

# THE FRONT LINE

## FIRSTONTARIO EARNS CERTIFIED LIVING WAGE EMPLOYER STATUS



*FirstOntario President and Chief Administrative Officer Jennifer Finlay*



FirstOntario is proud to share the great news that we have become a certified living wage employer! As a successful financial institution with more than 500 team members, our longstanding commitment recognizes that paying a living, fair wage is an investment in the people who make great things happen here. This is a natural next step towards lending our voice to the conversation around corporate social responsibility, community impact and leading by example.

A living wage is not the same as a minimum wage, rather it's an amount that closer reflects what people need to cover the actual costs of living. Specific data is used to determine the wage in each region. We are one of 380 certified employers in Ontario that has voluntarily committed to paying a living wage going forward, even as the rate increases. For more details, visit [OntarioLivingWage.ca](http://OntarioLivingWage.ca).

As FirstOntario covers many regions

through our branch network, our new designation means everyone is included and no one is left behind. Being a living wage employer supports our employee recruitment and retention at FirstOntario by showing we recognize the critical role our people play in our prosperity. The health of the community as a whole is dependent on the success and commitment of everyone and business has an important role to play. We're happy to be included in this group of employers who want the best for everyone.

# A NOTE FROM OUR CHAIR



The sun has set on summer and as we look ahead to next year, we are grateful to our employees and members who continue to make the most of the challenges we face during this pandemic. FirstOntario is committed to providing the best banking experience. It's important to us that all members know that we are always here for you.

I would like to acknowledge that FirstOntario recognized the new annual federal statutory holiday – the National Day for Truth and Reconciliation – by closing our branches on September 30. Our community stands together to support this day.

It's no secret that community is a big part of everything we do as a credit union and we are looking for people who are interested in taking the lead to ensure our members have a say in the direction of our credit union. We are asking any members who may be interested in joining our Board of Directors to attend one of the three information sessions being held next month. This is a great opportunity to be part of the team and contribute to the important conversations we are having about what we are doing, how we can grow, and what we can achieve. We have four director vacancies that need to be filled next April.

As Board Chair, I would like say we are also proud to be a certified Living Wage Employer. FirstOntario believes in investing in our employees and paying a wage based on the actual cost of living, more than the legal minimum wage. Our employees are the reason we continue to succeed and build a membership that grows stronger every day.

If you have anything you would like to share, or if you have any questions or concerns, please feel free to reach out to me at [Chair@FirstOntario.com](mailto:Chair@FirstOntario.com).

**OTTO PENNER**  
*Chair, Board of Directors*

## NOMINATION PERIOD SIGNALS START OF ANNUAL BOARD OF DIRECTORS ELECTION IN NOVEMBER

With four director positions available in our upcoming election, we invite members to participate in the corporate governance of FirstOntario by running for our Board of Directors.

This year's Candidate Search Period begins November 1 and ends at noon on December 1. To qualify to run for election and help to guide a complex financial institution with more than \$5 billion in assets under management, members must be 18 years or older, have been a member for the past three years and have governance and financial literacy experience.

Members must also meet the requirements outlined in the Credit Unions and Caisses Populaires Act. These qualifications will be reviewed during upcoming information sessions.

### Mandatory Member Information Sessions

FirstOntario will be hosting three electronic information sessions in November. Due to the importance of the role, anyone interested in joining the Board of Directors must attend one. These sessions will offer much-needed background on the requirements to serve on the board, including time commitments and educational expectations.



#### Information Sessions will be held on:

- Monday, November 1 at 9:30 a.m.
- Wednesday, November 3 at 1 p.m.
- Monday, November 15 at 9:30 a.m.

If you are interested, please email [Elections@FirstOntario.com](mailto:Elections@FirstOntario.com) with your full name and the date of the session you would like to attend. You will need access to a computer, tablet or smartphone (we will send you all of the details). Attendees will receive a candidate package, which must be completed and submitted along with all required attachments by noon on Wednesday, December 1.

Information sessions will be followed by interviews with potential candidates announced in December.

If you have any questions, please feel free to contact the Chair of the Elections Committee at [Elections@FirstOntario.com](mailto:Elections@FirstOntario.com).

## GO PAPERLESS CAMPAIGN NETS \$5,000 FOR THE UNITED WAY



*FirstOntario's Dave Corbett presented the United Way's Danielle Charron with a \$5,000 cheque as a result of our Go Paperless campaign. Thanks to all of our members who contributed by ditching paper statements and registering for online banking - we couldn't have done it without you!*



### NEW WEALTH RESOURCE COMING SOON FOR MEMBERS

We're excited to let you know we have a brand new wealth resource heading your way. Our new team will be staffed with wealth advisors who will be available for customized advice. This new level of service will offer the opportunity to discuss investment strategies, financial planning and how to achieve your financial goals. Our qualified advisors will be easily accessible during regular business hours – for timely assistance, all you have to do is call. Stay tuned to [FirstOntario.com](https://www.firstontario.com) for details and watch for a feature story in the next edition of the Front Line.

### START SAVING WITH A REGISTERED DISABILITY SAVINGS PLAN

FirstOntario is happy to soon be able to offer the benefits of a Registered Disability Savings Plan (RDSP).

An RDSP is a government-assisted and tax-deferred savings account designed to help people living with disabilities access government benefits to save for their future.

Savings will grow tax free and are boosted by government grants. Beneficiaries must be a resident of Canada, be less than 60 years of age, have a valid Social Insurance Number and qualify for the Disability Tax Credit.

Watch for more information coming in the next few weeks.

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## FINANCE FRIDAY KICKS OFF SEASON 14 ON CHCH MORNING LIVE

Dave Schurman is back as a regular visitor on CHCH Morning Live, where in each segment he'll discuss the money matters that mean the most to you. New segments started in September and run every other Friday until the end of June. Tune in at 7:15 a.m. to watch Dave talk about saving, budgeting, retirement, financial planning, common mistakes and misconceptions and whatever else viewers want to know. Send in your questions to [FinanceFriday@FirstOntario.com](mailto:FinanceFriday@FirstOntario.com) or connect with Dave (@financefriday) on Twitter. If your question is discussed on the air, you'll receive a gift card to a local business in your area. Missed on episode? Watch previous segments on [FirstOntario.com/financefriday](http://FirstOntario.com/financefriday).



### LOOKING AHEAD

#### THE GREY CUP IS COMING

Hamilton is hosting the 108<sup>th</sup> Grey Cup and FirstOntario is proud to be a partner of the 2021 Grey Cup Festival! We're looking forward to being a part of this special event along with our Blue Wave employee volunteer team! Stay tuned to the [greycupfestival.ca](http://greycupfestival.ca) for everything you need to know leading up to the big game.



**GREY CUP  
FESTIVAL**  
HAMILTON 2021

#### SOMETHING BIG IS HAPPENING

The countdown is on! The 2022 Canada Games are coming to Niagara August 6 -21 and we are proud to be a partner of this national event. Check out [Niagara2022games.ca](http://Niagara2022games.ca).



#### UPCOMING HOLIDAY CLOSURES

Our branches, Member Service Centre and Personal Assisted Tellers (PAT) will be closed on the following days. ATMs, online and mobile banking will be available for your convenience.



- Monday, October 11 - Thanksgiving
- Thursday, November 11 - Remembrance Day
- Saturday, December 25 - Christmas Day
- Monday, December 27- in lieu of Christmas Day
- \*Tuesday, December 28 - in lieu of Boxing Day
- Saturday, January 1 - New Year's Day
- \*Monday, January 3 - in lieu of New Year's Day

\*Member Service Centre and PAT will be available.