

	H HEALTH CARE	R RETIREMENT	G GENERAL	C CANADIAN
8:00-9:15 a.m.	Welcome and Keynote—The Future of Work and Learning Is Here: Are You Ready?			
9:30-10:30 a.m.	U.S. Legislative Update			Canada Legal and Legislative Update
11:00 a.m.-12:00 noon	ICHRA in Year One: Has the Health Plan 401(k) Arrived? <ul style="list-style-type: none"> Real-world challenges to establishing ICHRAs by early-adopter employers The trade-offs available to employers in satisfying the affordability rules for ICHRAs by simplifying administration or reducing costs How ICHRAs have the potential to drive a DC health plan revolution 	401(k) Litigation Is Moving to Smaller Plans <ul style="list-style-type: none"> What does proper fiduciary governance of retirement plans really require? What process should be followed to ensure proper fiduciary governance of retirement plans? What steps can a company take, and what documents should they use to demonstrate proper fiduciary governance? 	Moneyball: Strategic Framework for Compensation and Benefits <ul style="list-style-type: none"> Learn the key tenets of a successful and well-communicated total rewards program How to use the “whole benefits offering” to meet members where they are—Depending on stage of life and employment. The process to facilitating executive participation—And defining victory for each stakeholder 	A Deeper Dive Into Mental Health Disability Claims <ul style="list-style-type: none"> An advocate can help the plan member follow expectations to have a disability claim accepted. What to include in mental health disability tool kit Other options for disability appeals that are time- and cost-effective
12:00 noon-1:30 p.m.	Lunch and Roundtable Discussions			
1:30-2:30 p.m.	Hurry Up and Wait for Value-Based Care <ul style="list-style-type: none"> Hospitals and health systems cannot meet the demand to deliver an effective value-based care solution. By working together, employer-sponsored health plans and hospitals can reduce health care costs and reap the long-term benefits of value-based care. Employers must be prepared for a new patient-provider experience. 	Statutory and Regulatory Outlook for Retirement Plans <ul style="list-style-type: none"> Analysis of the SECURE Act provisions Compliance pointers for the new RMD rules Guidance for appropriately using electronic disclosures to participants 	Defensive Data Security and Risk Management in Today's Cyber World <ul style="list-style-type: none"> Important steps and best practices to prepare for the almost inevitable attack Vendor management and indemnification for data maintained by plan service providers How do you deal with the aftermath of an attack? 	
2:45-3:45 p.m.	Getting It Right: How Contracting Directly With Health Care Providers Impacts Your Employees' Well-Being <ul style="list-style-type: none"> How you can help your employees get back to being well once a serious medical need arises How other organizations are contracting directly with the nation's top hospitals and physicians to care for these employees Ways you can move your organization toward better care for employees that will get them back to their lives 	The Mainstreaming of ESG Investing <ul style="list-style-type: none"> Understand how investment policy, manager selection and proxy voting processes may be implemented. How to take a prudent, thoughtful approach to evaluating ESG investing within the plan's fiduciary framework Many investors have long-evaluated the quality of a company's or asset's governance in making investment decisions. 	Seize the Upside of Disruption <ul style="list-style-type: none"> How to prepare for advancements in technology and the impact to every employer Intentional tech investments to seize the upside of disruption and stay an employer of choice Macro and trends in the HR tech space 	Environmental, Social and Governance (ESG) Investing in Pension Plans <ul style="list-style-type: none"> The investment case for ESG and the “how to” of ESG integration Recent market developments in Canada and abroad Climate change–related investment risks
4:00-5:00 p.m.	A Legal Perspective on PBM Contracting <ul style="list-style-type: none"> Why counsel with specialized PBM experience is critical Key legal documents needed Plan design and contracting issues 	Retirement Plans for Small Businesses <ul style="list-style-type: none"> Knowledge of the unique plans and their requirements that are available to small businesses Understanding of controlled group rules and how they affect retirement plan structures Insight into the business culture of these entities and how retirement plans are used by these businesses 	Health Care Ate My 401(k) Contributions <ul style="list-style-type: none"> When solving for savings, how to address spending and debt for budget-neutral solutions How the use of data and analytics viewed through different lenses can mitigate an employer's human capital risk budget How to “right-size” a 401(k) plan through “smart plan design” to reduce the cost of health care 	A New Vision for Retirement Ages and Annuities <ul style="list-style-type: none"> Considerations for plan sponsors before offering VPLAs, ALDAs and variable benefits from DC pension plans Insights on the potential implications of later retirement as proposed by the CIA, and how various stakeholders can help support Canadians in deferring their retirement An opportunity for audience members to provide their views and experiences on effective decumulation strategies/commuted value standard