



Caroline L. Helbronner

Partner | Toronto

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Caroline practices exclusively in the areas of pensions, employee benefits and executive compensation. Caroline advises on all aspects of the implementation, administration, funding, taxation and wind-up of pension, group benefit, profit-sharing and deferred compensation arrangements. Caroline has deep experience advising clients in respect of pension, tax, trust and benefit issues arising in connection with cross-border situations, corporate transactions, insolvencies, ongoing compliance with regulatory requirements, the development and documentation of pension and employee benefit plans, de-risking, pension governance, investment and funding and custody arrangements.

Caroline's clients include private and public sector pension plan sponsors and administrators, financial institutions and service providers.

AWARDS & RECOGNITION

Caroline received a 2014 Lexpert Zenith Award for excellence and thought leadership in the area of pensions and benefits law. She is also recognized as a leading lawyer in the following publications:

- *The Best Lawyers in Canada 2020* (Employee Benefits Law)
- *Who's Who Legal: Canada 2019* (Labour, Employment & Benefits)
- *Who's Who Legal: Labour, Employment & Benefits 2019* (Pensions & Benefits)
- *The Legal 500 Canada 2019* (Pensions)
- *The Canadian Legal Lexpert Directory 2019* ("Repeatedly Recommended" in Pensions & Employee Benefits - Employer)

PROFESSIONAL APPEARANCES

Speaker: Governance Documents and Checklists Recent Developments in Pension and Employee Benefits Law

Blakes Business Class Seminar, Toronto, Ontario, October 30, 2019.

Speaker: Governance Documents and Checklists What Plan Sponsors Should Do Now About Enhanced Benefit Security

ACPM Webinar, Toronto, Ontario, October 29, 2019.

Speaker: CAPSA Guidelines: DB Funding, DC Plans and Unlocated Members

Recent Developments in Pension and Employee Benefits Law, Blakes Business Class Seminar, Toronto,

Ontario, April 30, 2019.

Speaker: Managing Your Organization: Potential Risks and Solutions for an Aging Workforce
CPBI Ontario Signature Series, CPBI-HRPA, Toronto, Ontario, April 9, 2019.

Speaker: Regulatory Compliance and Best Practices in Plan Administration and Communications CPBI Ontario/HRPA
Canadian Pension Certificate Program, Toronto, Ontario, November 1, 2018.

Speaker: Human Rights and Employment Law Issues relating to Canadian Benefit Arrangements
Blakes Client Seminar on Recent Developments in Pensions and Employee Benefits Law, Toronto, Ontario, October 30, 2018.

Speaker: Hot Topics for Employee Benefit Plans – Canada
2018 ABA Section of Taxation May Meeting, Multinational Employee Benefits & Compensation Subcommittee, Washington, D.C., May 11, 2018.

Speaker: A Future Together: Converting to Jointly Sponsored Pension Plan
Recent Developments in Pension and Employee Benefits Law, Blakes Business Class Seminar, Toronto, Ontario, May 8, 2018.

Moderator: CBA Law Series - Exploring the Unique, Ethical and Professional Issues Faced by Pensions Lawyers
The Canadian Bar Association, Toronto, Ontario, April 25, 2018.

Moderator: CPBI Ontario Pension Outlook: Family Matters – Challenges for Today's Plan Administrator
CPBI Ontario Pension Signature Series Event, Toronto, Ontario, April 19, 2018.

Speaker: Current Ontario Pension Developments: Financial Services Regulatory Authority and Administrative Monetary Penalties Defined
Benefit Investment Forum, Toronto, Ontario, December 8, 2017.

Speaker: Resolving Administrative Errors & Ontario's New Administrative Monetary Penalties
Recent Developments in Pension and Employee Benefits Law, Blakes Business Class Seminar, Toronto, Ontario, November 2, 2017.

Moderator: Data Privacy and Cybersecurity: What should a Plan Fiduciary be doing?
16th International IPEBLA Conference, Prague, Czech Republic, May 30, 2017.

Speaker: DC Pension Plans: Investment and Other Current Issues
Recent Developments in Pension and Employee Benefits Law, Blakes Business Class Seminar, Calgary, Alberta, March 7, 2017.

Presenter: Introduction: The Path to Board Success - Realities and Recommendations for Women Executives in the Financial Services, Insurance and Pension Fund Sectors
Women on Boards Exchange Forum, Blakes Business Class Seminar, The York Club, Toronto, Ontario March 1, 2017.

Speaker: Litigation Issues Arising from Recent Marriage Breakdown Cases
Pension Fund Disputes: Risks, Challenges and Practical Solutions, Blakes Business Class Seminar, Toronto, Ontario, February 23, 2017.

MEDIA APPEARANCES

Quoted: Is your pension plan audit ready?

Reported by Emily Douglas, HRD – Human Resources Director, October 22, 2019.

Quoted: From AMPs to SIPPs: Why plan sponsors have a lot on the regulatory plate in 2018

Reported by Glenn Kauth, Benefits Canada Online, December 12, 2017.

PROFESSIONAL ACTIVITIES

Caroline is a member of the Canadian Tax Foundation, the American Bar Association, the International Pension and Employee Benefits Lawyers Association, the Canadian Pension and Benefits Institute, the Association of Canadian Pension Management and the Ontario Bar Association.

She has written and spoken across Canada and internationally on a wide range of topics in the areas of pension and employee benefits

EDUCATION

Admitted to the Ontario Bar - 1987

LL.B., University of Toronto - 1985

B.A., Queen's University - 1982