

## PLANNING COMMITTEE

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	<p><b>YVON CHAREST FSA, FCIA</b>  <b>President and Chief Executive Officer</b>  <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1956  Experience in the industry: 39  Experience at IA: 39</p> <p>Education: Actuarial Sciences  Assignments: CEO, COO, Appointed Actuary, Control, Strategic Planning, Marketing-Personal Financial Services</p>
	<p><b>DENIS RICARD FSA, FCIA</b>  <b>Incoming President and Chief Executive Officer</b>  <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1962  Experience in the industry: 33  Experience at IA: 33</p> <p>Education: Actuarial Sciences  Assignments: COO, Individual Insurance and Annuities, Business Development-Dealer Services, President IA Trust, President IA Excellence, Appointed Actuary, CFO, Marketing-Personal Financial Services, Information Technology, Corporate Actuarial</p>
	<p><b>JACQUES POTVIN FSA, FCIA</b>  <b>Executive Vice-President, CFO and Chief Actuary</b>  <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1966  Experience in the industry: 28  Experience at IA: 28</p> <p>Education: Actuarial Sciences  Assignments: Chief Actuary, CRO, Audit Executive, Sales-Personal Financial Services, Marketing-Personal Financial Services, Corporate Actuarial, Information Technology</p>
	<p><b>NORMAND P��PIN FSA, FCIA</b>  <b>Executive Vice-President and Assistant to the President</b>  <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1950  Experience in the industry: 45  Experience at IA: 45</p> <p>Education: Actuarial Sciences  Assignments: Retail and Wealth Management Operations</p>


## PLANNING COMMITTEE (continued)


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	<p><b>RENÉE LAFLAMME</b> FCPA, FCA, CFA <b>Executive Vice-President</b> <b>Individual Insurance, Savings and Retirement</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1967 Experience in the industry: 30 Experience at IA: 20</p> <p>Education: Business Administration Assignments: Individual Insurance and Annuities, Group Benefits and Retirement, Group Savings and Retirement, Mortgage Loans, Investments</p>
	<p><b>CARL MUSTOS</b> MBA <b>Executive Vice-President</b> <b>Wealth Management</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1965 Experience in the industry: 25 Experience at IA: 11</p> <p>Education: MBA, International Business Assignments: President, Senior VP National Sales Manager</p>
	<p><b>MICHAEL L. STICKNEY</b> M.B.A., FSA, FCIA <b>Executive Vice-President</b> <b>U.S. Development</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1954 Experience in the industry: 41 Experience at IA: 31</p> <p>Education: Actuarial Sciences, Business Administration Assignments: Appointed Actuary, Sales &amp; Marketing-Group Insurance</p>
	<p><b>MICHEL TREMBLAY</b> FSA, FCIA, CFA <b>Executive Vice-President and Chief Investment Officer</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1955 Experience in the financial markets: 41 Experience at IA: 10</p> <p>Education: Actuarial Sciences Assignments: Investments</p>


## SENIOR MANAGEMENT

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	<p><b>JEAN-FRANÇOIS BOULET</b> B.I.R., Fellow CHRP <b>Senior Vice-President</b> <b>Customer and Employee Experience</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1955 Experience in the industry: 19 Experience at IA: 15</p> <p>Education: Industrial Relations Assignments: Human Resources and Communications</p>
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	<p><b>GUY DANEAU</b> B.B.A., M.B.A. <b>Senior Vice-President</b> <b>Information Systems</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1959 Experience in the industry: 19 Experience at IA: 13</p> <p>Education: Business Administration Assignments: Information Systems</p>
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	<p><b>MANON GAUTHIER</b> CPA, CA, CFA <b>Senior Vice-President</b> <b>Individual Savings and Retirement</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1968 Experience in the industry: 28 Experience at IA: 24</p> <p>Education: Accounting Sciences Assignments: Individual Savings and Retirement, Corporate Accounting and Tax, Investor Relations, Investments, Internal audit</p>
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	<p><b>CLÉMENT GIGNAC</b> M.E.Sc. <b>Senior Vice-President and Chief Economist</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1955 Experience in the industry: 36 Experience at IA: 6</p> <p>Education: Economics Assignments: Chief Economist</p>
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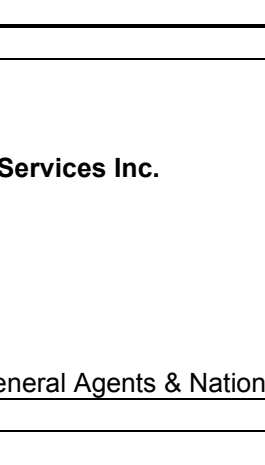
## SENIOR MANAGEMENT (continued)

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	<p><b>PAUL R. GRIMES</b> CFP, CLU, Ch.F.C. <b>Senior Vice-President</b> <b>Sales (Ontario and Western Canada)</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1959 Experience in the industry: 36 Experience at IA: 30</p> <p>Education: BA Political Science Assignments: Sales &amp; Marketing, Managing General Agents &amp; National Accounts</p>
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	<p><b>ALNOOR JIWANI</b> F.L.M.I. <b>Senior Vice-President</b> <b>Business Development &amp; Finance, Dealer Services</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1959 Experience in the industry: 40 Experience at IA: 40</p> <p>Education: Computer Sciences Assignments: Information Technology &amp; Systems, Claims, Sales &amp; Marketing – Creditor Insurance, Extended Warranties</p>
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	<p><b>SEAN O'BRIEN</b> <b>Senior Vice-President, Dealer Services</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1971 Experience in the industry: 22 Experience at IA: 3</p> <p>Education: Automotive Business Assignments: SVP Dealer Services, President iA Auto Finance</p>
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	<p><b>PIERRE VINCENT</b> FSA, FCIA <b>Senior Vice-President</b> <b>Distribution and Development, Individual Insurance</b> <b>Industrial Alliance Insurance and Financial Services Inc.</b></p> <p>Year of birth: 1965 Experience in the industry: 31 Experience at IA: 5</p> <p>Education: Actuarial Sciences Assignments: Sales &amp; Marketing-Personal Financial Services, Strategic Planning</p>
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## SENIOR MANAGEMENT (continued)

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**JOE DUNLAP** CLU, ChFC, FLMI  
**President**  
**American-Amicable Group**

Year of birth: 1955  
Experience in the industry: 40  
Experience at IA: 40

Education: BBA Finance  
Assignments: EVP, COO, VP Operations, Administration, Systems Control



**MICHEL LAURIN** FSA, FCIA  
**President and Chief Operating Officer**  
**Industrial Alliance Auto and Home Insurance Inc.**

Year of birth: 1964  
Experience in the industry: 33  
Experience at IA: 16

Education: Actuarial Sciences  
Assignments: President & COO