

Advisor/Consultant Disclosure

Purpose of Disclosure

The objective of this disclosure is to inform all of our clients of any conflict of interest and/or direct relationship with any insurance companies that could impact how The Leslie Group conducts business with you. Additionally it serves to ensure that we offer unbiased objective advice and recommendations for all our clients.

In 2006, requirements mandated by insurance regulators and the Canadian Life and Health Insurance Association recommended that all clients be advised of the above.

We have complied and now have updated our disclosure statement to reflect the most recent changes over the past several years.

About The Leslie Group Limited

The Leslie Group Limited is licensed for group life and health insurance in the province of Ontario, Alberta, British Columbia, Manitoba, and Nova Scotia. As employee benefits consultants representing The Leslie Group Limited we work together to meet the needs of our clients. Given this arrangement, we are providing this information to you jointly. Where there are obligations on us under this document, they are applied to each of us separately and not collectively.

As an independent employee benefits consulting firm, we provide an independent, unbiased representation in the area of group insurance and group retirement products as well as some specialized products and services. Our objective is to provide you the best total value for your employee benefit programs with respect to coverage, service and price. The Leslie Group Limited has access to a wide range of insurance carriers and service providers to ensure your coverage meets your objectives and that the plan is priced on a fair and competitive basis.

All requests for individual insurance/retirement products and services are referred to our independent networks of associates who can best meet these needs.

Companies' products made available

We have access to the following companies' products through The Leslie Group Limited:

AIG Insurance	American Home	Best Doctors Ins.	Benefits by Design	Benecaid
Blue Cross	Claims Secure	Blue Cross	Chubb Insurance	Desjardins
Empire Life	Equitable Life	Greenshield Canada	Great West Life	GroupHealth
GroupSource LLP	Industrial Alliance	LaCapitale	Lloyds of London	Manulife
Morneau Shepell	RBC Insurance	RWAM Insurance	Sun Life	Workplace Options

*These carriers and service providers may change throughout time due to mergers and acquisitions and new providers in the market.

In addition, The Leslie Group Limited has access to the following products through other service providers:

- Group Retirement Plans (Group RRSP's, DPSP's, and Pension Plans)
- Other specialized financial services (i.e. International Benefits)

Nature of relationship with company(ies)

No insurer holds an ownership interest in The Leslie Group Limited, nor does The Leslie Group Limited hold an interest in any insurance company.

The Leslie Group Limited will be compensated directly by the Insurer or other Service Provider offering the product(s) selected by the Plan Sponsor, unless the Plan Sponsor has elected to proceed on a fee for service basis. Regardless of the compensation model adopted, The Leslie Group Limited's service commitment is predicated on a long-term partnership with our clients where mutual trust and respect play a pivotal role. The following outlines the details of the two compensation models:

Commissions

This is the most common approach as it allows Plan Sponsors to access our suite of services at any time without the cost uncertainty of time-based monthly invoicing. As The Leslie Group's commissions are some of the most competitive in the industry, this model embraces the long-term partnership approach and spreads the cost of plan management over a period of years, regardless of the volume of work performed from one year to the next.

- The Leslie Group Limited will receive a sales commission for most products at the time of sale, and may receive a renewal (or service) commission annually.
- For certain products, The Leslie Group Limited may receive a referral fee.
- In most cases, The Leslie Group Limited is paid the estimated annualized commission in advance for the full year on the anniversary date of the insurance policy or service agreement.
- Should the Plan Sponsor terminate their coverage with the Insurer/Service Provider and/or the services of The Leslie Group Limited part way through the policy year, The Leslie Group Limited is charged back a pro-rated amount of the commission paid by the Insurer / Service Provider. The commission is subsequently paid to the newly appointed Agent of Record / Advisor.

In addition to the ongoing assistance throughout the year, the majority of the work involved in managing the plan typically occurs early in the policy/plan year or immediately following our appointment as the Advisor. This includes the broad scope of work associated with the annual group benefit renewal, competitive market review and/or annual group retirement Capital Accumulation Plan (CAP) report. However, this may also include large projects throughout the year. In order to ensure fair and competitive compensation for work performed vis-à-vis the industry approach to commission chargebacks described above, the following fee approach will be applied to clients who may elect to terminate their relationship with The Leslie Group Limited:

- i. Should the Plan Sponsor terminate the services of The Leslie Group Limited within three (3) years of the original appointment as Advisor, The Leslie Group Limited reserves the right to invoice the Plan Sponsor the actual cumulative cost of work performed to date. The billed cost may be based on the current hourly rate applied to Fee for Service clients or project fees applied to stand-alone project work. Payment is due within 30 days of the invoice date.
- ii. Should the Plan Sponsor terminate the services of The Leslie Group Limited more than three (3) years following the original appointment as Advisor, but within six (6) months following the last benefits renewal date and/or a new Retirement Program pricing agreement, The Leslie Group Limited reserves the right to invoice the Plan Sponsor the actual cost associated with:

- a. The most recent renewal analysis / market review
- b. Negotiation of renewal costs or fee arrangements
- c. Report compilation
- d. Meeting / presentation time

The billed cost may be based on the current hourly rate applied to Fee for Service clients or project fees applied to stand-alone project work. Payment is due within 30 days of the invoice date.

Fee for Service

Plan Sponsors electing the Fee for Service approach may be managed on an hourly rate basis and/or a project fee. This approach sees the full value of every project, report and touch point billed on a monthly basis for hourly arrangements or as a lump sum for the fixed fee projects, rather than over the longer term of the Plan Sponsor / Advisor relationship. Payment is due within 30 days of the monthly invoice date.

Under a the Fee for Service approach, the Plan Sponsor may at any time terminate their relationship with The Leslie Group Limited, provided that all outstanding invoices have been paid in full. The final invoice is due within 30 days of the invoice date.

Other

Notwithstanding the compensation arrangements described above, The Leslie Group Limited may also be eligible for additional compensation due to the significant volume of business under management. This may include in-force bonuses and non-monetary benefits, such as conferences, and entitlement to participate in a share purchase plan. This compensation depends on various factors such as the volume or retention of business managed with a particular Insurer or Service Provider during a given time period. This additional compensation has no direct impact on the cost(s) of the program.

Currently, The Leslie Group Limited does *not* participate in any such share purchase programs, contingent bonus or profit sharing bonus programs, as these may pose a potential conflict of interest.

The Leslie Group Limited directly compensates every employee benefits consultant/specialist and any other staff as employees.

Any changes to the information or processes addressed above will be communicated as applicable.

Conflict of interest

The Leslie Group Limited takes the potential of a conflict of interest seriously. The Leslie Group Limited will notify you if there is a conflict of interest of which we become aware with respect to our services. Our services will take into consideration your financial needs.

This statement has been prepared by The Leslie Group Limited and The Leslie Group Limited alone is responsible for its accuracy.



Shawn Leslie
President

Date

Acknowledgment

I, _____ have been informed of, and understand the implications of, this disclosure, including any conflict of interest, or potential conflict of interest, associated with The Leslie Group Limited in relation to any recommendations made.

I agree to continue discussions with The Leslie Group and understand that I may ask for further information regarding this disclosure.

Client Signature

Title

Corporation

Date