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Dimitri Poliak is a principal with Normandin Beaudry; leads the financial wellness team; and provides leadership and guidance for investment, DC and savings clients. He has over 16 years' experience helping multinational organizations strategically manage pension programs and M&A activity. Dimitri is a member of the investment research team and advises clients on plan strategy, implementing governance frameworks, risk management, program design, and investment manager research. He is vice chair of the CPBI Ontario Council, has served on the FSCO (now FSRA) DC Advisory Committee, and has been an advocate for the evolution of DC plans into programs that meet organizational goals today and into the future. Dimitri also holds the Chartered Alternative Investment Analyst (CAIA) designation and a bachelor of science degree with honours in actuarial science from the University of Toronto.