic Provinces Group Sales Office
Halifax Disability Management Services Office

Health Care Foundation
Bust a Move for Health
Atlantic Provinces Group Sales Office

Kids Help Phone
Boolathon
Nova Scotia Financial Centre

Nova Scotia Financial Centre
Sales & Marketing Centre, Nova Scotia

Leukemia & Lymphoma Society of Canada – Atlantic Canada Region
Ride for Cancer
Nova Scotia Financial Centre

Motionball for Special Olympics
Marathon of Sport
Atlantic Provinces Group Sales Office
“Working together, we can make a positive impact in our communities and in support of the well-being of all Canadians.”