



## Kim Ozubko

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### RELATED SERVICES

Corporate  
Corporate Governance  
Financial Services  
Labour & Employment  
Pensions, Benefits & Executive Compensation

### RELATED INDUSTRIES

Agribusiness & Food Production  
Automotive  
Banking  
Education  
Hospitality  
Insurance & Risk Management  
Retail  
Sports

## Biography

Kim Ozubko is an experienced lawyer with twenty years of expertise in all areas of pension and benefits law. Proactive and responsive, Kim is committed to providing her clients with high quality service and keeping them up-to-date on legal developments that affect the administration and sponsorship of pensions and employee benefit plans. Kim prides herself on maintaining strong working relationships with clients and other service providers.

Kim frequently writes and speaks in the areas of pension and employee benefits law. She is a contributing author of the *Canadian Encyclopedic Digest* and she has taught at the Osgoode Certificate in Pension Law Program and at Humber College, Centre for Employee Benefits.

Prior to joining Miller Thomson, Kim practiced pension and employee benefits law at several international law firms and at an international pension-consulting firm.

## Professional achievements & leadership

- *The Best Lawyers in Canada* – Employee Benefits Law, 2019 – 2020
- *The Canadian Legal Expert Directory*, Pensions & Employee Benefits, 2018 – 2019

## Thought leadership

### Presentations

- Speaker, “Cybersecurity and Data Protection in Canada”, ISCEBS Symposium, September 9, 2019
- Speaker, “International Transfers”, International Foundation of Employee Benefit Plans, Certificate in Canadian Benefit Plans Program, June 12, 2019
- Co-chair, “FSCO/MOF/OSFI/CRA/ FSRA Forum 2019 Turning the Tables”, Ontario Bar Association, May 3, 2019
- Speaker, “Pension Governance and Risk Management”, Osgoode Certificate in Pension Law, March 20, 2019
- Speaker, “Governance and Risk Management”, Human Resources Professionals Association, Pensions Certificate Program, March 5, 2019
- Co-chair, “Pensions and Tax Update: Executive Compensation and Registered Plans”, Ontario Bar Association, November 20, 2018
- Speaker, “Governance and Risk Management”, Human Resources Professionals Association, Pensions Certificate Program, October 30, 2018
- Speaker, “Government Legislation Update – How do these policy changes impact your benefit program?”, Canadian Pension and Benefits Institute 2018 Ontario Regional Conference, October 18, 2018
- Speaker, “International Transfers”, International Foundation of Employee Benefit Plans, Certificate in Canadian Benefit Plans Program, October 3, 2018
- Speaker, “Cybersecurity and Pensions and Benefits”, CBA/ABA/IPEBLA Global Pension and Employee Benefits Lawyers Conference, June 2018
- Speaker, “A Pot Primer for Plan Sponsors”, Benefits Canada, June 2018
- Instructor, “Pension Plan Governance and Managing Board Risk”, Osgoode Certificate in Pension Law Program, April 2018

- Speaker, “Pensions and Benefits: What You need to Know”, HRPAs, Sarnia Chapter, March 2018
- Speaker, “Pension Plan Governance and Risk Management”, HR Insider, February 2018
- Speaker, “Pensions and Benefits: What You Need to Know”, HRPAs Guelph Chapter, January 2018
- Speaker, “Pathways to Reform: Evaluating Bill C-27 and solvency funding relief”, Lancaster House Pensions Program, November 2017
- Co-chair, 16th Annual OBA Pension and Benefits Hot Spots, September 2017
- Speaker, “Cybersecurity and pension plans: Addressing the elephant in the room”, Miller Thomson / Grant Thornton Seminar, June 2017
- Speaker, “Pensions and Benefits in 2017, What you need to know”, HR Insider, June 2017
- Speaker, “Recent Trends in Employee Benefits and Executive Compensation: What Lies Ahead in 2017 and Beyond”, The Knowledge Group, April 2017
- Speaker, “Money Talks: Let’s Discuss Pensions and Executive Compensation”, Miller Thomson’s 2017 Labour Relations & Employment Law Conference, April 6, 2017
- Instructor, “Pension Plan Governance and Managing Board Risk”, Osgoode Certificate in Pension Law Program, March 2017
- Co-chair, “Pensions and Benefits Hot Spots,” November 2016
- Speaker, “Recent Developments in Pensions and Benefits Law,” August 2016
- Speaker, “The Ontario Retirement Pension Plan: What Does this Mean for You and Your Business Clients?” 6<sup>th</sup> Annual Business Law Summit, May 12, 2016
- Speaker, “Pension Plan Governance and Managing Board Risk,” Osgoode Certificate in Pension Law Program, March 2016
- Speaker, “Pension Plan De-Risking—A Legal Perspective,” Benefits and Pensions Monitor, November 24, 2015
- Speaker, “Best Practices for Plan Governance and Administration,” The Canadian Institute’s Canadian Workplace Pension Forum, September 2015
- Co-speaker, “Mitigating the Risk of Low Member Engagement,” 2014 CPBI Ontario Regional Conference, October 2014
- Co-chair, “Savvy Pension Lawyer,” May 2014 and May 2015
- Co-chair, “The Increasing Importance of Pensions and Benefits—Key Strategies for Complex Problems,” OBA Annual Institute of Continuing Professional Development, Pensions and Benefits, February 2014
- Speaker, “Case Law Developments,” 11th Annual OBA Pension and Benefits Hot Spots, May 2013
- Speaker, “The Importance of Risk Management to Good Governance,” 20th Essential Skills for Pension Committee Members, Federated Press, October 2012
- Instructor, Humber College, Centre for Employee Benefits, Pension Plan Governance, October 2011 and March 2012
- Speaker, “What Plan Administrators and Their Advisors Need to Know About the New Marriage Breakdown Rules,” The Canadian Institute’s 13th Annual Advanced Forum on Pension Reform, Litigation and Governance, February 2012

## Publications

- “New Administrative Monetary Penalties – Pension Benefits Act (Ontario)”, Labour and Employment Communiqué, September, 2017
- “2016 Ontario Budget – Impact on Registered Pension Plans”, Labour and Employment Communiqué, March, 2017
- “Pension Plan Forms”, *The Canadian Institute, Pension and Benefits*, Volume 1, No. 2 (2016)
- “Be Careful What You Say”.....*HR Insider*, July 2016
- “Goodbye ORPP (almost) – Hello CPP,” *Labour and Employment Communiqué*, June 2016
- “Are you ready for the ORPP?” *HR Insider*, June 2016
- “The Ontario Retirement Pension Plan—More Details Released,” *Labour and Employment Communiqué*, April 2016
- “2016 Ontario Budget—Impact on Registered Pension Plans,” *Labour and Employment Communiqué*, March 2016
- “The Ontario Retirement Pension Plan—An Update,” *Labour and Employment Communiqué*, January 2016 – Pensions Special Issue
- “An Overview of the Law—Pensions,” *Canadian Encyclopedic Digest*, 2014 – 2017
- “Are you ready for the ORPP?” *Labour and Employment Communiqué*, November 2015

- “Ease funding challenges with letters of credit,” *Benefits Canada*, April, 2013
- “Form trumps substance for pension benefits,” *The Lawyers Weekly*, v. 31, No. 2, May 13, 2011
- “Pension Plan Conversions—A Legal Update,” *Benefits and Pensions Monitor*, Volume 20, Number 8, December, 2010
- “Pension Plans and Liability in an Uncertain Economy: Are Directors and Officers at Risk?” *Canadian Corporate Counsel* Vol. 18, Number 6, 2009

### **Corporate directorships**

- Pensions and Benefits Executive, Ontario Bar Association
- Ontario Regional Council, Canadian Pension and Benefits Institute

### **Professional memberships**

- Ontario Bar Association
- Canadian Pension and Benefits Institute
- Association of Canadian Pension Management
- International Pension and Employee Benefits Lawyers Association

### **Bar admissions & education**

- Ontario Bar, 1999
- LL.B., Osgoode Hall Law School, York University, 1997
- B.A. (Justice and Law Enforcement, Political Science) University of Winnipeg, 1993