

# **NAB** Bulletin



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**STRATEGIC PLANNING  
SESSION IN ST. ANDREWS**

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**SEE PAGE 7 FOR DETAILS**

# Bulletin

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Articles will be considered for publication in the language of submission. We reserve the right to edit all submissions for length and clarity. Final content is subject to space limitations.

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# notices

## DID YOUR DENTAL ASSISTANT(S) RENEW THEIR LICENSE?

As of November 1, 2020 all Level II dental assistant licenses must be renewed.

Please note that Bylaw 3-2, section 6d states, “No dentist shall employ a person as a Certified Level II dental assistant unless that person holds a current Certified Level II dental assistant license”.

***All dental assistants work under your supervision and you are ultimately responsible to make certain they have a current license. Any dental assistant working without a license is subject to fines, and so is their employer.***

If you have any questions, please contact the Office of the Registrar by phone (506) 452-8575 or email [licensing@nbdent.ca](mailto:licensing@nbdent.ca).

## NEW MEMBERS

Dr. Patrick James Miklos  
Dr. Mélanie Stella Arseneau  
Dr. Sean Patrick Curley

Dr. Craig Mitchell Barrie Younker  
Dr. Joonyon Park  
Dr. Michael Sylvestre

## JOB LISTINGS ON NBDS WEBSITE

Successful at filling a job opening at your clinic? Fantastic! Now, please remove all job postings from the NBDS job board. Head Office has no way of knowing when a position is filled and cannot remove them on your behalf. This will assist in negating future calls from dental health professionals inquiring why a job posting is on the NBDS website when it's already been filled. Thanks for your attention and cooperation to this matter.



**Employment  
Opportunities**



# *A note* from the president

**“PERSEVERANCE IS THE HARD WORK YOU DO AFTER YOU GET TIRED OF DOING THE HARD WORK YOU ALREADY DID.” – NEWT GINGRICH**

*We are still in the middle of a pandemic.*

*We are still in the middle of a pandemic.*

*Yes, unfortunately, we are still here... in the “middle” of a pandemic.*

The other night I was laying next to my oldest daughter at bedtime. She turned to me and asked: “Is the Coronavirus over?”. I sadly looked at her and shook my head: “No hun”. She replied: “Well, it feels like it is... and I wish it was”. I hugged her, “Me too, sweetheart. Me too”.

If we had known what was in our foreseeable future at the beginning of the year, we would have looked at that crystal ball with disbelief. Then, only a few short months later, we found ourselves living in fear and uncertainty as Covid-19 swept across our nation. Abruptly shutting down our businesses. Closing schools. Forcing physical distancing amongst our friends and loved ones. In response, we asked a lot from you. We took a drastic approach that worked to mitigate these risks. As a self-governing body, we took the initiative to shut down our

practices. We sacrificed so much! Our Covid-19 Advisory Group established an operational plan as a tool to return to practice safely, which we did. In return, we contributed to the success of our province: flattening the curve and reducing community spread. A safer province was created with lifted restrictions; and in the interim, a more tolerable way of life.

Fast forward to October – we have seen a considerable rise in cases all over the country but also here in New Brunswick. Masks have now been made mandatory in all public spaces throughout the province. We have been living in a global pandemic for well over six months, it is only natural that Pandemic Fatigue starts to creep in. However, we cannot let our guard down. We are at a crucial point in the fight against COVID-19 with the cold winter months ahead. Now is not the time to become complacent, it is essential that we continue with rigorous pre-screening and ensure that staff are following all the proper safety protocols. The recent outbreaks in Ontario dental clinics is a stark reminder

that we must remain diligent with patients but also staff. There is actually a higher risk of staff transmission as opposed to patient transmission.

So, what do we do now? We continue with what we have learned about Covid-19 thus far. It is our responsibility to persevere with the effective and preventive measures we experienced during the first wave – physical distancing, masks and hand/respiratory hygiene. Until an effective Covid-19 vaccine is administered to much of the public, it is too soon to relax measures. Although we have given up so much already, we must stay the course! We have too much to lose otherwise.

I long for the day when I can answer my daughter’s above bedtime question confidently with a “YES”!

— **Dr. Carlie Lemoine**  
President

[carlielemoine@nb.aibn.com](mailto:carlielemoine@nb.aibn.com)



# *Paul Blanchard* **Executive Director**

## **WHAT A YEAR. IF NOTHING ELSE, 2020 HAS TAUGHT US ALL TO RESET OUR PRIORITIES.**

That is exactly what your board of directors did in September. With the assistance of facilitators from the Chapman Group, the board of directors, as well as some local society presidents and committee chairs gathered in St. Andrews to begin a review of our planning process for the next year.

We identified some major themes to develop in the coming months. Among them are the short-term priorities of updating the Covid-19 Operational Plan and the 2021 Fee Guide (Economics). In the longer term, Government Advocacy, Member Engagement and Communications have emerged as priorities.

I'm pleased to say that the Covid-19 Advisory Committee has been very active this fall. We have also had very good communication with Public Health officials. The executive has approved new Terms of Reference for this committee, which will now meet 3 times per year (or more as directed by the Board), to review the plan, ensuring it is current. The committee also now includes the Executive Director / Registrar of the NB College of Dental Hygienists. The first revision of the Operational Plan was reviewed during the October 2020 board

meeting and the Advisory Committee is meeting again to review suggestions and questions the board has asked of them.

The other priority issue is the development of the 2021 Fee Guide, which the Economics Committee is working on now. I encourage you to respond to the Impact Economic surveys which are being circulated to you via email. The committee is making use of these surveys in developing their approach to the 2021 fee guide. The board has accepted the committee's recommendation to set the fees for PPE code at \$0 for 2021. The codes will remain active and as always, members can charge more or less, than the amounts set out in the guide. Less than 30% of respondents to the surveys reported using the codes. Moreover, the NBDS office has been receiving calls from frustrated patients who complained about not having been advised of these charges in advance of their treatment. Mostly, the committee recognizes that New Brunswick is one of the few provinces to be charging for PPE specifically.

The committee will also be reviewing economic data and survey results with the consultants

at the end of November and will make its recommendations to the board thereafter. Overall it seems that hygiene services are down year over year but that other dental treatments have increased. The 2021 fee guides will be implemented February 1, 2021.

Finally, as we all work our way through this pandemic, we need to learn from our own experience and from the experience of others. Recently, two separate incidents involving dental offices in Ontario highlight the importance of staff members maintaining social distance and wearing a mask. Both outbreaks involved staff members bringing the virus into the workplace and possibly sharing it with a co-worker. The Infection Control Guidelines are proven to be effective in managing patient safety. Lets make sure everyone remains as vigilant in protecting one another.

**— Paul Blanchard**  
**Executive Director**

[executivedirector@nbdent.ca](mailto:executivedirector@nbdent.ca)



# Registrar's message

**“INDIVIDUAL COMMITMENT TO A GROUP EFFORT – THAT IS WHAT MAKES A TEAM WORK, A COMPANY WORK, A SOCIETY WORK, A CIVILIZATION WORK.”**  
- VINCE LOMBARDI

## **DON'T LET YOUR GUARD DOWN**

Over the past months we have been inundated with daily advisories by public health officials who tell us DON'T LET YOUR GUARD DOWN.

In dentistry, you have a great story to tell as to how you have handled the COVID-19 pandemic. And why wouldn't you, you are healthcare professionals who are experts in infection control and well versed in keeping yourselves and your patients safe.

Amazingly, the few hiccups that have taken place in dentistry, in Canada, throughout COVID-19 are interactions between staff when there are no patients to worry about.

In speaking with my colleagues across the country, the consistent theme for concern comes down to “Sally's cookies” or “Mary's banana bread” or Dr. Jonathan's addiction to treating staff to a box of chocolates on Thursdays. This is when the guard comes down.

It seems that there are few to no problems in the dental office when you are focused on your patients but that the only problems occur in those moments where we try to be human. Those occasions where not only the cookie jar is on the counter, but everyone's hands reach in. Simply put, the sharing of food, the sharing of lunch, the sharing of friendship is one Achilles heel that has allowed COVID-19 to be spread between dental staff.

So, let's take the opportunity to celebrate the fact that dental offices and staff are true experts in keeping patients safe. But let's equally take the time to remember that NOT LETTING DOWN YOUR GUARD means paying strict attention to the familiar interactions you have with each other as a staff when you arrive to work in the morning, when you schedule breaks, when you gather to eat lunch, and when you simply are trying to enjoy something normal like a slice of banana bread.

From what we can tell so far, from across the country, the single biggest risk of transmission of COVID-19 in a dental office will occur when the dental staff are interacting with each other with the view that the risk of virus comes from the patients. In fact, the risk is more likely between the familiar relations that develop with colleagues. That's when you let your guard down.

As we make our way through the cold season, the flu season, the back to school season, please remember that your own personal health screening is as important as the patient screening.

Stay well!

— Dan Leger  
Registrar

[registrar@nbdent.ca](mailto:registrar@nbdent.ca)

## Good Disability Insurance Choices Can Lead to Good Outcomes

You have many choices to weigh when you apply for and maintain CDSPI DisabilityGuard™ Insurance. Here are some hypothetical scenarios\* using fictional names that are based on our long experience with dentists.

### Stay current

When Dr. Smith graduated in 2008, she maintained her disability insurance through the CDSPI Student Insurance Program, but she remained at the base benefit level of \$2,000 per month. Ten years later she was married with two children, and her income had grown to over \$225,000 a year. Fortunately, a colleague reminded her about keeping disability insurance in line with her income and she raised her coverage to \$8,500 per month. Half a year later, she was involved in a car accident that left her with a broken collarbone. She experienced total disability and couldn't practice for six months, but fortunately she had remembered to increase her insurance, so she received the \$8,500 per month benefit.

### Think ahead

Dr. Lee took the Future Insurance Guarantee (FIG) option when he applied for disability insurance at age 31. A few years later he was diagnosed with a manageable form of congenital heart disease. As a periodontist with a growing income, he wanted to increase his coverage twice while in his 40s.<sup>1</sup> Because he had FIG, he was able to do this without medical evidence of insurability, which would have left him ineligible for an increase because of his pre-existing condition.

CDSPI's DisabilityGuard™ Insurance plan provides dentists with coverage and options to help protect their lifestyle and family. To learn more about the plan, or to adjust your current plan, contact us at 1.800.561.9401 or [insurance@cdspi.com](mailto:insurance@cdspi.com).



#### **Renata Whiteman**

Senior Advisor, Insurance  
CDSPI Advisory Services Inc.  
1.800.561.9401 ext. 6806  
[rwhiteman@cdspi.com](mailto:rwhiteman@cdspi.com)

*Insurance advisory services are provided by licensed advisors at CDSPI Advisory Services Inc. Restrictions to advisory services may apply in certain jurisdictions. The information contained here is only a summary. A full description of DisabilityGuard™ coverage and eligibility, including restrictions and limitations, is contained in the certificate booklet, which sets out all the coverage terms, conditions and provisions.*

*\*The names and specific circumstances outlined in this article are strictly fictional in nature.*

*<sup>1</sup>Proof of income is required when applying for an increase.*

*DisabilityGuard™ Insurance is underwritten by **The Manufacturers Life Insurance Company (Manulife)**, PO Box 670, Stn Waterloo, Waterloo, ON N2J 4B8. DisabilityGuard™ is a registered trademark of CDSPI.*

# Strategic Planning *in St. Andrews*

On September 25 & 26, the NBDS hosted a strategic planning session at the Algonquin in St. Andrews with members from the board of directors, economics committee, COVID advisory committee, local society presidents, the NBDAA as well as NBDS staff.

The planning session was facilitated by the Chapman Group out of Saint John. Our goal was to engage a variety of members in various positions to get a broader sense of our strengths, weaknesses and opportunities moving forward.

It was the first time since the emergence of COVID-19 that we were able to host an in-person session of this magnitude. The session was very engaging.

There were some major takeaways from the planning session including an increased need for communication. We have addressed this demand by creating a bi-weekly message and a monthly president's message which goes out to members.

Our goal is to keep everyone up to date with the ongoing situation regarding COVID-19.

We will be exploring some new, innovative ways of communications with members, so stay tuned!

There is also an increased need for advocacy with the government. Dentistry is a self-regulated profession; however, the COVID-19 global pandemic has re-enforced the need for government collaboration and advocacy.

*\*\*Please note:* St. Andrews is looking for a dentist to service their community as they have lost the only one they had. See ad on the bottom left.

SAINT ANDREWS



NEW BRUNSWICK

REQUEST FOR PROPOSAL  
Dental Practice  
RFP# TSA 2020-15

The Town of Saint Andrews is looking to help establish a dentist within our new Wellness Centre at 24 Reed Avenue. Our only dental practice recently retired and has left a void in the community.

Designed with a sole practitioner in mind, the space provides rooms for patient care, reception, an office and a lab. The Centre has shared services with physicians and physiotherapist plus a planned fitness area for the public.

If you are interested in exploring this opportunity, please contact the below for more information and to request a copy of the RFP.

Chris Spear, CAO/Treasurer  
[cspear@townofstandrews.ca](mailto:cspear@townofstandrews.ca)  
Ph: 506-529-5250





For over six decades CDSPI has helped dentists achieve financial security by providing a range of tailored insurance and investment solutions. I am thankful to CDSPI for supporting the dental community in so many ways, including a no-cost insurance program for students, a variety of sponsorships, continuing education programs, and the Members' Assistance Program (MAP).\*

Advice – Exclusively for Dentists

One of the most important services CDSPI offers is financial advice.\*\* I am pleased to describe our relationship with CDSPI as a trusted partner in our community whose focused goal is to help you build and protect your practice and lifestyle.

How can CDSPI benefit you?

CDSPI can help you prioritize your financial goals, direct your investments, and plan for the future – no matter what life or career stage you are in. Their investment advisors\*\* are Certified Financial Planner® (CFP®) professionals who can help you navigate complex situations such as investing through a corporation, managing risk, and improving your tax-efficiency.

CDSPI offers specialized insurance plans to help protect your life, income, property and your wealth. An experienced insurance advisor\*\* can help determine what is right for your personal and professional circumstances.

All advisors with CDSPI Advisory Services Inc. have earned professional accreditations. They don't work on commission, so you can be assured they are aligned with your best interests.

CDSPI has helped countless dentists achieve life and career goals. Thank you CDSPI for your enduring focus on helping dentists achieve their goals and dreams.

**Meeting with an advisor from CDSPI is a complimentary benefit of your dental association membership, so why not get a second opinion at no cost? I encourage you to reach out and find out more about all they have to offer.**

Dr. Carlie Lemoine

President, NBDS

\*MAP is operated by Shepell, the largest Canadian-based Employee and Family Assistance provider in the country. Available services vary by region. Use of MAP services is completely confidential within the limits of the law.

\*\*Advisory services are provided by licensed advisors at CDSPI Advisory Services Inc. Restrictions may apply in certain jurisdictions.

# COVID-19

See [nbdent.ca](http://nbdent.ca) for the full operational plan regarding COVID-19

## Essential Workers

We have received several calls at the NBDS office in regards to treating essential workers, specifically truckers, RCMP officers, nurses, etc who have been outside of the Atlantic Bubble. They are not required to self-isolate according to Public Health.

We are recommending the following for treatment of Essential Workers:

- Dentists will need to use professional judgement in assessing that they are indeed an essential worker
- Wear full PPE when providing treatment
- Schedule client at the end of the day if possible

## Gowns

We have sourced roughly 5,000 single use gowns from the Government of New Brunswick warehouse at a cost of \$6.50 each and can make these available to members for \$6.50 plus shipping.

Members who are interested can send an email to [info@nbdent.ca](mailto:info@nbdent.ca) with the quantity needed. We will arrange for shipping and preparation of an invoice which will follow in the mail.

## PPE Fee

If your clinic is charging a PPE fee, please notify your patient before their appointment, during the pre-screening process. We have received many calls at the NBDS office regarding this issue.

*Please note: The Economics Committee has recommended a PPE fee of \$0 for the 2021 fee guide. This was approved by the board at the October 2020 meeting.*

## Masks

As part of our operational plan, masks are mandatory in dental clinics across the province. This is standard practice across the country. In addition, the provincial government has now made masks mandatory for all public places in New Brunswick. This applies to patients and staff. For certain situations, there may be a medical exemption, please use your professional judgement.



## Second Wave

As we see cases increasing across the country and here in New Brunswick, we must continue to be diligent in our screening of patients as well as our safety protocols.

We have been assured by Public Health that dentists are deemed essential and clinics will not be closing regardless of the second wave in New Brunswick.

## Attract and Retain Top Talent

Better. It's something all organizations strive for. Better outcomes from better performance. But how do you get there? You start by building a better workplace.

Our team will help you craft an employee benefits program that's tailored for your employees' unique needs.

As a preferred benefits partner of the New Brunswick Dental Association for over 15 years, we have the knowledge, expertise and resources to help you attract, engage and retain key talent.

Lorie Collins, Benefits  
Consultant  
[Lorie\\_Collins@ajg.com](mailto:Lorie_Collins@ajg.com)  
902.334.2817  
[ajgcanada.com](http://ajgcanada.com)

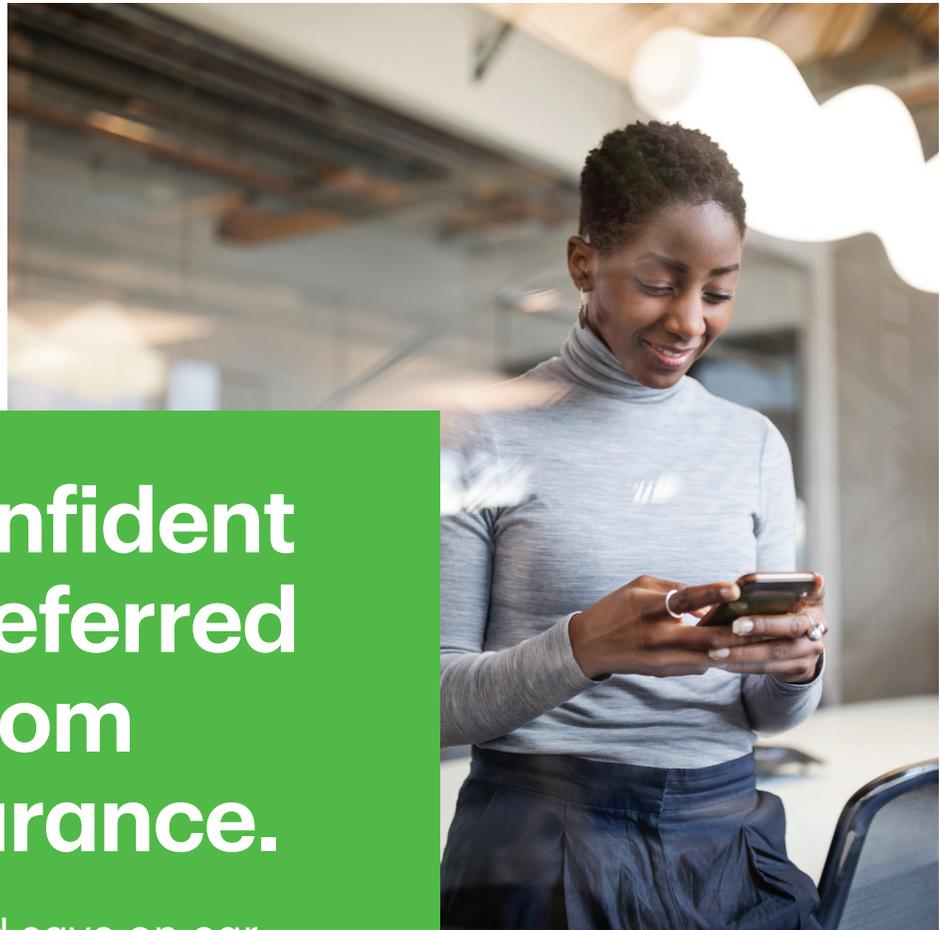
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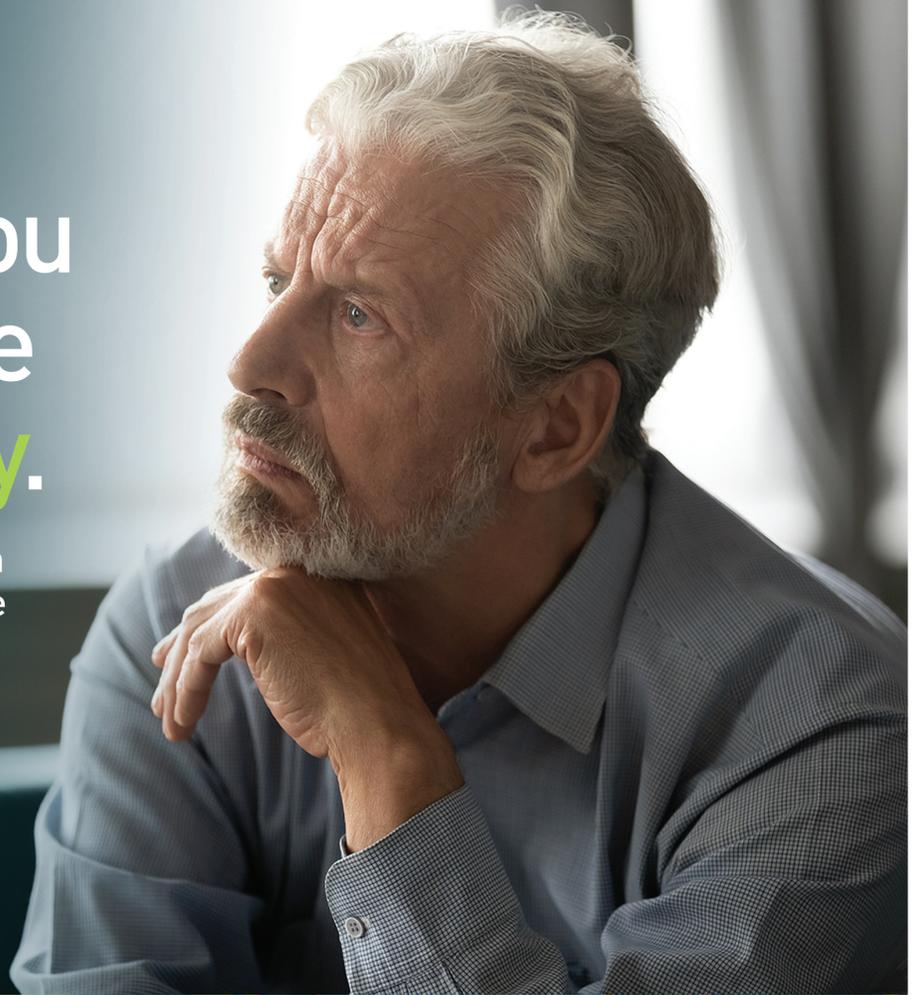
Due to provincial legislation, this car and recreational insurance program is not offered in British Columbia, Manitoba or Saskatchewan.

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# VIRTUAL Oral Health Convention

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- Virtual fun night with Chef Steve Watson
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- Virtual tradeshow floor

**nlda**  
*Newfoundland & Labrador Dental Association*

Register at <https://nlda.5by5.ca/>

# Fee Guide<sub>2021</sub>

The NBDS Economic Committee consists of the following members:

Dr. Thomas Priemer

*(chair, outgoing)*

Dr. Andrew Rowe

*(chair, incoming)*

Dr. Shane Holt

Dr. Kirk Preston

*(Specialist advisory member)*

Dr. Joannah Lee Campbell

*(Board liaison)*

The Economic Committee is currently working on the development of the NBDS 2021 Suggested Fee Guide and is thankful for the analytic data provided by an independent consulting firm, Impact Economic Consultants, who conducted the Census, Wage and Procedure Frequency Surveys. We rely on YOUR participation in those surveys to get conclusive data to quantify the changes that the 2020 pandemic has brought upon our members. We sincerely thank you for your participation.



- Dr. Thomas Priemer  
Chair, Economics Committee



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# FAQ's

*Q - Are Patients who claim to have a medical reason for not wearing a mask required to wear one?*

A - There may be some circumstances where patients have a medical condition preventing them from wearing a community mask. These patients should be scheduled when physical distancing can be provided. Here is a short list of exemptions from Public Health:

- Children under two are exempt.
- People who, due to cognitive impairment, an intellectual disability, neurodevelopment disorder, or a severe mental health issue are unable to adhere to this requirement.
- Persons with severe skin conditions on the face or ears which is aggravated by wearing a mask
- Any person who is unconscious and unable to remove a mask
- Situations where a person is deaf or hard of hearing who relies on lip reading, clear sound or facial expressions to communicate

*Q - A staff member has a close contact who has COVID- 19 symptoms and is awaiting the results of their COVID 19 test. Should the staff member report to work?*

A - Unless the employee has been advised by public health to self-isolate, the employee should report to work. The employee must continue to self- monitor for symptoms of COVID-19.

*Q - When using a three-way air water syringe, is water only considered an aerosol generating procedure?*

No. Only when air is combined with water are aerosols generated when using a 3-way syringe. High volume evacuation should be used whenever possible when using the 3-way syringe.

# SAVE THE DATE!

The **2021 NBDS Annual General Meeting** will be held in **Fredericton** at the **Delta** from **June 4-6**. The planning committee is already meeting to prepare for what we hope to be an **in-person** AGM. Stay tuned for more details!

## HONOURS & AWARDS PROGRAM

Do you know of a colleague who regularly volunteers his/her time with their regional society or provincial society? Or someone who exemplifies a high standard of professionalism in their dental practice? Or serves their community through community involvement? If you answered yes to any of these questions, we want to hear from you.

The following honours are awarded at our Annual General Meeting:

**Honorary Membership** - awarded to dentists in recognition of long or outstanding service to the profession or the Society.

**Volunteer of the Year Award** - recognition given by the New Brunswick Dental Society to those individuals who have demonstrated exemplary service in the line of internal volunteerism on NBDS committees.

**Community Service Award** - recognition given by the New Brunswick Dental Society to those individuals who have supported their community.

For further information on the nomination process, please contact the Society office at 506-452-8575 or [info@nbdent.ca](mailto:info@nbdent.ca). Nomination deadline is **March 1, 2021**.



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# TOGETHER WE'RE ALL STRONGER

The New Brunswick Dental Society and CDSPI proudly work together to help you achieve professional and personal goals.

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### MEMBERS' ASSISTANCE PROGRAM (MAP)†

Confidential counselling, referrals, and resources for your physical and mental well-being, offered at no cost.

**1.844.578.4040** [workhealthlife.com](http://workhealthlife.com)

† MAP is provided by Shepell, the largest Canadian-based provider of Employee and Family Assistance Programs. Available services vary by region.

### SUPPORT OF THE PROFESSION

Virtual presentations at forums, specialized webinars, mentorship programs, no-cost insurance plans for dental students, and much more.



Contact: **Dana Scott\***, MBA, CFP®  
Investment Planning Advisor,  
Atlantic Region  
1.800.561.9401 ext. 6871  
[dscott@cdspi.com](mailto:dscott@cdspi.com)



\* Financial Planning and advisory services are provided by licensed advisors at CDSPI Advisory Services Inc.

Amidst the COVID-19 pandemic, falling bond yields  
and heightened stock market volatility...

# INVESTOR WORRIES

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