

## The Future in Benefits - What's Next? Thursday, September 20, 2018 8:00 - 10:00 am

Today's workforce is defined by the interaction of multiple generations, a tight labor market, and the growth of the gig economy. Are your benefits evolving to recruit and retain top talent in this challenging environment? Insights from several recent International Foundation survey reports address a number of emerging trends, including:

- Student Loan Repayment Assistance
- Identity Theft Insurance
- Family-Friendly Perks
- Transgender-Inclusive Benefits
- Genetic Testing
- Pet Perks
- Paid Leave for Caregiving
- Extended Bereavement Leave
- Unlimited Paid Vacation

Please join us on September 20 as Justin Held, Senior Research Analyst, International Foundation of Employee Benefit Plans, presents and leads our group in a discussion about this timely subject.

- Date:** September 20, 2018 (Thursday)
- Schedule:** 8:00 - 8:30 am - Registration and Full Breakfast  
8:30 - 10:00 am - Program
- Location:** Stonewater Country Club  
7177 Kalamazoo Ave SE  
Caledonia, MI 49316  
(616) 949-6411
- Cost:** \$30 West Michigan Chapter Members  
\$45 Nonmembers/Guests  
(Attendees may bring one guest at no additional charge.)
- RSVP:** By September 13, 2018
- Registration:** Please [click here](#) to register and pay via PayPal (payment by check also accepted).
- Questions:** Cheryl Baker, CEBS  
Phone: (269) 569-1381  
[cj49004@gmail.com](mailto:cj49004@gmail.com)

Please feel free to share this email with a colleague.



This program qualifies for 1.5 CEBS CPE credits. Visit [www.cebscep.org](http://www.cebscep.org) for more information.



Have you renewed your International Society and Chapter dues for 2018? No worries, there's still time. New members always welcome (must be a CEBS student). [Click here](#) to renew or join today!

### SPEAKER



**Justin M. Held, CEBS**  
Senior Research Analyst  
International Foundation of  
Employee Benefit Plans

Mr. Held serves as senior research analyst for the International Foundation of Employee Benefit Plans. In this position, he conducts original survey research, analyzes data and writes extensively on the issues and trends shaping the employee benefits landscape. Mr. Held serves as author or co-author for all Foundation research reports, including the recent Employee Benefits Survey, Top Trends in Jointly Managed Apprenticeship Programs and Employer-Sponsored Health Care: ACA's Impact. In addition, his research has addressed benefit topics such as communication, wellness, financial education, corporate benefit department operations and multiemployer trustee selection and orientation. Mr. Held follows and conducts research involving legislative and legal developments, including the Multiemployer Pension Reform Act of 2014 (MPRA) and the Supreme Court decision on the Defense of Marriage Act (DOMA). His survey results have been cited by numerous media outlets, including The Wall Street Journal, The Huffington Post, Forbes and CNBC. Mr. Held is a member of the International Society of Certified Employee Benefit Specialists. He received a bachelor's degree in business from the University of Wisconsin-Oshkosh and a master of business degree from Concordia University Wisconsin. Mr. Held earned his Certified Employee Benefit Specialist® (CEBS®) designation in 2010.