

sponsored by:



June
15, 16, & 17
2010
Toronto

6th Women & Leadership Summit

Strengthen your leadership style to succeed in today's workplace

RECOGNIZING EXTRAORDINARY ACHIEVEMENT BY WOMEN LEADERS

The Federated Press Woman Leader of the Year Award, created to recognize exemplary leadership shown by a Canadian woman, salutes the best in women, whether they are leaders in private, public or non-profit sectors. This year's winner, selected by Federated Press' Award Committee, will be honoured during a special luncheon at the Summit.

Optional workshops

RELATIONSHIP BUILDING FOR SUCCESS: SEVEN KEY STRATEGIES TO ENHANCE YOUR EMOTIONAL INTELLIGENCE

Dr. Nancy MacKay, President and co-founder, **MacKay & Associates**

IMPROVE YOUR NETWORKING SKILLS: A COACHING WORKSHOP

Lisa Mattam, Managing Principal, **The Mattam Group**

Conference highlights

- Discover the leadership competencies you need to succeed in today's workplace and how to incorporate these skills into your leadership style
- Uncover strategies to guarantee professional advancement while achieving greater work-life balance
- Learn how to break through any gender barriers that stand between you and where you want to be in your organization
- Discover strategies for weathering the economic storm through effective leadership

Participating organizations

BANK OF CANADA
BELL CANADA
CLOSING THE GAP HEALTHCARE GROUP
DAVIES WARD PHILLIPS & VINEBERG LLP
DHR INTERNATIONAL
ENBRIDGE GAS DISTRIBUTION
FOUR SEASONS HOTELS AND RESORTS
FUTURE ELECTRONICS INC.
HEALTHCARE OF ONTARIO PENSION PLAN
MACKAY & ASSOCIATES
THE MATTAM GROUP
MEDICAL COUNCIL OF CANADA

MILLER THOMSON LLP
ONTARIO MINISTRY OF LABOUR
ONTARIO MINISTRY OF REVENUE
ONTARIO MINISTRY OF TRAINING,
COLLEGES AND UNIVERSITIES
OTTAWA HEALTH SERVICES NETWORK INC.
RBC INSURANCE COMPANY OF CANADA
SAGE MENTORS INC.
SAINT ELIZABETH HEALTH CARE
SNC-LAVALIN (OPERATIONS & MAINTENANCE)
STILLETTO CHICK
XSTRATA NICKEL

"This was the most thought-provoking event I have attended in years. A wealth of information and ideas."

- Jan Wynn,
Independent Electricity
System Operator (IESO)

"Excellent speakers. Talented, successful women – both the speakers and the attendees. Loved the mix of 'real life' stories with the facts on women and leadership."

- Shari Burkholder,
Grant Thornton LLP

"Outstanding opportunity for networking. Loved the interactions and the atmosphere."

- Juanita Baril,
Toyota Canada Inc.

"Much needed information and advice to go back to work charged up with success. I now have road maps to go down and solid decisions to make along the way."

- Pauline Mattie,
RBC Financial Group

"It was terrific. Two days of learning from others' experiences – it provided me with an opportunity for reflection and it was motivational."

- Palma Barbieri,
Canadian Tire Corporation

"Met incredible successful women from different backgrounds. Learned useful approaches, strategies and tips to help me become an incredible successful woman of influence in my organization."

Rebecca Wagner,
Environment Canada

"All through the summit, I've been hearing inspirational speakers. I'm leaving with many pages of notes containing ideas and reflections. I've met very interesting women, I wish I could come each year."

Stephanie Brisebois,
Sobeys Quebec

Dear Colleague:

As a corporate executive, vice-president, director or senior manager, you know the importance of developing your leadership skills. Whether it is communicating, negotiating, networking, managing your career path or achieving work-life balance, there are core competencies you must master in order to lead successful organizations while accelerating your own professional growth.

As a woman, you also know how tough it is to climb the corporate ladder, especially when a barely cracked glass ceiling often prevents you from reaching the top. Indeed, the key grievance for women today is no longer the challenge of entering the workforce, but rather their very visible under-representation within a company's senior ranks.

Moving forward, there is a growing support for the business case for diversity, which asserts that organizations that recruit, retain and advance women will have a competitive advantage in the global marketplace. In fact, companies with a higher representation of women in senior management positions have been shown to financially outperform companies with proportionally fewer women at the top.

While increasing the number of women at the senior level will not happen overnight, leading organizations will continue to strive to create corporate cultures that are supportive of talented women's goals and career aspirations.

Federated Press' 6th Annual Women & Leadership Summit will build on the success of its forerunners and feature key insights gained by top-ranking women executives as they discuss:

- Best practices for developing leadership skills and preparing for a position of power
- Career management strategies
- Creating a flexible work environment and other strategies for attracting, managing and advancing talented women employees
- Key skills: negotiation techniques, communication tools, networking skills
- Inclusive workplace models
- Building mentoring relationships

Participating organizations include: Bank of Canada, Bell Canada, Closing the Gap Healthcare Group, DHR International, Enbridge Gas Distribution, Four Seasons Hotels and Resorts, Future Electronics Inc., MacKay & Associates, The Mattam Group, Medical Council of Canada, Ontario Ministry of Labour, Ontario Ministry of Revenue, Ontario Ministry of Training, Colleges and Universities, Ottawa Health Services Network Inc., RBC Insurance Company of Canada, Sage Mentors Inc., Saint Elizabeth Health Care, SNC-Lavalin (Operations & Maintenance), and Stilletto Chick.

We at Federated Press are particularly proud of both the faculty level and the topics to be discussed at this event, and we look forward to three days of sharing, learning and network building.

P.S. Don't miss our practical workshop sessions where you will learn how to enhance your emotional intelligence in order to build relationships for success as well as how to put in place self-marketing and networking strategies that will strengthen your company's bottom-line and your position in it.

Who should attend

Senior Executives, Vice-Presidents, Directors, Senior Managers and other professionals interested in improving their skills in: leadership, conflict resolution, work-life balance, negotiations, business communications, networking and the development and mentoring of others.

Audio/Video segments clickable slide by slide
Papers and overheads also included
Print any of the material for your own use



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SESSION 1

LEADERSHIP DEVELOPMENT & EXCELLENCE

Sussannah Kelly, Executive Vice-President,
DHR International

Tuesday, June 15th



9:00-9:45

A LEADERSHIP FORMULA FOR CEOS

*Cathy Honor, President and CEO,
RBC Insurance Company of Canada*

In this session, Cathy Honor shares a leadership formula that can work for all women. With more than 25 years in financial services leading many diverse businesses, Cathy believes everyone can be a "CEO: chief excitement officer" regardless of title. Learn winning strategies to:

- Tie employee excitement to client excitement and shareholder value
- Inspire vision
- Practice random acts of caring
- Be great listeners

9:45-10:30

DIVERSITY AND FOSTERING AN INCLUSIVE CULTURE

*Deborah Newman, Deputy Minister, Ontario Ministry of Training,
Colleges and Universities*

Fostering an environment where women executives are able to thrive requires leadership – from both senior management and from the ranks of women executives themselves. How to design tools to recruit, retain and promote women within takes dedication and expertise. At the same time, senior women executives can do a great deal to help others confront the inevitable challenges that come with advancement. Bringing both efforts into harmony is where real progress is to be found. This session will look at how to build an environment of inclusion in your organization.

- Why is an inclusive culture so important
- Embracing inclusion as a genuine corporate value
- Encouraging inclusion by relating to each other across differences, starting at the senior leadership level
- The importance of mentorship
- Building networks of women

10:30-11:00 NETWORKING BREAK

11:00-11:45

LEVERAGING THE POWER OF BOTH MASCULINE AND FEMININE ENERGY FOR PERSONAL AND PROFESSIONAL SUCCESS

*Betty-Ann Heggie, Principal, Stiletto Chick and formerly Senior Vice
President, Corporate Relations, PotashCorp.*

Each of us have within us independent, action-oriented masculine energy and receptive, relationship-oriented feminine energy. In this presentation, Betty-Ann will discuss the attributes of the two energies and how they can be accessed to make us better mentors, effective networkers and influential leaders.

- What are the differences between masculine versus feminine-oriented energies?
- What are the costs and payoffs of using those energies? Not using them?
- Implications for workplace culture and leadership development
- Examine your current reality, reframe the possibilities and identify areas for personal and corporate action

11:45-12:30

KEYNOTE PRESENTATION: GREENING LEADERSHIP: LEADERSHIP & ENVIRONMENTAL RESPONSIBILITY

*Janet Holder, President,
Enbridge Gas Distribution*

Janet Holder was appointed President of Enbridge Gas Distribution in January 2008. She is responsible for the overall leadership and operations of Enbridge Gas Distribution, Canada's largest natural gas utility with 1.9 million residential, commercial and industrial customers in communities including Toronto, Ottawa, Niagara Falls and Barrie. Ms. Holder also provides oversight for utility and non-regulated businesses in Eastern Canada and the United States including Enbridge Gas New Brunswick, St. Lawrence Gas in New York State, Gazifère in Quebec, Enbridge Ontario Wind Power and Enbridge Electric. In 2009, Ms. Holder was named one of Canada's Most Powerful Women: Top 100 by the Women's Executive Network.

12:30-1:30 LUNCH

SESSION 2

PARTNERING, NETWORKING & OTHER KEY SKILLS

Patricia L. Olasker, Partner,
Davies Ward Phillips & Vineberg LLP

Tuesday, June 15th



1:30-2:15

BUILDING RESILIENCE: CRITICAL TO YOUR LEADERSHIP SUCCESS

Victoria Hubbell, Senior Vice-President, Strategy & Stakeholder Relations, Healthcare of Ontario Pension Plan

The ability to bounce back and recover quickly from adversity is called resilience. Leaders know how critical this trait can be in overcoming setbacks in the workplace. And while adversity usually comes with the territory in high-profile positions, turning a challenge into an opportunity for performance, growth and development is possible when resilience becomes an innate part of you. This presentation will cover practical strategies and tactics for building resilience while maintaining performance and balance in your career.

- What builds resilience? What lessens it?
- Optimism as a key factor in building resilience
- Tips for preparing yourself for challenging events
- Defining and periodically revisiting your personal performance metrics

2:15-3:00

STRATEGIC COMMUNICATION ESSENTIALS FOR CONVEYING YOUR AUTHENTIC LEADERSHIP STYLE

Carol Layton, Deputy Minister, Ontario Ministry of Revenue

One of the most effective ways to project confident leadership is through clear and persuasive communication. To be successful, women must step up to the challenge of communicating effectively. Throughout her career, a number of principles have guided Carol Layton in developing her own authentic and confident communication style. In this presentation, Carol will share tried-and-true principles for overcoming communication obstacles and ensuring that your communication skills are just as powerful and positive as your talents and abilities.

- Assessing your assumptions about how you communicate
- Tips for projecting clarity and confidence
- Ensuring continuity between your visual and verbal messages
- Projecting a dynamic physical presence
- Dealing effectively with missteps and errors

3:00-3:30 NETWORKING BREAK

3:30-4:15

NEGOTIATING TO ACHIEVE SUCCESS

Patricia L. Olasker, Partner, Davies Ward Phillips & Vineberg LLP

Negotiating is a skill that women will need to use throughout their careers, whether in the form of a formal negotiation or an impromptu conversation at work. Effective negotiations depend upon the ability to convey credibility and build trust among the parties, and success at getting what you want can be made easier if these qualities are established ahead of time. This session will discuss best practices for negotiating to achieve success.

- The importance of preparation for negotiating: what do you need and want, and what does the other side need and want?
- Assessing the strength of your position at the bargaining table
- Long-term strategic thinking for the next bargaining session
- Personal style in negotiations
- Building long-term relationships with key players to facilitate negotiations
- Knowing when to be silent and when to walk

4:15-5:00

LEADERSHIP IN INTERESTING TIMES

Shirlee Sharkey, President & CEO, Saint Elizabeth Health Care

Leadership skills are truly tested in the context of an economic downturn. Faced with the need for tough decision-making, financial uncertainty and an anxious workforce, displaying strong leadership, though difficult, is essential for navigating your company. How do you reconcile the desire to boost workplace morale with the need to be realistic about the challenges? This presentation will discuss how your organization can weather the economic storm through effective leadership.

- Leading with a view to long-term success
- Keeping employees motivated and engaged
- Setting the right tone
- Making sacrifices without sacrificing organizational values

SESSION 3

INCLUSIVE WORKPLACE MODELS

Karen Meades, President of the Ottawa Health Services Network Inc.; Director of Finance and Corporate Services of the Medical Council of Canada and Finance Consultant to the Métis National Council Secretariat Inc.

Wednesday, June 16th



9:00-9:45

GENDER DIFFERENCES AND DYNAMICS IN LEADERSHIP STYLES

Carole Briard, Chief, Information Technology Services, Bank of Canada

Do women have a different leadership style than men? Many gender-based researchers seem to think so and suggest that women bring to the table a different style of leadership that stems from differences in how they direct the work of subordinates, network, share information, place cooperation above competition and how they are generally more concerned with means than with ends. This presentation will discuss the evolution of women's roles in the workplace, examining whether women have a different leadership style than men and how they approach their career paths differently.

- Differences in leadership styles of men versus women and their implications
- Career management strategies taking into account women leadership differences
- Are there women-specific methods to plan a career advancement strategy?
- Women's changing roles in the workplace: can gender really influence leadership style?
- Exploring the full possibility and true value of women's leadership: what do women bring to the table? how is it different? how does it add value?

9:45-10:30

WOMEN'S NETWORKS: A DIFFERENT APPROACH TO GETTING AHEAD?

Vanda Vicars, Senior Vice President, Bell Business Markets, Bell Canada

In today's world, we all recognize the value of being part of associations, networks and serving on boards. For young women who may wish to put that in practice, is there any value to give preference to women's networks? Are these a good way to be introduced to business networks? Does it bring a different perspective? In this presentation, Vanda Vicars will draw from her own experience, having been part of boards and associations that were both mainly male-dominated and exclusively female-manned.

- Mix or female networks: what are the differences?
- What can we get from one or the other?
- Is there a path to privilege?

10:30-11:00 NETWORKING BREAK

11:00-11:45

SURMOUNTING THE GLASS-CEILING IN A TRADITIONALLY MALE INDUSTRY

Stacey Karpman, Corporate Vice President, Worldwide Strategic Planning and Human Resources, Future Electronics Inc.

In corporations today, the ideal remains that merit-based objectivity should be the determining factor for climbing the corporate ladder. However, as with everything, today's reality is less than perfect. In this presentation, Stacey Karpman will tell you her stories of success and challenges while working in a traditionally male-dominated industry.

- Is it necessary to adopt male behaviour patterns and thought processes to succeed?
- What are the most effective ways for women in male-dominated professions to forge good relationships with their colleagues and their organizations?
- What if anything should women be doing to encourage better gender balance in their organizations?

11:45-12:30

ACHIEVING WORK-LIFE BALANCE IN THE FAST LANE

Karen Meades, President of the Ottawa Health Services Network Inc.; Director of Finance and Corporate Services of the Medical Council of Canada and Finance Consultant to the Métis National Council Secretariat Inc.

Personal time management skills are critical in reaching your full potential both at work and at home. Time management requires that you identify and focus on the activities that give you the greatest returns so that you work smarter, not harder. This presentation will offer practical tips and advice for achieving a better work-life balance.

- Unique challenges women face reconciling their work and personal lives
- How is balance defined today and are women finding it?
- Individual challenges: deciding what is important and effectively delegating the not-so-important
- Organizational programs to improve work-life balance
- Latest trends in work-life initiatives geared for women in the workplace

12:30-1:30 LUNCH

SESSION 4

SUCCESS STORIES

Catherine Mossop, President,
Sage Mentors Inc.

Wednesday, June 16th



1:30-2:15

POWER: MANAGING AUTHORITY, RESPONSIBILITY, AND CRITICISM

Esther Zdolec, Senior Vice President, Human Resources, SNC-Lavalin (Operations & Maintenance) and Transformational Leadership Coach

A double-edged sword, power brings just as much peril as satisfaction. Living under intense scrutiny is an unavoidable part of being in the ranks of senior management. For anyone in a position of power, it is important to know how to effectively manage authority, responsibility and criticism. Stress is often the by-product and also needs to be managed. This presentation will cover practical strategies and tactics for sustaining high performance in positions of authority.

- Understanding the dynamics of power
- Taking personal accountability for your impact on others
- Dealing with criticism and stress
- Long-term and short-term approaches to stress management
- Deciding on what to prioritize
- Putting in place support mechanisms around you: both at home and on the job

2:15-3:00

NAVIGATING A CAREER OF CHANGE

Cynthia Morton, Deputy Minister, Ontario Ministry of Labour

Gone are the days when we can expect to follow a career of steady, predictable progression along a straight path. Organizations and progression are not linear and the concept of the corporate ladder is more like a corporate maze. Faced with greater opportunities than yesteryear, today's workforce must be adaptable and change-oriented. It becomes critical to maximize opportunities in your career to broaden experience, deepen networks, demonstrate your competence and establish yourself as a leader. In this presentation, Cynthia Morton will share lessons she has learned along the way in her career journey in public sector organizations.

- How do you transfer learning to different sectors?
- How do you navigate in different cultures and hit the ground running?
- What are the lessons learned in terms of leadership and people management?

3:00-3:30 NETWORKING BREAK

3:30-4:15

LEVERAGING WOMEN'S INTUITION FOR SUCCESS

Connie Louise Clerici, President & CEO, Closing the Gap Healthcare Group

Intuition is a wonderful resource for helping us live our best life. Unfortunately, most people don't know what intuition is, let alone how to use it. Meaning "in to you" in Latin, intuition ranges from a hunch or gut feeling to a strong sign or message. Yet, how do you tap into and enhance your intuition? In this presentation, Connie Louise Clerici will share how she learned to rely on her intuition and how it has become a constant factor in the path to success.

- Becoming familiar with how your inner self communicates with you
- Checking out your intuition with your research and common sense
- Why women are more likely than men to rely on themselves and trust their gut
- Tips and practical advice to tap into your intuition

4:15-5:00

PANEL DISCUSSION: THE POWER OF MENTORING RELATIONSHIPS

*Catherine Mossop, President, Sage Mentors Inc.
Nora Osbaldeston, Managing Partner (Toronto/Markham), Miller Thomson LLP
Ellen Dubois du Bellay, Vice President, Learning & Development, Four Seasons Hotels and Resorts
Dominique Dionne, Vice-President, Corporate Affairs, Xstrata Nickel*

The role of mentors throughout the career life of an individual contributes to their success. With all things being equal, a learning relationship with an effective mentor will accelerate the development and success of an individual. This panel discussion will discuss the valuable contributions a skilled mentor will make to your professional life and how you can actively select and approach the most appropriate mentor to meet your specific needs.

- Critical components of a successful mentoring relationship
- Identifying what you want and need in a mentoring relationship
- Interacting with your mentor to increase professional development
- The value of a mentor in times of change, transition and crisis
- Avoiding common pitfalls
- Bringing the relationship to a natural conclusion

OPTIONAL WORKSHOP A

Thursday, June 17th - 9:00-noon

RELATIONSHIP BUILDING FOR SUCCESS: SEVEN KEY STRATEGIES TO ENHANCE YOUR EMOTIONAL INTELLIGENCE

*Dr. Nancy MacKay, President and Co-founder,
MacKay & Associates*

Dr. Nancy MacKay presents simple, yet powerful, tips and techniques for managing relationships and leading by influence to enhance executive effectiveness. This highly interactive session features the use of the internationally accepted Emotional Intelligence (EQ) tool to gain an understanding of how to enhance your relationship building skills. In particular, the workshop will show the importance of EQ, especially with regards to its impact on the 360-degree relationships with the people around you. During this workshop you will learn how to:

- Enhance your emotional intelligence to build effective relationships with your CEO, your boss, your peers and your direct reports
- Gain buy-in and consensus in order to build successful relationships
- Build trust and speak the truth with the people around you
- Improve relationships with difficult people

Dr. Nancy MacKay challenges CEOs and executive teams to raise the bar on their ability to accelerate business results. She has transformed the way CEOs and executives are leading their organizations to win the war for talent. She serves as the executive coach and facilitator of 8 CEO networks consisting of 100 CEOs. In 2008, Nancy was named as one of Canada's Top 100 Most Powerful Women. Her work as a senior consultant, former professor and keynote speaker has taken her from New Zealand to Europe, Asia and throughout North America. She also serves on the Board of Governors of Simon Fraser University and is the co-author of the book "The Talent Advantage" by Wiley (with Dr. Alan Weiss).

OPTIONAL WORKSHOP B

Thursday, June 17th - 1:30-4:30

IMPROVE YOUR NETWORKING SKILLS: A COACHING WORKSHOP

*Lisa Mattam, Managing Principal,
The Mattam Group*

The key to getting ahead in your career is to constantly build your contacts, skills and knowledge while maintaining a professional image. However, women executives are typically conditioned to spend far more time focusing on tasks and less time business-socializing than their male counterparts, limiting their opportunities to build the personal linkages necessary to promote themselves within their industries. Women need to cultivate opportunities for self-promotion, build relationships and use networking opportunities to enhance professional growth and support career objectives. This practical and interactive coaching workshop will show you how to put in place self-marketing and networking strategies that will strengthen your company's bottom-line and your position in it.

- Professional confidence building to become a top networker
- Strengthening networking skills in a supportive manner
- Leveraging strategic business relationships through networking
- Creating a network map to strategically approach networking
- Networking through professional associations, public speaking
- Methods to be noticed, remembered and respected
- Projecting an image of self-confidence and assertiveness without seeming "pushy"
- Marketing yourself to the next professional level
- How one can sell and market themselves internally and externally
- Increasing visibility in a networking environment

Lisa Mattam is widely recognized as a dynamic leader, inspiring speaker and consultant to business professionals across the globe. As founder of The Mattam Group, a management consulting firm specializing in Leadership, Organizational Development and Strategic Process, Lisa has been quoted on management and leadership issues in newspapers such as the Globe and Mail and on a variety of television media. After almost a decade working in pharmaceutical sales and marketing and strategy both in Canada and the U.S., Lisa founded The Mattam Group. Under her leadership, The Mattam Group has quickly become an industry leader in Talent Management, boasting clients such as Pepsi Bottling, IBM, Dell and Bayer serving clients in Canada, the U.S., Latin America and the United Arab Emirates. Due to her firm's outstanding success, in 2009, Profit Magazine ranked Lisa as one of the top 10 women emerging entrepreneurs in Canada. In addition to her MBA from McMaster University where Lisa graduated as Valedictorian and Graduate of Honour, Lisa holds a Diploma in European Business from ESC Rouen, Rouen, France. Lisa continues to be a guest lecturer and speaker at a number of universities maintaining her academic profile and keeping her pulse on evolving business theory, strategy and process.

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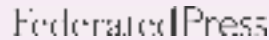
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