

BENEFITS DAY

May 23, 2019

INTERNATIONAL SOCIETY OF CERTIFIED EMPLOYEE BENEFIT SPECIALISTS

Pittsburgh CEBS



Good for Your Employer
Good for the Industry
Better for You!



DATE	Thursday, May 23, 2019
TIME	8:00 A.M. – 4:30 P.M. (ISCEBS Members Financial Session 7:45-8:00)
LOCATION	Regional Learning Alliance – (724) 741-1000 850 Cranberry Woods Drive; Cranberry Township, PA 16066
COST	\$125 Local ISCEBS Members and PHRA / SHRM Members \$175 Non-Members Fee includes Breakfast, Lunch and Program Materials
REGISTER BY	May 16, 2019 Tax ID# 25-1503564
REGISTRATION	Go to https://www.pittsburghcebs.com and navigate to Events Calendar → Benefits Day 2019 → Register. Event registration fees accepted via pay PayPal after your online registration is completed. For online registration assistance, please contact Ned Weeber at Ned.Weeber@hubinternational.com .

REGISTRATION / CONTINENTAL BREAKFAST: 7:30 A.M. – 8:00 A.M.
ISCEBS CHAPTER MEMBERS FINANCIAL SESSION: 7:45 A.M. – 8:00 A.M.
BENEFITS DAY INTRODUCTION: 8:00 A.M. – 8:05 A.M.

SESSION I: 8:05 A.M. – 8:55 A.M.

DESKLESS YET INFORMED

James F. Hanley, EeComm, Inc.

- What is a “deskless employee”?
- Research findings and problem areas: subject matter “inexperts”; information void for spouses; role of supervisors
- Tools and tactics; communications

SESSION II: 8:55 A.M. – 9:45 A.M.

HUMAN CAPITAL AND BENEFITS – A VALUE PROPOSITION

Andrea Goodkin, HUB International

- What is an Employee Value Proposition (EVP)
- What does an EVP do and why have it?
- Developing your company’s EVP
- EVPs across generations and better practices

SESSION III: 10:00 A.M. – 10:50 A.M.

ROBOTICS AND ARTIFICIAL INTELLIGENCE

Atif Abbas and Tracy Brady, Highmark Health

- Impact of intelligent automation on future work
- Are business leaders and employees on the same page?
- Employees working alongside digital workforce

SESSION IV: 10:50 A.M. – 11:40 P.M.

PAID AND UNPAID LEAVE LAWS: WHAT DO YOU NEED TO KNOW?

Mingee Kim, HUB International

- Paid leave laws – short-term disability and workers’ compensation
- Paid sick leave and paid family leave
- Unpaid leave laws
- Paid leave trends and upcoming laws

SESSION V: 12:00 P.M. – 12:50 P.M.

RETIREMENT UPDATE (Working Lunch)

Patrick McAllister, Henderson Brothers

- Legal and regulatory update: Setting Every Community Up for Retirement Enhancement (SECURE) Act; Retirement Enhancement and Saving Act (RESA)
- Financial stress and the impact on retirement savings
- Big Data – bringing healthcare and retirement benefits closer together

There will be short breaks after Sessions II and VII.

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SESSION VI: 1:00 P.M. – 1:50 P.M.
VOLUNTARY BENEFITS FROM AN EMPLOYER PERSPECTIVE

Drew M. Fletcher, Willis Towers Watson

- Modernization of benefits
- Voluntary Benefit Strategy – aligning offerings with your employee populations
- Key players and products
- The importance of decision support

SESSION VII: 1:50 P.M. – 2:40 P.M.
TRENDS IN PRESCRIPTION DRUGS

Rahul Anand, Highmark Health

- How a health insurance carrier can support pharmacy utilization and cost trends
- Use of formulary/rebates and future trends
- Future of manufacturer involvement in pharmacy management through outcomes-based contracts
- How providers can be engaged in the process of pharmacy management

SESSION VIII: 2:50 P.M. – 3:40 P.M.
CONSUMER ENGAGEMENT

Amber Blackwood, UPMC

- Defining “engagement”
- Choice architecture- significance and understanding
- The Engagement Cycle
- Technology as a tool
- Pillars of engagement

SESSION IX: 3:40 P.M. – 4:30 P.M. REGULATORY UPDATE

Shannon Mincemoyer and Allison Sizemore, Reed Smith

- Retirement Plans: lump sum payouts for retirees in pay status; hardship withdrawals; disability claims; VCP procedures
- Welfare Plans: status of ACA, association health plan rules; state family leave policies

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PLEASE NOTE: For those who currently hold a **CEBS designation**, attendance at Benefits Day will satisfy 9 credits toward the Continuing Professional Education (CPE) requirement.

These courses are approved for 9 Pennsylvania Life and Health Insurance continuing education (CE) credits. A Certificate of Course Completion for CE credits will be provided upon request once the course is completed.



These courses have been approved for 7.5 SHRM recertification credits.

HRCI has not approved these courses for recertification credits.

For cancellations on or before May 16, 2019 an administrative fee of \$25 will apply. For cancellations after May 16, 2019 an administrative fee of \$75 will apply. In the unlikely event that the Greater Pittsburgh Chapter of ISCEBS would need to cancel this event, a full refund will be sent within 15 business days.

Sponsored by the Greater Pittsburgh Chapter of the International Society of Certified Employee Benefit Specialists (ISCEBS), a non-profit organization that serves as an educational resource for Certified Employee Benefit Specialists and others in the employee benefits community.

2019 Chapter Officers

President: Chrysta McIntire, CEBS — Highmark Health
Vice President: Karen McGlade, CEBS — Westinghouse Electric Company
Secretary: Roni McDonough, CEBS Fellow — Electronics for Imaging
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