



April 2020 **ISCEBS RICHMOND CHAPTER NEWSLETTER**

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President's Message

Welcome to 2020!! Hard to believe 20 years have passed since the world's focus was on the concern over changing from 1999 to 2000, I still remember where I was on that New Year's Eve and all the worries with technology and if there would be a major crash. Fast forward and here we are 20 years later and the focus is more on the political landscape and how the ACA requirements continue to change.

One of the first changes for 2020 was the signing on December 20th of the Setting Every Community Up for Retirement Enhancement (SECURE) Act into law. This was the first major retirement-related legislation enacted since the 2006 Pension Protection Act. The major portions of this act affect minimum age for distributions, IRA rules, 401(k) annuities and enhancements to the 529 rules. Please join us on April 9th to hear from McGuireWoods on the details of this act and the changes to ACA and how they can affect you and your company.

In June we have Mercer coming in to report on their survey results and we will also be covering pharmacy, company consolidation and changes in the healthcare markets and the political landscape. We would love to see a full house at both the April and June events. As a reminder members of the Richmond chapter of ISCEBS are able to sign-up at a lower cost than non-members....so go out there and renew your membership today!! These funds help us host these seminars and other events during the year to include the after work social in May.

Finally I want to thank the following people for all their contributions to Richmond Chapter: Hillary Keeton, Craig Rupert, Sarah Faulkner, Nick Ciccolo, Peter Thompson, Bonnie Dean, Neil Turnage and Caroline Sage. We could not provide the events we do without all the volunteers that step up and give their time and ideas. If you are interested in joining the board please reach out to one of us, we would love to have you!

Sincerely,

Kimberly Csan, CEBS

President, Richmond Chapter ISCEBS

At the time I wrote this we were looking forward to Spring and the sessions we were putting in place for the year. Well before we were able to edit and send out, COVID-19 happened and life the way we know it came to a halt. Many of you have been saddled with employment, disability and health concerns that have taken over the day to day roles we handle as HR professionals. Our knowledge and guidance is key in helping navigate through this pandemic and help the companies we work for and the employees we support make it through these tough times. In HR the opportunity to learn never ceases whether due to government regulations or in this case a pandemic but the most important thing to keep in mind is the health and wellbeing of you, your family and friends. Be the example for social distancing and if you have to go out, be safe.

Upcoming 2020 Events

| Dates and Times | Topic | Venue |
|--------------------------------------|--|------------------------|
| April 9 from 7:30 am to 9:00 am | Cancelled due to COVID-19 | Westwood Club |
| May 14 | Postponed due to COVID-19 | Fun Richmond Venue TBD |
| June 11 from 7:30 am – 12:00 pm | Cancelled due to COVID-19 | Westwood Club |
| September 17 from 7:30 am – 12:00 pm | Focus on Political Landscape, Mental Health & Wellness | Westwood Club |
| November 12 | The Cultural Arts Center at Glen Allen | Westwood Club |

Membership Update

As of today, the Richmond Chapter has **40 members!**

Our chapter appreciates the continued support of those who have renewed their memberships for 2020. We also ask you to spread the word about our chapter! Current members are encouraged to invite friends and colleagues to upcoming education events as a personal invitation is usually more meaningful. It's also nice to attend a session if you know there will be one familiar face in the room! **If you have any questions about the benefits of membership, please contact Nick Ciccolo at Nicholas.Ciccolo@mercet.com.**

CEBS Compliance

CEBS Compliance status is a formal recognition of the ongoing, career-long professional development that CEBS graduates maintain to best serve their plan participants, employers and other stakeholders. CEBS Compliance means you are a leader in the profession.

It means that the professional development activities you are already doing—for professional enrichment, to maintain a license or designation, or just to stay up-to-date—can be formally recognized for contributing to the professional currency that CEBS graduates are known for.

Maintaining CEBS Compliance status helps you keep your professional skills sharp. It upholds the reputation of the CEBS designation and the community of benefits professionals who have earned it.

As a Society member, you have access to a variety of educational activities that you can apply towards CEBS Compliance. Visit www.cebs.org/compliance to learn more about CEBS Compliance. Familiarity with this information will help you be sure you're earning and reporting your credits correctly.

Questions? Contact CEBS at cebscpe@ifebp.org or 800-449-2327, option 3.

Member Spotlight

Neil Turnage, GBA
2020 ISCEBS Richmond Chapter
Sponsorship Chair



Current Employer: Mercer

Background: My first job out of undergrad was as a medical device sales rep back in Northern Virginia where I grew up. I then pursued a Master's in Business Administration from the University of Alabama at Birmingham, where I was enrolled at school full time and juggled three part-time jobs (student loan debt will make you do crazy things). I graduated and began my career with Mercer in the Richmond office as a Senior Analyst. I now have the privilege of serving as a Client Advisor - harnessing the depth of Mercer's consulting resources and expertise to deliver strategies for our clients that solve the most critical challenges they, and their employees face, in healthcare, financial security, and career development.

Favorite Richmond restaurants: With a 15 month old son and a pregnant wife, we don't eat out a ton. When we do go out, it's usually in larger groups, and we love Pizza and Beer of Richmond. A few other date night favorites are Sabai, Burger Bach, and Conch Republic Rocketts.

Activities, Interests: Richmond has so much to offer. As a family, we enjoy spending time outdoors. Any chance we get to experience a good time outside, we're on it. Whether it's checking out the swings at Deep Run Park, watching a bike race at Forest Hill park, or spending time at Brown's Island, we love being able to get out. When we're not outside as a family, I enjoy college football (or the NFL), the Washington Capitals, and working on projects around the house.

What got you into the benefits field? I was offered a position at Mercer as I was finishing up my graduate work. It was between consulting and potentially staying on with the women's basketball team as a graduate assistant at UAB. Ultimately, I knew that working at Mercer would allow me to learn, gain experience, and grow personally and professionally in ways that other careers couldn't match.

How has the CEBS designation helped you? The CEBS exams are rigorous and time-consuming. They are as difficult as any test I've ever taken. Working through the material allows students to really digest the coursework and begin to fully comprehend just how deep and broad the topics in employee benefits are. The CEBS designation is one that I will carry with me for a lifetime, as it conveys

subject matter expertise and a strong work ethic to anyone who possesses the credentials.