

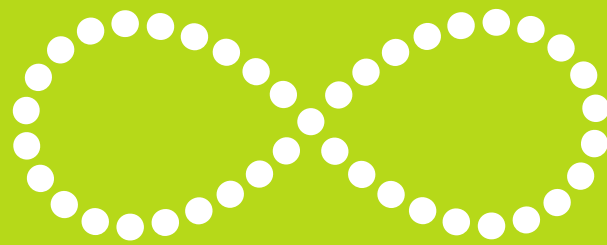
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vancouver 2010  
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how about you?

# The Network

## Staying in touch

Summer 2009

- 1 National news**  
Is the end near? Learn how Deloitte has been keeping with these changing times
- 2 National events and recognition**  
We continue to recognize and be recognized in the marketplace
- 3 Sharing our insight**  
Publications, podcasts and ideas – a glimpse into Deloitte.ca
- 4 Local news and events**  
GTA has been busy getting prepared and diversifying
- 5 Meet two extraordinary alumni**  
What have Tom Cryer and Don MacKay been up to since leaving Deloitte?
- 6 Community spirit & involvement**  
Discover some of the ways we have given back to the neighbourhood





## On top of our game



**Alan MacGibbon**  
Managing Partner,  
Chief Executive

In 2010, Canada will welcome the world, and Deloitte is proud to be the Official Professional Services Provider to the Vancouver 2010 Olympic and Paralympic Winter Games. Our work with the Vancouver Organizing Committee (VANOC) includes providing full-time resources to work in the finance group and to deliver internal audit, corporate responsibility and sustainability, finance, tax and a variety of other services. In addition, we have opportunities for some Deloitte people to take part as volunteers and torchbearers.

Our involvement with VANOC began last fall – a fitting way for us to celebrate our 150<sup>th</sup> anniversary and take us into our next 150 years. In these exceptional times in the economy and marketplace, with volatility, change and uncertainty becoming the new norms for business in Canada and around the world, it's clear that there are both opportunities and risks for professional services firms. Deloitte continues to win new engagements and work closely with our existing clients to deliver extraordinary service.

We also continue to win accolades as an employer. We were recently honoured as one of Canada's Best Employers for New Canadians and named a Progressive Employer of Canada. This is a strong reinforcement of our commitment to creating a more inclusive environment and continued progress on our diversity goals. Consistent with the times, we are monitoring our own business and practicing the fundamentals of sound business management: wisely managing discretionary spending, focusing energy on our clients and continuously communicating with each other. Throughout our long history we have proven our ability to overcome challenges and adapt to change. The year ahead looks like it will provide both excitement and challenges and the Deloitte team is ready for it all.

## Making a difference in our communities



**Yezdi Pavri**  
Managing Partner  
Great Toronto Area

In these uncertain economic times, everyone is feeling the pinch of cutbacks. Voluntary programs and charities tend to be affected the most. It is because of this that I feel such pride in our firm and our people. Deloitte can be counted on for its continued tradition of giving back to the community. This past year alone, the GTA and National Services raised an outstanding \$1.6 million for United Way. This resulted in Deloitte being presented with the United Way Toronto Leadership Campaign award for the third straight year.

In keeping with the spirit of giving back to the community, I would like to encourage you to join Deloitte in our next annual Impact Day. Impact Day is a single day when all of the people of Deloitte are encouraged to volunteer for locally sponsored and organized community improvement projects. This year we will be hosting it on a Saturday, so all alumni, friends and family will be able to join us in making a difference. I hope to see you there on September 26.

## Stay connected



**Mark Bernardi**  
Chair  
GTA Alumni Committee

Based on the unprecedented situation in the marketplace, we have decided to postpone our annual summer alumni networking event. It is unfortunate that we will have to wait a little longer to re-connect in person, but please stay tuned for news on an informal reunion to be held in the fall.

These days, networking—connecting with people “in the know” – is more important than ever. Staying in touch with old friends and colleagues has many benefits—from the enjoyment of company to keeping each other up to date on personal and professional developments. Keeping lines of communication open among business peers also ensures that we keep learning. The Deloitte alumni network, made up of thousands just in the GTA alone, is a community of experts in a variety of fields.

In the interest of staying current, I encourage you to update your alumni profile on [www.deloitte.com/ca/alumni](http://www.deloitte.com/ca/alumni). By updating your details, you not only ensure you stay connected with Deloitte, but also the thousands of experts readily available at your fingertips through our alumni directory. I would also encourage you to participate in Deloitte's Impact Day and our involvement with Junior Achievement. Not only are these great causes to support, but it will give us the opportunity to keep in touch. Please refer to our Community Spirit section for more information.

Deloitte is always looking for new ways to communicate with our alumni. Let us know what you think of *The Network*. Do you have suggestions for future articles? Do you know of an alumnus who should be profiled in our next edition? Please email me your thoughts and suggestions at [mabernardi@deloitte.ca](mailto:mabernardi@deloitte.ca) or [talumni@deloitte.ca](mailto:talumni@deloitte.ca). I look forward to hearing from you.

## Helping our clients turn **adversity to advantage**

The global economic downturn is undoubtedly having an impact on businesses from coast to coast. As a firm that has been serving Canadian companies for over 150 years, Deloitte knows that even the most dramatic upheavals are part of the business cycle. If companies focus on the basics and make informed decisions, they can manage their way through the current volatility to emerge stronger and more competitive. While the impact—and the response—will be different for every company, Deloitte’s approach is consistent: we continue to listen to our clients, and help them address their unique issues.

In addition to our efforts to connect with companies one-on-one, Deloitte has also developed a series of articles, points-of-view and webcasts to arm companies with ideas, strategies and best practices to help them find the path to success. For the latest information, connect with a Deloitte professional or visit [www.deloitte.com/ca/volatility](http://www.deloitte.com/ca/volatility)

## **IFRS:** Keeping clients on track for 2011 conversion

With economic turmoil dominating the attention of many publicly accountable enterprises, the January 1, 2011 deadline for International Financial Reporting Standards (IFRS) conversion may not be high on decision-makers’ priority lists. In fact the turmoil has prompted some market buzz about whether IFRS deadlines might change. In response, the Canadian Accounting Standards Board recently re-confirmed the 2011 mandatory conversion date for Canada.

### Check out our latest IFRS releases

To keep clients on the IFRS straight and narrow, Deloitte is continuing to develop IFRS resources to complement the knowledge of our network of IFRS specialists. Here are some of our latest releases, all accessible via <http://www.deloitte.com/ca/ifrs>

- **iGAAP IFRS conversion in Canada:** This Deloitte-authored resource addresses the uniquely Canadian challenges of IFRS conversion. It’s available in three formats, catering to different coaching requirements: traditional print, searchable online subscription, and searchable online subscription with extensive cross-referencing and IASB updates. All three items can be purchased online from the distributor, CCH.
- **IFRS points of view:** In our ongoing series of points of IFRS points-of-view, our three most recent topics are: “Beyond compliance: strategic choices on the conversion to IFRS”, “IFRS conversion: who’s managing risks on the road ahead?” and “Cost effective IFRS changeover”.

“Because IFRS impacts virtually every corner of the organization—going beyond accounting—it presents an opportunity to create inroads toward a stronger overall risk management culture...”

*IFRS conversion: who’s managing the risks on the road ahead?*

- **Deloitte IFRS e-learning program for directors:** Deloitte has developed an IFRS e-learning program catered to the needs of directors – focused on awareness-building rather than technical details. This program provides the flexibility of individual self-study, with the option of group sessions facilitated by a Deloitte IFRS professional. The IFRS e-learning program is available online or on CD.

- **IFRS webcasts:** In May, we hosted a pair of IFRS webcasts to help clients see the potential benefits of considering IFRS conversion as a strategic initiative. Both are now archived online.

For more IFRS resources including our subscription-based IFRS Countdown newsletter and a directory of IFRS contacts, please visit [www.deloitteifrs.ca](http://www.deloitteifrs.ca)



### Leadership changes

Being a leader in the marketplace means having the deepest knowledge, the most relevant and timely advice, the most practical solutions – and the best talent. Recently, Deloitte welcomed a number of new leaders to further enhance our firm’s reputation and skills.

- Partners **Bill Currie** and **Don Wilkinson** have been appointed Vice-Chairs of the firm.
- Partner **Luc Villeneuve** succeeds Denis Boivin as the new Chairman of Samson Bélair/Deloitte & Touche.
- Partner **Stephen Mansfield** succeeds Malcolm Campbell as the firm’s new Chief Information Officer.

#### New partners

David Arthur	Calgary	Tax
Jonathan Galabrese	Atlantic	Financial Advisory
Steven Chan	Toronto	Tax
Esther Colwill	Calgary	Consulting
Benoit Desjardins	Quebec Centre	Tax
Arthur Driedger	Toronto	Tax
Jodi Evans	Vancouver	Consulting
Peter Letal	Calgary	Tax
Ivor Luk	Vancouver	Consulting
Christopher Lynch	TPCS	Consulting
Brian McKenna	Toronto	Consulting
Jeff Moir	Toronto	Consulting
Kevin Nielsen	Calgary	Audit
Pesh Patel	GTPCS	Tax
Steven Rampado	Toronto	ERS
Dean Schinkel	Winnipeg	Financial Advisory
Martin Vezina	Montreal	Tax
Karen Werger	Toronto	Financial Advisory

#### New associate partners

Bernard Barsalo	Montreal	Tax
Diane Bastien	Quebec Centre	Tax
Craig Burkart	Calgary	Financial Advisory
Steve Campbell	Toronto	Audit
Ian Chan	Toronto	Consulting
Brigitte Chartier	Montreal	Audit
Nat D’Ercole	Toronto	Consulting
Stéphane Doiron	Quebec and Regions	Audit
David Douglas	GTPCS	Tax
Paul-Marc Frenette	Montreal	Consulting
Clair Grindley	National	Audit
Rob Koller	Calgary	Financial Advisory
Luc Lafontaine	Montreal	Financial Advisory
Martin LeBlanc	Quebec Centre	Tax
Francis Liu	Vancouver	Tax
Khalil Nasrallah	Montreal	Consulting
Greg Sale	BC Regions	Tax
Diana Swartz	National	Firm Management
Vanessa Vidas	National	Firm Management
Patrick Walsh	Toronto	Tax
Pam Webb	Calgary	Tax

### Striving for excellence: Ask, share and act

As providers of professional services, our clients are both the reason for and the result of our efforts. To ensure quality service, our job is to minimize gaps between what clients expect and what we deliver. Our clients have told us that they expect us to:

- Make and meet commitments
- Understand their needs
- Demonstrate technical competence
- Demonstrate professionalism
- Avoid surprises

The Client Feedback process helps us gauge how we are delivering against our clients’ expectations in these areas. It is a consistent, firm-wide approach that gives us a broad base of feedback from which to grow and strengthen client relationships.

Led by Managing Partner Client Excellence Cal Buss, and executed by our Marketplace Managing Partners, over 1,200 clients have told us what we are doing well as their professional service providers, and how we can improve. We published our first official Client Feedback annual report in the fall of 2008, to increase awareness of the process and to share the valuable insights we have gathered with all of Deloitte’s professionals. Our focus remains on continuing to ask our clients how we are doing, share what our clients say broadly across the firm, and act on the feedback we receive, to ensure the highest levels of client service quality.

## National events

### IPAC/Deloitte Public Sector Leadership Awards™

Lead by example and demonstrate that you have what it takes

The Institute of Public Administration of Canada (IPAC) and Deloitte have partnered to create an awards program to recognize organizations that have demonstrated outstanding leadership by taking bold steps to improve Canada, through advancements in public policy and management. The awards showcase projects and initiatives undertaken by organizations or agencies where leadership played a key role in making it possible for major organizational transformation and outstanding performance to occur. For more information on the program, please visit [www.leadershipawards.ca](http://www.leadershipawards.ca)



### TMT Predictions 2009

Explore emerging trends that impact on Canadian businesses

On January 20, Deloitte released the 2009 Canadian Technology, Media and Telecommunications (TMT) Predictions and while weak companies may falter this year, there are still reasons for companies to get excited about the future—if they spend, invest and rethink their strategies. Deloitte TMT Predictions, co-written by Duncan Stewart, Director of Deloitte Canada Research unveils the top 10 issues impacting the TMT industries each year. The 2009 series evolved from research-driven discussions with industry analysts, financial institutions, and senior executives from the TMT industry, as well as feedback from senior alumni and input from Deloitte's 6,000-strong global TMT practice. This year's predictions covered a variety of trends, including the rise of smart-grid technologies, social networks in the enterprise and how to stay clever with smartphones in a downturn. To learn more about the 2009 TMT Predictions or to visit our social media channels, please visit [www.tmtpredictions.ca](http://www.tmtpredictions.ca)



### Canadian Dealmakers awards gala

Celebrating excellence in mergers and acquisitions

The second annual Canadian Dealmakers awards gala was held on February 18, in celebration of the best M&A deals of 2008. Strategists, corporate executives, investment bankers and lawyers in advisory and underwriting roles in M&A were honoured. The Canadian Dealmakers program was founded by Deloitte, Lexpert®, The Globe and Mail and Thomson Reuters. They honour Canadian companies and individuals whose transactions have significantly impacted their industry through innovation and growth; establishment of best practices; enhancement of customer needs and products; and creation of value. "This event celebrates the significant value that can be created through M&A and recognizes the best deals of 2008. Every merger, acquisition, joint venture, disposition or strategic alliance has the potential to unlock significant value, but only a few achieve the level of success recognized here," says Charles Knight, Deloitte partner and National M&A Transaction Services leader. For more details about the awards, please visit [www.canadiandealmakers.ca](http://www.canadiandealmakers.ca)



### Canada's Best Managed Companies 2009 symposium and gala

The mark of excellence for Canadian owned and managed companies

On February 9, we celebrated Canada's 50 Best Managed Companies – the nation's most outstanding business awards program. The day began with the Best Managed symposium, a forum where the winning companies' leaders and management teams shared ideas, gained insights and networked. The symposium included a multitude of topics, including an outlook for the business climate for this year and whether new economic realities should affect a commitment to corporate social responsibility. The day culminated with a black-tie awards gala, where attendees celebrated this year's winners, as well as the Requalified and Platinum Club companies. The gala was hosted by Ben Mulroney, host of eTalk and National Ambassador for UNICEF Canada. It was a truly memorable day to gain insight from Canada's thought leaders and celebrate Canadian business excellence. For more information about the program or to view the winners, please visit [www.canadas50best.com](http://www.canadas50best.com)



## Recognition

### 50 Best Companies to Work for in Canada

Deloitte has been named one of Report on Business magazine's 50 Best Companies to Work for in Canada for 2009. Deloitte had previously made the '50 Best' listing in 2001, 2002, 2007 and 2008. "In these volatile economic times, we know a strong focus on connecting with and supporting our clients is vital," notes Margot Thom, Chief Talent Officer. "However, we are also focused on staying connected to our people and helping them manage through these challenging times. We have outstanding people – the '50 Best' recognition simply validates that we're doing many of the right things to help us attract and retain top talent."

### Best Employer for New Canadians 2009

For the first time, Deloitte has been named one of the Best Employers for New Canadians list for 2009. Our inclusion on this list demonstrates that we continue to make progress against our diversity priorities and reinforces the significant commitment we've made to diversity at Deloitte. "Everyone at Deloitte is making an effort to create a place where all people from all backgrounds can grow and succeed," says Jane Allen, Deloitte's Chief Diversity Officer. "This is a work in progress and we are committed to continue working towards our goal of becoming a diversity leader in Canada and the employer of choice for talented new Canadians."

### Olympic Sponsorship

February 12, 2010 will be an important date in Canadian history as the Vancouver 2010 Olympic and Paralympic Winter Games take centre stage. The mission of VANOC—Vancouver Organizing Committee for the 2010 Winter Games—is to "touch the soul of the nation and inspire the world by creating and delivering an extraordinary Olympic and Paralympic experience with lasting legacies." As the Official Professional Services Provider to the Vancouver 2010 Winter Games, Deloitte is proud to play our part in helping VANOC achieve their mission. This sponsorship provides wonderful opportunities for our people to get involved and they are excited about the role they will play in helping VANOC achieve its goals for the Vancouver 2010 Winter Games. At Deloitte, we have the same passion to perform as our athletes who will do our nation proud come 2010.

As part of our sponsorship with the 2010 Games, 20 lucky Deloitte people will be interviewed to win a volunteer role—allowing them to see all the action up close. Another firm-wide competition is underway in which 10 individuals will be crowned Deloitte Torchbearers and will carry the Olympic Flame through the streets of Canada.





## Publications

### Innovative government: Shaping long-term success

Deloitte's Public Sector point of view entitled *Innovative government: Shaping long-term success* was released in January 2009. Recognizing that Canadian citizens expect new, high-demand services in a timely and cost-effective manner both from the private and public sectors, governments must embrace a culture of continuous improvement and change. This publication offers a new approach to promoting innovation in government.

### Closing the gap: Eliminating the disconnect between policy design and execution

Deloitte's Public Sector practice launched a report in February 2009 entitled *Closing the gap: Eliminating the disconnect between policy design and execution*. In a global survey, Deloitte asked Canadian public sector leaders to share their views on the ability of governments across Canada to successfully execute major policies. This report offers government leaders a new approach to effectively address the existing gap between government policy design and execution.

### The next wave of green IT

Deloitte in collaboration with CFO Research Services, launched a global research initiative entitled *The Next Wave of Green IT: Its role in the future of enterprise sustainability*. This research explores how organizations around the world are changing their IT practices to save money, improve performance and lessen their impact on the physical environment. *Green means business* is an accompaniment to the global report where we look specifically at the Canadian data set findings.

### It's time to make the call

In order to survive today's global financial crisis, sustain and grow during these turbulent times, companies must learn to adapt. To help you identify the steps you need to take, Deloitte developed *It's time to make the call: Taking control in turbulent times*, a practical guide that outlines the seven key questions. In addition to identifying short-term strategies for shoring up working capital and reducing costs, the booklet outlines longer-term strategies to improve risk management, enhance valuation methodologies and strengthen relationships with your customers, suppliers and lenders.

### Dirty deeds: Preventing real estate fraud

In recent years, real estate investments have been popular money laundering vehicles. To ensure that Canada keeps pace with leading countries in preventing money laundering and terrorist financing, Canadian legislators have made significant changes to the Proceeds of Crime (Money Laundering) and Terrorist Financing Act. To help the real estate industry stay on the right side of the law, Deloitte has developed *Dirty deeds*, a publication highlighting the changes in the legislation and necessary actions for real estate developers, brokers and sales agents.



**FIND OUT MORE ONLINE** To download a copy of these publications, please click on the name of the publication or visit [www.deloitte.ca](http://www.deloitte.ca)

## Podcast

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](http://www.deloitte.com/ca/podcasts)) to receive the latest editions automatically. Click on the individual podcast title to listen.

### Raising capital in tight credit markets

Robert Olsen, North American leader of the Capital Advisory practice, and Russell David, national leader of the Corporate Finance practice, discuss the state of capital financing in Canada. Learn how companies can ensure that their capital requirements are adequately addressed, despite tight credit markets. (18 minutes)

### Public sector challenges: Managing in volatile times

The Honourable Pierre S. Pettigrew, Deloitte's executive advisor on international affairs, and Paul Macmillan, national leader of the Public Sector practice, discuss the challenges of governing in volatile times. What can governments do to boost a faltering economy? Is infrastructure spending a viable option? What other policy instruments should governments consider? (17 minutes)

### Turnaround strategies: Managing in volatile times

Ramesh Swamy and Bryan Tannenbaum of Deloitte's Financial Advisory practice discuss response strategies for distressed companies in this special edition podcast. Learn about the three stages of distress, the response strategies that apply to each, and key tactics for preserving cash in turbulent times. (16 minutes)

### Mission critical IT: Managing in volatile times

Paul Held, leader of the Technology Consulting practice, talks about IT challenges in volatile times. Find out how to assess which IT projects are mission critical, how to balance short-term needs with long-term technology investments, and how IT can deliver greater value to the business. (14 minutes)

### "Privately speaking" highlights: Managing in volatile times

This podcast contains highlights of an event held in November 2008. The speakers are Glen Hodgson, chief economist of the Conference Board of Canada; the Honourable Pierre Pettigrew, Deloitte's executive advisor on international affairs, and Deloitte strategy consultant Michael Raynor. (21 minutes)

### CFO debates: A practical approach to decision-making

Doug Wilkinson, national leader of the Control Assurance practice, and Steve McCaughey, national leader of the Finance & Performance Management practice, set the context for today's critical CFO challenges and debate some of the key decisions CFOs face. Weigh both sides of the debates and make the right decisions for your company. (19 minutes)

## Online

### CFOs taking charge

Today's finance function faces an expanding and complex set of responsibilities. But with these added responsibilities, CFOs can also explore ways to add value. They can streamline operations, provide financial leadership, and act as change agents for the organization.

### Improving business performance

When companies are underperforming—particularly in an uncertain economy—the pressures on management can mount uncontrollably. To overcome strains from all sides, they need to zero in on market strategy, operating fundamentals and working capital.

### Governments in transition

Today's public sector is in a unique position – one of tremendous responsibility, but also of unrivalled opportunity. To better respond to the challenges of the 21<sup>st</sup> century, governments are examining basic service delivery, financial management processes, investments for a sustainable health care system, and human capital issues.

### Doing business in Canada

Canadian companies face market uncertainty with rising commodity prices, a strong dollar, and tightening credit markets. They are also up against tough global competitors at home and abroad. To succeed, they must find new ways to innovate, adapt and win.

**FIND OUT MORE ONLINE** [www.deloitte.com/ca/businessissues](http://www.deloitte.com/ca/businessissues)

## Paving the way for UFE success

The goal of the Deloitte GTA UFE program is to provide our UFE candidates with the best possible tools to prepare for and confidently tackle the Core Knowledge Exam (CKE), School of Accountancy (SOA) and Uniform Final Examination (UFE). These tools include professional instruction, financial support, resource materials, mock exams and personal counseling. We believe that these tools combined with focused individual effort, commitment, dedication and initiative on the part of our candidates will drive UFE success in Deloitte GTA.

“An important key to success is self-confidence. An important key to self-confidence is preparation.”

Arthur Ashe


Congratulations to all of our successful writers, and particularly to our national Honour Roll members within Ontario:

<b>Anna Nowak</b>	Kitchener; Ontario Gold Medallist
<b>Tamara Holly Driscoll</b>	Toronto
<b>Kelly McFeeters</b>	Kitchener
<b>Martha Lauren Sutton</b>	Toronto
<b>Alex Wiens</b>	Windsor

## Helping young people succeed

Since 2006, Deloitte has worked with The Partnership to Advance Youth Employment (PAYE), a joint initiative between private sector employers and the City of Toronto, to help young people find employment. The program focuses on providing employment opportunities for people up to age 29 who live in one of Toronto's Priority Areas. These young people are looking for that vital first connection to begin their careers – to demonstrate what they have to offer, achieve economic independence and contribute to the community as a whole.

Partners Garry Foster and Bill Quan are actively involved in the program – as is Talent colleague Natalie Conrad, who recruits candidates to work at Deloitte. “When Garry brought the PAYE program to the firm, we were one of 30 employers participating. Now, the organization has 180 employers involved,” she explains. “Deloitte was one of the early supporters of the program and it says a lot about the firm's commitment to young people.” To date, Deloitte has hired people from the PAYE program for positions in our Talent group, Marketplace Services, Facilities and Internal Accounting in the GTA office.



“When Garry brought the PAYE program to the firm, we were one of 30 employers participating. Now, the organization has 180 employers involved...Deloitte was one of the early sponsors of this program...”

Natalie Conrad

## Local events

### Managing in volatile times

#### Canadian Automotive Summit 2009

On February 10, 2009, Deloitte was the proud co-sponsor with the Globe & Mail of The Canadian Automotive Summit. The summit, held in Toronto, began with a networking session with Canada's top auto CEOs. Focusing on the theme “Reinventing for Consumers: The Impact of Regulations and Recession”, the summit was hosted by Deloitte's National Automotive Leader, Peter Corcoran. Following the reception, Peter participated in a national broadcast on BNN hosted by Michael Vaughan and Jeremy Cato. Viewers of the broadcast were introduced to the new products and technologies and new marketing initiatives that are changing the face of the automotive industry. Other speakers included top level executives from all the major automotive companies, including Chrysler, Honda and Mercedes-Benz.

To view the Summit, visit: [www.watch.bnn.ca/the-canadian-automotive-summit-2009](http://www.watch.bnn.ca/the-canadian-automotive-summit-2009). For more information about Deloitte's initiatives to assist the auto industry during these challenging times, please contact: Peter Corcoran at [pcorcoran@deloitte.ca](mailto:pcorcoran@deloitte.ca)

#### Managing in volatile times roundtables

No one is immune to the volatile times we live in. Massive bailouts, government debt, talk around protectionism, higher unemployment rates and no end in sight. Deloitte recently held its second Managing in volatile times session on March 5, 2009. Focusing on the impact of the global financial crisis and its effect on Canadian business, the assembled senior panel included: William Robson, CEO of C.D. Howe Institute; Stephen Sigurdson, partner of Osler; the Honourable Pierre Pettigrew, executive advisor for Deloitte; and Bill Currie, Vice-Chair of Deloitte. The event was a great success, engaging participants in an open debate, examining the new realities we all face through political, strategic and economic lenses.

#### FIND OUT MORE ONLINE

Visit [www.deloitte.com/ca/volatility](http://www.deloitte.com/ca/volatility). To attend a future session, contact Tracey Munden at [tmunden@deloitte.ca](mailto:tmunden@deloitte.ca)

## Diversity at Deloitte

#### Women of Influence Luncheon Series

The Deloitte Women of Influence Luncheon Series (WILS) is dedicated to the advancement of women in business across Canada. Deloitte has been a key sponsor for the WILS since its inception in 1994, and is currently the title sponsor. On April 3, 2009, the WILS welcomed Arlene Dickinson, one of the most successful women in Canada, to speak at their second luncheon of the spring season in Toronto.

Arlene Dickinson is the owner and CEO of Venture Communications Ltd. Perhaps best known for her appearance as a “Dragon” on CBC's Dragons' Den, Arlene spoke to the enthralled Toronto audience on how to “Market Yourself for Success.” An inspirational story-teller, Arlene encouraged female professionals to ‘always find the potential in every problem.’ Had she not done so herself, Arlene is confident she would not be the woman, or the professional, that she is today. For more information regarding the Women of Influence Luncheon Series, please visit [www.womenofinfluence.ca](http://www.womenofinfluence.ca)

#### Women in energy

Deloitte's Energy & Resources practice continues to see success with its initiative for women in the energy sector, under the leadership of Jane Allen, Deloitte's Chief Diversity Officer and leader of the firm's national Power & Utilities practice. Some estimates suggest the number of women in the energy and resources sector was as low as 5% in the late 1970s. Now closer to 30%, more women are assuming high-profile leadership positions—a trend that shows no sign of slowing.

As part of the initiative, the Toronto office recently hosted two breakfast seminars featuring speakers Saad Rafi, Deputy Minister of Energy and Infrastructure for the Government of Ontario and Glenna Carr, Chair of the Board of Directors for Atomic Energy of Canada Limited. For more information about this initiative, please visit [www.womeninenergy.ca](http://www.womeninenergy.ca)

#### FIND OUT MORE ONLINE

To learn more about Diversity at Deloitte, please visit [www.deloitte.com/ca/diversity](http://www.deloitte.com/ca/diversity)

## Meet Tom Cryer, giving back to the community

From the first day Tom Cryer started his career at Deloitte to the day he retired from the firm, one thing remained constant – his dedication and passion to support local communities. Tom has had an exciting and extensive career. At Deloitte, his career began in audit where he quickly progressed to Partner, then became the Chief Executive and Managing Partner of Canada followed by the Chairman of Deloitte Canada. His path eventually led him to become Global Managing Partner of Assurance and Advisory Services, then Chairman of the Latin Board of Management, followed by Managing Partner of our Latin America and Caribbean offices and finally Executive Chairman and CEO of Nautilus Professional Indemnity. As Tom's career progressed, his commitment to local community initiatives also grew. Tom explained that he "always aligned personal interests with community interests. Doing this allows you to have an impact on a large number of people and in return you help to make their lives better."

*"You never stop learning in life; you can always find ways to build what you learn into the community."*

Over the years, Tom has been extensively involved in a number of business associations and charitable organizations, including World Economic forum, Canadian Council of CEOs, Institute of Chartered Accountants of BC and Ontario, Canadian Mental Health and St. John's Ambulance. All of which leaving an important mark – Tom was recognized for his professional service by receiving the award of Fellowship of Chartered Accountants. In addition, he was recognized by St. John's Ambulance with the award of merit for outstanding community service presented to him by the Governor General of Canada. Now that he's retired, Tom stays involved by continuing to give back to the community.



Tom is currently a member of the Toronto Club, Club Link Corporation, Institute of Corporate Directors and Lambton Golf and Country Club where he is past-President. He is currently on the Board of Directors for many organizations including: St. Michael's Hospital Foundation, Grey Horse Capital, Sky Service Investments, Canada Post and Gennum Corporation.

When asked to give advice to all Deloitte employees past and present, Tom put it in simple terms. "Always try to align your passions, interests and personal development goals with a charity or community initiative. It is important to get involved – you will get life skills, leadership opportunities and more importantly, a better sense of how people think. All of these add up to a rewarding aspect of involvement and you'll become a better person for it!" From all of us at Deloitte, we want to thank you for your endless commitment to bettering our local community. Thanks Tom!

## Meet Don MacKay, want a free round of golf?



Alumnus Don MacKay harbours warm memories of his days at Deloitte and still feels a close affinity to the firm, nearly 30 years after leaving for industry. He spent the entire decade of the 70s with Deloitte Haskins & Sells, starting as a teenaged member of the first ever Waterloo five year co-op accounting class. He describes his days at the firm as "exciting and fascinating – including the birth of Computer and Statistical Auditing, which he was a part of." Standing six foot, five inches, Don was also a formidable

member of the Deloitte basketball team during those years playing on a team with current partner Graham Segger. It was during drinks after one of those games that he met Graham's sister Joyce, who he ultimately married.

Don is a man of great enthusiasm who has always stuck to his dreams of tailoring his life to his great loves and passions, regardless of the risks involved. After leaving the firm he progressed through several senior management positions, including a lengthy stint as CFO of a Deloitte client. Don believes a good opportunity never waits, so when he had a chance to buy 150 acres of prime golf course development land just outside of Bracebridge in the downturn of the early 90s, he took the leap. Muskoka Highlands ([muskokahighlands.com](http://muskokahighlands.com)) has since evolved to a very accessible 18 hole Scottish links style course-sod walled bunkers and all – with a modern 2,000 square foot clubhouse.

In recognition of his long time connection with the firm, as a recession antidote and to help introduce new golfers to his course, Don is offering all current Deloitte staff and alumni one free round of golf at Muskoka Highlands this summer. He is confident that once you have played some of the best greens in Muskoka, you will want to return. Just call 705-646-1060 or visit [www.dtca.muskokahighlands.com](http://www.dtca.muskokahighlands.com) and Don will send you an email with a coupon you can present for your next round at his course. And of course he will have the trademark Muskoka Highlands hospitality waiting for you!

### Looking for a change in career?

Recruitment remains a top priority for Deloitte and we are continuously on the lookout for top talent. As such our Canadian Tax Practice is actively seeking Managers and Senior Managers for our Transfer Pricing, International, Mergers and Acquisitions, US Corporate, Canadian Private Company and Global Wealth and Employer Services Tax groups across the country in the following cities:

- Greater Toronto Area
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- Saint John, New Brunswick
- Regina/Saskatoon
- Montreal
- Southwestern Ontario
- Winnipeg

If you or someone you know is interested in re-establishing or starting a new career with Deloitte, please visit our website at [www.deloitte.ca/careers](http://www.deloitte.ca/careers) for a full job description, including duties, responsibilities and qualifications. Should you have any questions, please do not hesitate to directly contact Pushpa Mattappally (Recruiter) at [pmattappally@deloitte.ca](mailto:pmattappally@deloitte.ca)

# 6 The Network Summer 2009 Community spirit & involvement



## Another victory after successful United Way campaign



Deloitte brought home a significant trophy from the United Way of Toronto's 2008 Spirit Awards recently. The leadership campaign award—recognizing our \$1.67 million GTA & National Services (NS) 2008 United Way campaign—further distinguished our firm in the business community, and continued a tradition that began with our first Spirit Award in 2003.

Deloitte won this award for the third straight year and the fourth time since 2003. The award was presented to GTA Campaign Chair Peter Yien, Leadership Campaign Chair Bill Stamatis and Employee Campaign Chair Mark Wayland. "Many people dug deeper and worked harder than they ever had before," said United Way Toronto President and CEO Frances Lankin. "They knew if ever there was a time to help one another, this was the year. People proved once again why Toronto has earned a reputation as a city of people who care. Because people here always come through for each other—especially when times are tough."

Deloitte's GTA/NS Campaign Chair Peter Yien echoed those sentiments. "I'm incredibly proud that Deloitte has once again been recognized for setting an example of community leadership," says Peter. "Together, we continue to show the business community that Deloitte believes in helping United Way build a better city for all."

## Junior Achievement

On April 24, 2009, Deloitte people in the GTA had once again enthusiastically volunteered for Junior Achievement (JA), acting as role models to the leaders of tomorrow. JA offers business-related educational programs to students, facilitated by real-world business professionals. Deloitte volunteers share their experiences in education, the workforce, and life to supplement the curriculum of several programs. Over the past several years, Deloitte has sponsored program delivery of grade 7: Dollars with Sense, grade 8: Economics of Staying in School, and grade 10: Dream Big. Deloitte volunteers also lead the Company Program, an extra-curricular high school program spanning

from October to March in which students form a real company, prepare a business plan, elect an executive, manufacture and sell a product, and hopefully turn a profit. In 2008-09 there are four Company Programs operating out of various GTA Deloitte offices, each with a dedicated team of volunteer advisors.

Deloitte is committed to maintaining support for community organizations, despite the global economic downturn. The firm continues to be one of the most significant corporate partners for JA. Associate Partner Roy Fraser had served on the Board of Directors for Junior Achievement for the past 10 years and has witnessed the tremendous benefits to the students, and also to the employees who continue to volunteer in record numbers. "With over 200 of our people volunteering to go into the classroom in 2008, I was absolutely blown away by the level of community spirit that is so much a part of the culture of our firm." For more information about JA please visit [www.jacentralontario.org](http://www.jacentralontario.org)

Interested in participating with Deloitte in the delivery of the Junior Achievement program? Email us at [talumni@deloitte.ca](mailto:talumni@deloitte.ca)

## Join us for Impact Day 2009

Want to help make a difference in a local community? Then join us for Impact Day on September 26, 2009. Every September, the people of Deloitte volunteer for locally sponsored and organized community improvement projects. For the first time ever, Deloitte's annual event of volunteerism will be open to friends and family.

"In these difficult economic times, community agencies that help and support people are struggling," says 2009 Impact Day Chair and National Capital Region Partner Eric Girard. "They need our help and support more than ever."

To learn more about how you can take part in Impact Day, please email us at: [gtaimpactday@deloitte.ca](mailto:gtaimpactday@deloitte.ca)



Join more than 10,000 Canadian alumni today. Visit [www.deloitte.com/ca/alumni](http://www.deloitte.com/ca/alumni)

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### 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:  
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