



The Network

Staying in touch

1858 **150** 2008

- 2 Building the house of Ross**
How a Scot, born in Ireland, helped shape the Canadian business landscape
- 4 IFRS: The countdown is on!**
The IFRS conversion clock is ticking, and our IFRS specialists are ready to help guide our clients through transition
- 5 National news**
Publications, ideas and events. This is just a taste of the information available on Deloitte.ca
- 6 Local news**
Take a peek into our GTA offices; we had much to celebrate this year
- 7 Meet Harold Chmara**
Read about Harold's return to the firm
- 8 Community spirit & involvement**
See how the firm has given back to our local communities through Impact Day and the Deloitte Foundation



150 years of excellence and innovation in professional services



1845

William Welch Deloitte opens an accountancy practice in London, England

1858

Philip S. Ross opens an accountancy firm in Montreal

1882

The Bell Telephone Company of Canada hires Philip Ross to prepare its first audited annual report

1899

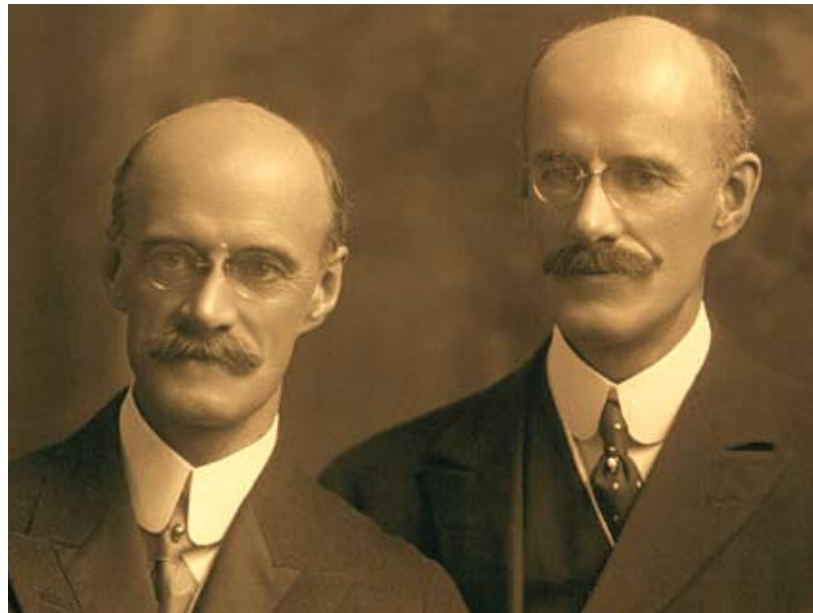
George A. Touche founds an accounting firm in London, England

Building the house of Ross

Philip Simpson Ross was born at a military garrison in Belfast, Ireland, in 1827, where his father served in a British infantry regiment. In 1832 the Ross family returned to their ancestral home in Glasgow, Scotland. Extremely proud of his Scottish heritage, Ross would later wryly comment that “notwithstanding the accident of my birth in Ireland, I am a Scotchman.” By the late 1840s, Ross was working as a bookkeeper, as his father had. Although Ross loved Scotland, he dreamed of a wider field of opportunity and, in June 1851, he emigrated to Montreal. He was twenty-three years old. Ross arrived in Canada, still a British colony, during a period of rapid economic and social transformation: The Great Irish Famine drove approximately 250,000 destitute Irish refugees to the colony between 1846 and 1851.

Ross took up as a bookkeeper, first with a wholesale dry goods firm, and later with the Montreal Marine Works. The large shipyard manufactured wooden hulls and steamship engines, and by the late 1850s employed more than two hundred workers. Ross’s association with the shipbuilding firm appears to have influenced his first independent business venture. During the mid-1850s, Ross began what he called “a mercantile career,” organizing a ship chandlery at 8 & 10 Grey Nun Street in Montreal. The firm offered an array of ship provisions, most notably sail canvas, paints, delivery hoses, and grain bags.

On May 1, 1858, Ross expanded his business, setting himself up as an accountant, custom house, and commission agent next door to the chandlery business. Ross soon circulated business announcements throughout the small city. The chandlery did well enough that in 1860 Ross brought his brother James, and later his brother William, to Canada to join him as business partners. By the mid-1870s,



In 1883, Ross was the boss. His sons acknowledged his command of the firm by calling him “Governor.”

Ross had established a stable, if modest, accounting practice. By far the most important of Ross’s early clients was the Sun Mutual Life Insurance Company of Montreal. Founded in 1871, the firm was one of several Canadian life insurance companies to emerge in the late nineteenth century. The insurance business boomed due to government regulations that required both foreign and domestic insurers to have sufficient assets to cover their liabilities, and – offering innovative insurance products – the firm flourished. Ross served as the company’s first auditor, establishing a strong relationship that would span one hundred consecutive years.

In late 1879, Ross formalized the foundation of the family dynasty,

establishing P. S. Ross & Sons. Claiming as its mission “the purpose of carrying out the business of accountants,” the firm included Ross, who was now fifty-two, and two of his five sons, James George Ross and William Gillies Ross. On April 3, 1883, P. S. Ross & Sons consummated its first partnership agreement. Ross was the boss.

The total annual business of the new firm was a mere C\$10,000, but the agreement gave Ross C\$2,000 per year – each of his sons netted C\$500 per year. Ross’s sons acknowledged his command of the firm by calling him “Governor.”

In March 1882, the Bell Telephone Company of Canada hired Ross to

prepare its first audited annual report. The firm, which was incorporated on April 29, 1880, by Alexander Melville Bell (father of Alexander Graham Bell, the telephone’s inventor) and nine other investors, eventually controlled most of the telephone system in Ontario and Quebec. Ross audited and certified the annual report of the directors, reviewing costs associated with the purchase of competing telephone exchanges and other capital expenditures. During the 1890s, P. S. Ross & Sons continued to expand its accounting and audit engagements. To meet increasing client demands, the firm hired its first employee, Andrew Morris. In addition, P. S. Ross & Sons absorbed two more Ross sons, Alexander Fleming Copeland Ross and John Wardrop Ross. At the same time, Ross, who was sixty-eight years old in 1895, increasingly withdrew from the day-to-day operations of the firm. Ross died on February 1, 1907, at the age of 80.

With the death of his father, James George Ross took over the firm. Under his direction the firm grew incrementally, and by 1900 it employed ten full-time workers and paid approximately \$2,560 in total wages. The majority of the employees were junior staff who prepared ledger books and assisted with routine office tasks. P. S. Ross & Sons also continued to expand its list of audit clients. At century’s end, clients included the Montreal and Boston Copper Company, Office Specialty Manufacturing Company Limited, and Ocean Accident and Guaranty Corporation, among others. It was a testament to the Ross brothers’ ambition and sophistication that they privately referred to their burgeoning firm as “the House of Ross.”

Looking back with pride. Looking around the corner – and the world – for our clients.

1911

J. Arthur LaRue, with Eugène Trudel, found the first public accounting office in Quebec City and the first French-Canadian practice in the province

Lucien Bélair is an early and distinguished partner. Through mergers, LaRue’s firm eventually becomes the Samson Bélair in Samson Bélair/ Deloitte & Touche

George A. Touche & Co. Canada is established. Touche himself retains ultimate authority over the Canadian offices



1925

Deloitte, Plender & Griffiths & Co. and Haskins & Sells merge in Canada, Cuba and Mexico

Past. Present. Future.

Q: With the firm into its 150th year, how do you think the history of the firm has shaped its present and its opportunities for the future? Where do you think Deloitte will be 150 years from now?

“Our vision to be the standard of excellence has roots dating to 1858. There are many wonderful stories in our history, and we can learn a lot from them. I’m sure that if Philip S. Ross was here today, he would be proud that the firm he started has grown to be the largest professional services firm in the country. His spirit of entrepreneurship and commitment to serving clients paved the way for each succeeding generation of professionals to make our firm stronger. Looking forward, I am confident the people of Deloitte will continue to make our founders proud.”

Alan MacGibbon
Managing Partner and Chief Executive



Q: Our firm is dedicated to promoting diversity in and outside the workplace. What elements from our history paved the way for creating an inclusive environment?

“Since Ross’ time, the world has evolved dramatically into a global village. By understanding, respecting and embracing individual similarities and differences, we can improve the quality of the services we bring to our clients, and the quality of our workplace for our people.”

Yezdi Pavri
Managing Partner, GTA



Q: How have the relationships between Deloitte colleagues both past and present helped to build and foster the firm’s reputation in the marketplace and with talented people?

“The predecessor firms of today’s Deloitte have many things in common, including the value they placed on working collaboratively. Today we use the term ‘One Deloitte’ to define our service delivery. That means creating solutions and teams that are driven by the client’s need, not our internal organization. It’s proven to be a formula for success.”

Mark Bernardi
Partner and GTA Alumni Chair



The way we were...



We asked our alumni to share some of their own stories of the firm, elaborating on their experiences and what Deloitte gave them when it was time to say goodbye!

What was your favourite part of working at Deloitte?

John Budd, Tax Partner (1979 – 1997)

My years at Deloitte were extremely satisfying, and I have many fond memories. The firm gave me the opportunity to pursue my interest in estate planning and family business succession planning, and I am fortunate to have been able to play a national role in the firm, heading up these specialty areas within the firm’s tax practice. Undoubtedly, the expertise, experience, and career credentials that I obtained while at Deloitte helped me achieve some success in my “second career” as a Portfolio Manager and one of the owners of Cumberland Private Wealth Management Inc.

Most of all, I remember the outstanding people with whom I worked at Deloitte: partners, managers, and people at every level. It was a very stimulating work environment. I am also happy to say that I still have a connection with Deloitte, beyond being an alumnus. Deloitte is our firm’s auditor, and we also look to Deloitte for tax advice. It is quite interesting to find myself on the “client side” of the fence after having spent so many years with Deloitte as a tax advisor.

Giving back to the community has always been an important part of the firm’s culture. How did you experience this in your time with the firm? Why is it important?

Giles Meikle, former Chairman & CEO, Deloitte Haskin & Sells (1982 – 1989), and Chairman of Deloitte & Touche (1990-1992)

The firm was always supportive of those who were prepared to give back to the community and the profession. In my case this support enabled me to serve as President of the Institute of Chartered Accountants of Alberta and on the Executive of CICA; serve on the Board of the Canadian Opera Company for 14 years, including a term as President; serve on a Hospital Board and as Chair of the Board of Stewards of my church. These activities are of importance for a number of reasons – providing opportunity for growth as a person, filling a much needed role as a volunteer in such organizations, enhancing the firm’s public profile and influencing outcomes.

1929

Maurice Samson’s independent Quebec City practice merges with LaRue & Trudel

1958

George A. Touche & Co. and P.S. Ross & Sons merge to form Touche Ross

Touche Ross

Sharing our insight

IFRS

The Countdown is on!

With International Financial Reporting Standards – or IFRS – becoming mandatory for all profit-oriented publicly accountable enterprises at the beginning of the 2011 fiscal year, the IFRS conversion clock is ticking. According to Deloitte IFRS leader **Don Newell**, the average mid-sized company will require a full year to convert from Canadian GAAP to IFRS. And because this change is mandatory for so many organizations, the demand for expertise as the deadline nears is expected to be like a mad rush to the latest shipment of Wii Fit.

Anticipating the market demand for tailored Canadian IFRS solutions, Deloitte has established a cross-Canada network of IFRS specialists who are already knee-deep in preparing clients to make the switch. Because IFRS conversion goes beyond the audit – affecting controls, IT systems, human resources, change management, valuation and more – the impact of IFRS will be significant.

Preparing Deloitte people

To prepare its people, Deloitte has developed an IFRS-specific curriculum to help the firm's professionals understand how individual standards will affect their clients. The distinct approach has earned the Canadian firm recognition as one of six Deloitte Touche Tohmatsu IFRS Centres of Excellence – allowing Deloitte Canada to tap into other countries' IFRS experiences, while maintaining a uniquely Canadian perspective.

Preparing our clients

To prepare Canadian companies, Deloitte's IFRS specialists regularly share their knowledge at industry conferences, and have established accessible IFRS resources. For example:

- The **Deloitte IFRS Resource Centre** – part of the firm's online Centre for Corporate Governance – serves as a one-stop IFRS shop for tools, updates and checklists.
- Our subscription-based **IFRS Countdown** newsletter delivers the latest IFRS regulatory updates, conversion insights from specialists, and useful I(FRS)Q-boosting tidbits.

Questions

Contact a Deloitte IFRS professional by visiting www.deloitteifrs.ca



Respond to market volatility

Canadian companies are undoubtedly feeling the impact of the global financial crisis. The ripple effect translates into both unimagined risks – and potential opportunities. On one hand, organizations must cope with the credit crunch, currency fluctuations and volatile markets. On the other hand, now is the time to be proactive and take charge: strengthen your competitive stance, improve your cash position, and prepare for the long haul. To achieve this balance, you need to act definitively to control the situation – before it controls you. Time is of the essence. Deloitte has professionals equipped with the skills needed to help your organization navigate through this difficult time. For more information, please visit www.deloitte.com/ca/volatility

Your business issues – our insights

For an in-depth look at today's pressing issues that can help an organization better understand the key drivers behind success, visit www.deloitte.ca

Podcasts

Deloitte Canada Insights is a complimentary audio newsmagazine that examines important business issues of the day. Subscribe to the podcast series (www.deloitte.com/ca/podcasts) to receive the latest editions automatically, or listen to individual podcasts.

Green supply chain management: Opportunity today, imperative tomorrow



Valerie Chort, national leader of Deloitte's Corporate Responsibility & Sustainability practice, and Stephen Brown, a partner with the firm's Supply Chain practice, explore the benefits of a "greener" supply chain, from improved supplier relationships to reduced packaging. (20 minutes)

Succession planning: Ignore at your own risk



Harley Mintz, a tax partner with Deloitte's Private Company Services group, discusses the key elements of a good succession plan, including the main disposition strategies, the unique challenges of a family transfer, and how to maximize the value of a business over the long term. (19 minutes)

Canadian technology, media and telecommunications trends



John Ruffolo and Duncan Stewart of Deloitte's Technology, Media & Telecommunications industry group reveal how emerging TMT trends will affect Canadian businesses. Learn how these predictions can help manage risk, enhance strategic planning and boost the bottom line. (15 minutes)

Publications

Mastering finance in government



Deloitte Research recently released a report entitled *Mastering finance in government: Transforming the government enterprise through better financial management*. This study provides a comprehensive look at the world of finance and includes feedback from more than 200 government officials from 28 countries. The results highlight significant gaps between current needs and capabilities, but also a remarkable level of agreement about how government agencies need to strengthen and better integrate their finance capabilities.

Running IT as a business



Deloitte conducted a survey of senior IT executives from Canada's top financial institutions. The survey report, *Running IT as a business*, examines the key challenges identified by the respondents and provides IT organizations with insight on how to align with and improve their value within the business.

The questions in the survey covered a wide range of topics including: business-aligned structure and leadership, pragmatic governance, performance-based metrics, product definitions and cost drivers, innovation, and talent management.

The survey data indicated that many IT organizations are struggling just to keep pace with the ever-increasing demands of the business.

To download a copy of these publications, please visit www.deloitte.ca

1967

First Deloitte management consulting group forms in Montreal

1969

Touche Ross & Co. name is adopted globally

1971

Deloitte Plender Haskins & Sells is renamed Deloitte Haskins & Sells in Canada

1980

Winspear Higgins Stevenson and Co. merges with Deloitte Haskins & Sells

**Deloitte
Haskins & Sells**

National news

Making diversity part of Deloitte's DNA

Deloitte must continue to evolve with Canada's changing business environment by attracting and retaining talented people from a range of backgrounds. Diversity must be part of the firm's organizational DNA – ensuring that the faces and experiences of Deloitte mirror an increasingly diverse Canada.

Last year, Deloitte established a National Diversity Council, led by partner **Jane Allen**, the firm's Chief Diversity Officer. This coast-to-coast council has made headway in making diversity a concrete priority at Deloitte, developing scorecards that help business leaders track and measure progress in key areas – like recruitment, leadership admissions, promotions and turnover.

Cross-country People Networks have been developed, focused on creating an inclusive work environment. Examples include:

- **Canadian Women's Initiative** (CanWin) organizes internal and external events that address workplace gender topics. Other groups include **Women Mentoring Women** – supporting the retention and advancement of women in the Consulting business; and **Career Moms** which provides networking and information sharing for female professionals who are also mothers.
- **Women of Influence Luncheons** – Deloitte is the

title sponsor of this series, which provides a forum for high-profile Canadian business women to share advice and inspiration.

- **LGBT (lesbian, gay, bisexual and transgender) Employees at Deloitte (LEAD)** – aims to develop the internal community of LGBT professionals within Deloitte. Externally, the firm also sponsored the first Canadian LGBT career fair and conference, "Out on Bay Street," in Toronto in 2007.

- Tax – **Denis de la Chevrotière** will serve as the Tax Leader of Quebec & Quebec Regions
- Financial Advisory – **Stephen Bray** will be the Financial Advisory Leader of Quebec Centre

GTA services leader appointments

- Audit – **Richard Nunn** will succeed Richard Clark
- ERS – **Terry Hatherell** will succeed Raj Krishnamoorthy
- Tax – **Andrew Dunn** has been appointed, Managing Partner Tax and **Heather Evans** is appointed the new GTA Tax Service Leader

Leadership appointments

Deloitte welcomes a number of new Managing Partners in offices across the country.

- Winnipeg: **Carol Paradine** succeeds Richard Olfert as the new Managing Partner of the Winnipeg office.
- Quebec and Quebec Regions: **Clarence Turgeon** has been appointed the new Managing Partner, taking over from Jacques Plante.
- Atlantic: **Shannon MacDonald** is the new Managing Partner of this region, succeeding Peter Brown.
- **Peter Brown** has assumed the new role as our National PCS leader. Peter is also the Greater Toronto PCS leader.

Quebec services leader appointments

- Audit – **Gilles Cossette** has been appointed Audit Leader of Quebec & Quebec Regions

Industry leader appointments

- Consumer Business – **Peter Barr** has been appointed the National Consumer Business Leader



National programs

Directors' Series

For the past four years, the Directors' Series has examined some of the critical issues facing corporate directors. Led by Vice-Chair Don Wilkinson and former Vice-Chair Jim Goodfellow, the Directors' Series remains a pre-eminent source of information for boards of directors. This year, each two-hour event will be broadcast by satellite to 17 cities across Canada, with sessions timed to provide directors with current information just before their quarterly and year-end board meetings.



This interactive series covers the following topics:

- Market uncertainty: What boards need to know
- IFRS progress report and year-end audit committee update
- A legal update and the changing role of the board secretary and general counsel
- Managing governance processes in small-cap and private companies

For more information, please visit www.deloitte.com/ca/directorsseries

Best Managed program

Canada's 50 Best Managed Companies is one of the country's leading business awards programs, recognizing excellence in Canadian-owned and managed companies with revenues over \$10 million. Deloitte, in partnership with CIBC Commercial Banking, National Post and Queens School of Business sponsors this prestigious awards program.



Every year, hundreds of entrepreneurial companies compete for this designation in a rigorous and independent process that evaluates the calibre of their management abilities and practices.

The awards are granted on three levels:

- 1) Best Managed winner (one of the 50 new winners selected each year)
- 2) Requalified member (repeat winners retain the Best Managed designation for two additional years, subject to annual operational and financial review)
- 3) Platinum Club member (winners that maintain Best Managed status for a minimum of six consecutive years).

To recommend a future Best Managed company, contact us at 50best@deloitte.ca

To view past winners, please visit www.canadas50best.com

1981

Touche Ross merges with Gardner McDonald & Co based in Montreal, Toronto, Edmonton, and Calgary

1983

Touche Ross celebrates its 125th anniversary

1987

Toronto-based Deloitte Haskins & Sells announces a merger with Samson Bélair. The combined firm operates as Samson Bélair in Quebec and Deloitte Haskins & Sells in the rest of Canada

Deloitte Foundation established. Its mission is to make a difference to our communities through focused contributions of our financial resources

Local news

Congratulations Deloitte dot!



On June 17, the Boiler House Restaurant opened its doors for Deloitte's annual GTA Alumni Networking Reception. As June marked the beginning of the firm's 150th anniversary, it was only appropriate to celebrate with those who played an integral part in shaping our history.

The evening began with a toast by Deputy Chief Executive, **Bruce Richmond**, who spoke about the firm's accomplishments - Deloitte is now the largest professional services firm in Canada! It was noted that much of this would have not been possible without the support of Deloitte alumni, "in a great many respects you represent what we are today - not just our size but our values and our beliefs - to be the best and to always act with integrity and sincerity". Following Bruce's speech, **Mark Bernardi**, Deloitte's GTA Alumni Chair read a congratulatory scroll specially written by Minister of Finance, the **Honourable Jim Flaherty**. The minister ended his scroll with the following words "providing 150 years of service is truly a rarity that demonstrates resilience, determination and a dedication to excellence."

Once the speeches came to a close, the jazz band was cued and it was time to enjoy the networking portion of the evening. As Deloitte signature cocktails were passed throughout the crowd, alumni enjoyed tasting the beers of Mill Street Brewery while relaxing on the high leather couches of Penny Loafer Shoe Shine Company. As one alumnus put it, "it was a great event and a fitting tribute to celebrate the firm's 150th anniversary."

Be proud of your history with the firm and more importantly, happy anniversary!

Client in crisis? Call the AFT team

What do clients need when they're in a crisis? A group of experienced professionals to jump in and begin managing the problems and provide solutions. Deloitte's Financial Advisory practice's analytic and forensic technology (AFT) group can fill that role, working with clients in a crisis management role during emergency situations that can potentially destroy a business' value.

"It's estimated that \$10 million a day is taken from people from high yield investment/email scams - we have assisted many Canadian victims," says **David Stewart**, Deloitte's National leader of the AFT group. "Every single company and individual is a potential victim of fraud." With professionals on the ground in all the major cities across the country, the Deloitte team is Canada's largest and most diverse. The team's newest computer lab, located in the heart of downtown Toronto, opened on March 27 and is led by Associate Partner **Corey Fotheringham**. "This is the most advanced facility in Canada. It's linked to our other analytic and forensic technology teams and facilities around the country via a secure network," explains Corey.

Deloitte's AFT lab communicates to the business community, including the country's largest legal firms, that Deloitte is the premier service provider in this growing space.

If you'd like to learn more about the AFT lab or the team's capabilities, contact **David Stewart** at **416-775-7484** or **Corey Fotheringham** at **416-601-6043**

GTA Consulting announces new alumni program

Deloitte is pleased to announce the launch of the GTA Consulting Alumni Network. Over the coming weeks, an invitation to join our Consulting Alumni LinkedIn® group will be sent out via email. To guarantee that you receive the communication, please ensure that your contact info in the Deloitte Alumni registry is up-to-date.

For more information, please contact consultingalumni@deloitte.ca

Announcing the Deloitte Applewood Centre



The Private Companies market segment continues to prosper in Greater Toronto and surrounding areas. Eager to be close to clients, GTPCS currently operates out of three locations - Concorde Gate,

Toronto North and Mississauga. This year, the GTPCS practice will operate out of a brand new building located in Vaughan, uniquely titled the Deloitte Applewood Centre. Given the team's proximity to the GTA practice, and in the interest of operational efficiency, GTPCS and GTA will be highly coordinated, as the Concorde Gate and Mississauga offices will remain intact. This new office will structure the firm in a way that will enable Deloitte to take advantage of client opportunities in this important market.

GTA events/programs

TechTalent roundtable

This exclusive roundtable series began following the release of the research report *Coming of Age* in May 2007. This Canadian research focused on talent issues within the technology and telecom industries, and discovered that organizations are facing significant challenges. Richard Lee, a partner with Deloitte's Human Capital group, recognized that significant learning and insights could come from a roundtable of industry leaders. The discussions at past events have been lively and focused on topics including generational challenges and general talent issues.

For more information, please contact bchilderhose@deloitte.ca

1990

Touche Ross merges with Deloitte Haskins & Sells Samson Bélair

1999

Canadian firm aligns with the global affiliate, Deloitte Touche Tohmatsu (DTT), one of the world's leading professional service firms

2002

1,000 Andersen Canada partners and staff to join Deloitte & Touche, creating Canada's largest professional services firm

Meet Harold Chmara: Second time around at Deloitte



Harold Chmara, Associate Partner

At first, associate partner Harold Chmara had thoughts of being a doctor or a medical scientist. He completed a Bachelor of Science degree at the University of Toronto ... but realized that medicine was not the right career path for him. Not fazed, he then attended York University's Schulich School of Business and graduated with an MBA in 1976.

He joined Deloitte's Audit practice in 1973 and received his CA designation. By the time he progressed to manager

in the tax group, Harold decided he needed a change and left the firm for Markborough Properties Inc., an arm of the Hudson's Bay Company (Hbc) and one of the largest real estate companies in Canada at the time. After eight years, he transferred to Hbc's corporate head office working in a number of roles, including Vice President Tax and Risk Management. After leaving Hbc, Harold did some consulting work and served as acting CFO at a technology company.

In 2006, Harold rejoined Deloitte and is back in the Toronto office's tax practice. As an associate partner, his personal objective is to "have clients look to Deloitte's practitioners for the best technical and practical answers to their issues, but also to see us as informal and approachable professionals."

Learn more about Harold Chmara

How has the market for professional services evolved since you joined?

When I left Deloitte, one of the conditions I set for the new job was that I used a PC – I wanted to move my work papers to an electronic format. Today, that would be laughable. The second shift is the huge number of research tools and information we have available electronically. Third is how global many of our clients are. What remains the same? Our client relationships are still based on providing the best service and maintaining our personal integrity.

Name one thing you do to make a difference in the environment?

I don't drive unless it's essential. I take transit most of the time and bike if I can. We have also become very conscious of hydro and energy use at home. I've considered putting solar panels on our roof, but I'm waiting until the cost/payback ratio gets better.

If you had an unexpected free afternoon, how would you spend it?

It would depend on the weather. On a nice afternoon, I'd be on my bicycle, taking advantage of the trails in the city. A bad weather afternoon would probably be for sorting through 30 years worth of photos which I'm gradually digitizing and organizing on the PC.

What's your perfect vacation destination?

A big city where there is always lots to do like exploring museums, historic sites or catching a play or opera. My partner and I are planning to work our way through many European cities doing just that. We were in Amsterdam this year and Paris before that.

What's the scariest thing you've ever done?

This would be a tie. One took about an hour – bungee jumping. Making myself step off than platform was a 'scare rush' that makes any rollercoaster seem tame. The second was a bike trip from Vancouver to Calgary. At the sight of the first mountain, I wondered if I could really get over all those massive climbs. I did it – by getting over one at a time ... and enjoying the fabulous views all the way.

Deloitte signs on as Canada's Top 40 Under 40 sponsor

Deloitte has a unique new connection to up-and-coming Canadians like TV personality Sarah Richardson, Tsawwassen First Nation Chief Kim Baird and Lasik MD President Mark Cohen. As the newest co-sponsor of Canada's Top 40 Under 40™ awards, Deloitte is aligned with these and other Top 40 winners and alumni – who range from brew-masters to doctors, and from financial whizzes to humanitarians. The awards celebrate individuals who have achieved notable success before the age of 40.

Making a connection

"The Top 40 Under 40 are leaders of today and tomorrow, and role models for young Canadians. Sponsoring these awards aligns perfectly with our commitment to associating with Canada's most talented professionals," says Deloitte Marketplace leader Larry Scott.

About the awards

While the awards program itself is managed by its founders The Caldwell Partners, The Top 40 Under 40 are selected by a National Advisory Board. This 27-person panel, representing a cross-section of Canadian geographies and industries, considers the nominees' achievements in:

- vision and leadership
- innovation and achievement
- impact
- community involvement and contribution
- growth/development strategy

For more information, visit www.top40award-canada.org

For a complete list and profiles of this year's winners, check out the Globe & Mail's Top 40 Under 40 insert.



2003

The consulting practice is re-integrated into our firm. We become Deloitte: one firm, one name, one brand of single-minded excellence

2005

First annual Impact Day is celebrated in Canada

2008

Deloitte celebrates its 150th year as a Canadian professional services firm

1858 **150** 2008

Community spirit & involvement



Deloitte Foundation A foundation for giving ... and nurturing

The Deloitte Foundation's vision is to be a leader in improving the quality of education, healthcare and youth services. The Foundation, chaired by Deloitte Partner **Karen Cramm**, looks for opportunities to nurture the development of initiatives and organizations that make a real difference to communities by identifying and responding to local needs. Organizations that have received contributions include the new research centre at St. Michael's Hospital Centre in downtown Toronto, the Children's Wish Foundation of Manitoba, and New Brunswick Community College.

This year, the Foundation will further explore the idea of a national "signature" charitable program for the firm. Explains Foundation Director **Leila Fenc**, "a signature program is one that would be exclusively associated with Deloitte in Canada – similar to the Dove Campaign for Real Beauty, or the work done by McDonalds with Ronald McDonald Houses globally. The goal of such a program is to add visibility and focus to a cause that has a natural alignment with our firm's strategy." To gain input/advice on what an appropriate program might look like, focus groups have been held in 7 offices across the country. In 2008, adds Leila, "we will continue to work on deepening our partnerships with key charities by extending our support beyond cash contributions to intellectual capital, board service, and other volunteer opportunities."

Greening Deloitte

Deloitte's GTA and National Services colleagues are now encouraged to sip their coffee from a ceramic cup, printing is all two-sided and, instead of bottled water at meetings, filtered water is now available from a jug. The best example of green activism is not a person but a building – Commerce Court South (CCS).

CCS, now home to the firm's Executive team plus national tax and legal and some GTA services, is a model of eco-efficiency. Built in 1972, it was retrofitted before Deloitte moved in this past February with the intention of making it a green building. Many of the materials used in the flooring and wall finishes are environmentally-friendly and non-toxic, and 90% of all lighting uses some type of control, such as occupancy sensors and personal switches. All appliances are Energy Star certified, there is an organic waste and electronic recycling program and the cooling system uses deep lake water rather than conventional CFC-based refrigeration, using approximately 90% less electricity.

The main boardroom has state-of-the-art video conferencing capabilities, which will allow people to 'meet' virtually with colleagues across the country or the world – a much more eco-friendly alternative than driving or flying to meet face-to-face.

"Because the building was basically a shell we had the perfect opportunity to retrofit it in an environmentally-responsible and sustainable manner," says associate partner **Rick Sullivan**. "The end result is not only a building that exemplifies our commitment to the environment; it's also a comfortable, light, airy place for our people to work."



Deloitte Impact Day

In May, the Toronto chapter of the International Association of Business Communicators honoured Deloitte with the 2008 Bobbie Resnick Philanthropy Award, in acknowledgement of the tremendous difference the firm has made through Impact Day.

Bobbie Resnick is a communications pioneer, with more than 50 years as a communicator, volunteer, entrepreneur, educator and mentor. The philanthropy award in her name recognizes outstanding leadership and service

to the community, with the winner demonstrating outstanding achievement in contributing to the betterment of the community.

This was an excellent way to enter into Deloitte's fourth annual Impact Day, celebrated this year on September 5. As a single day, Impact Day is when all of the people of Deloitte are encouraged to spend time away from the office to volunteer for locally sponsored and organized community improvement projects.

Wielding hammers, paintbrushes, spatulas, rakes and even pens, Deloitte colleagues took on a variety of tasks to help out a multitude of worthy community improvement projects – a few examples of the diverse projects our people took on include:

- Reinforcing life skills for young adults through game shows, skits, interview skills and just fun activities (like Wii and basketball) at **Covenant House**
- Provided learning, training, and mentoring for immigrants and refugees at **Skills for Change**

- Cleaning services at **Interval House**, making the shelter a clean environment for women and children of abuse

Similar to last year, an impressive 80% of GTA staff participated in over 135 initiatives. This tremendous turnout made a real difference and continues to set Deloitte apart as it illustrates the firm's dedication to improving the community in which we all live.

Join more than 10,000 Canadian alumni today! www.deloitte.com/ca/alumni

Your Toronto office alumni contact
Chair: Mark Bernardi 416-643-8012
The Deloitte Alumni Directory

Keep your alumni records up-to-date
Canadian website: www.deloitte.ca
email address: talumni@deloitte.ca

GTA alumni contact information
Tel: 416-643-8062
Fax: 416-601-6590
Mail: 181 Bay Street, Brookfield Place, Suite 1400
Toronto, Ontario M5J 2V1

The Network is published for the alumni of Deloitte in the GTA. Letters, comments or suggestions for articles are welcome and should be sent to Mark Bernardi, Chair, GTA Alumni Committee, Deloitte, 181 Bay Street, Brookfield Place, Suite 1400 Toronto, Ontario M5J 2V1
Alumni Committee
Mark Bernardi, Chair
GTA Alumni Co-ordinator
Jane Dziedzola, 416-643-8062



Please recycle this newsletter.

Contributing editors
Sima Acharya, Marketing Coordinator
Lee Anne Bocz, Senior Manager, Communications
Brittany Childerhose, Marketing Specialist, Consulting
Leila Fenc, Director, Deloitte Foundation
Elizabeth Ivory, Communications
Natalie Lawrynowych, Marketing Specialist, Industry
Lyndsay Mick, Marketing Specialist, Best Managed Program
Lissa Mitchell, Director, Marketing & Communications

Deloitte, one of Canada's leading professional services firms, provides audit, tax, consulting, and financial advisory services through more than 7,600 people in 56 offices. Deloitte operates in Québec as Samson Bélair/Deloitte & Touche s.e.n.c.r.l. The firm is dedicated to helping its clients and its people excel. Deloitte is the Canadian member firm of Deloitte Touche Tohmatsu.

Deloitte refers to one or more of Deloitte Touche Tohmatsu, a Swiss Verein, its member firms, and their respective subsidiaries and affiliates. As a Swiss Verein (association), neither Deloitte Touche Tohmatsu nor any of its member firms have any liability for each other's acts or omissions. Each of the member firms is a separate and independent legal entity operating under the names "Deloitte," "Deloitte & Touche," "Deloitte Touche Tohmatsu," or other related names. Services are provided by the member firms or their subsidiaries or affiliates and not by the Deloitte Touche Tohmatsu Verein, by the Deloitte Touche Tohmatsu Verein.



Member of
Deloitte Touche Tohmatsu