TUESDAY, SEPTEMBER 10

7:45-8:30 a.m.
Health Care
Hall of Fame Award and President’s Report

8:30-9:30 a.m.
General
U.S. Legal Update

10:00-11:00 a.m.
Disrupting Health Care Through High-Value Providers
- The real problems with our current health care delivery system
- Strategies to disrupt health care to better serve employers and members
- How to engage members to make them better, happier consumers

Plan Errors: Correction and Prevention
- Key provisions of the IRS EPOS
- Proper ways to correct various errors under the self-correction and the VOP processes
- Best practices to prevent or mitigate errors

Challenges and Effective Solutions for Small Groups of Non-U.S. Employees
- Alternatives to employment via legal entity set-up
- Barriers and challenges in providing competitive benefits to small groups or individual employers
- Alternatives that provide competitive, valued and cost-effective benefits

The ABCs of Employee Benefits Technology: Thinking Beyond the Portal
- The changing tools modernizing benefit and communication programs
- How to make technology work for your organization
- How to assess and choose the right tools

11:15 a.m.-12:15 p.m.
Employer-Led National Hospital Price Transparency Initiative
- An evidence-based place to develop value-based payment/benefit design models
- As commercial prices are incredibly high and non-sustainable, we must demand better.
- Three strategies to align best quality with best price

Retirement Planning in Four Parts
- What information employees need to prepare for retirement
- How to provide timely and relevant information
- Resources to help employees prepare for retirement

The Intersection of Diversity, Equity, Inclusion, and Total Rewards
- Overcome the limited-resources hurdle
- What it takes to create a talent-attracting and inclusive culture
- What integrative practices look like

Achieving Effective Plan Design and Communicating Change
- The challenges of making benefits changes and key lessons learned
- Developing a multimedia communication strategy to achieve desired objectives
- Best practices for effectively managing plan design changes to ensure the best outcomes

12:15-1:30 p.m.
Lunch and Fellowship Recognition

1:30-2:30 p.m.
Mindfulness in the Workplace
- The connection between stress at work, mental health and health benefits costs
- How mindfulness builds resilience
- How to introduce mindfulness at your organization

The $2.5T Retirement Readiness Problem: No One Is Talking About Until Now
- Impact of loan defaults
- How to make your retirement plans more effective for all employees
- Actionable solutions to assess your plan and address the problem

Staying Out of CEOs’ Line of Fire: Reducing Employee Benefits Project Risks
- How do employees benefit project risks occur and their implications
- What is a project premortem (PPM) technique, and how can it be easily deployed with little cost
- Risk management mitigation principles and models

Mindfulness in the Workplace
- The connection between stress at work, mental health and health benefits costs
- How mindfulness builds resilience
- How to introduce mindfulness at your organization

2:45-3:45 p.m.
Partnering for Health Outcomes—How the Prescription Pass-Through Model Facilitates Saving Money
- Transparency gives you options
- Focusing on health outcomes helps contain cost.
- Leverage technology to empower communication.

Handling Government Audits of Retirement Plans
- Be prepared if your plan (or a client’s plan) is selected for audit.
- How to use data analytics to personalize each audit outcome.

Escape the Minefield: Navigating Paid Leave Impact Benefits Policies
- Current and pending paid leave legislation
- Impact of paid leave on STD/LTD and paid-time-off policies
- Design STD/LTD plans around SDD/BC/DML/PPML

Retirement Reimagined: Retirement Lifestyle Planning
- Why retirement lifestyle planning is important
- How to integrate it into a workplace wellness program
- Three essential components of a successful retirement lifestyle planning program

Let’s Talk Health Care Benefits: Discussion

Let’s Talk Retirement Benefits: Discussion

Let’s Talk Benefit Challenges (for Plan Sponsors): Discussion

4:00-5:00 p.m.
Telemedicine, On-Site Clinics and Other New Plan Options: Avoid the Traps for the Unwary
- What are employers including in their wellness education programs?
- How do the new benefit designs work, and what are the potential traps?
- What is the best practice to navigate the traps and get the greatest impact?

I Have to Worry About My DB Pension Plan Too?
- Allergies made against DB pension plan sponsors and how they may impact your plan
- Best practices to determine actuarial equivalence under pension plans and how to minimize risks
- A to-do list to insulate the plan from potential lawsuits and liability

Ethical Behavioral Finance: Not an Oxymoron
- Retirement and Health Plans
- How mindfulness builds resilience
- The connection between stress at work, mental health and health benefits costs
- How mindfulness builds resilience
- How to introduce mindfulness at your organization

Let’s Talk Health Care Benefits: Discussion

Let’s Talk Retirement Benefits: Discussion

Let’s Talk Benefit Challenges (for Plan Sponsors): Discussion

Let’s Talk How to Properly Conduct an RFP
- A thorough understanding of fiduciary duties related to contracting with service providers
- How to effectively conduct an RFP
- How to negotiate a favorable contract for the plan

Achieving Effective Plan Design and Communicating Change
- The challenges of making benefits changes and key lessons learned
- Developing a multimedia communication strategy to achieve desired objectives
- Best practices for effectively managing plan design changes to ensure the best outcomes

WEDNESDAY, SEPTEMBER 11

8:00-9:00 a.m.
Health Care
Keynote: Medical Cannabis in the U.S. and Canada: What’s New and What’s Next?

9:30-10:30 a.m.
Is Wellness Worth It?
- Do wellness plans actually reduce health care claims trends?
- What impacts do wellness plans have on a company’s population health profile?
- How to trust but verify the results that the wellness vendors are showing

Using Data to See Who Is Ready to Retire (or Not)
- Detailed analytics to assess retirement readiness throughout one’s career path
- Qualitative and analytic techniques that identify trends and insights
- How to use data analytics to personalize each situation and provide peer recognition

Is Unlimited Vacation Right for Your Company?
- Does unlimited vacation work for your organization?
- Compliance with state and federal laws
- How to implement

Collective Retirement Savings Arrangements: A Future for Retirement Savings?
- Why this trend is growing
- The benefits for the plan members during accretion and decumulation
- The benefit for the plan sponsor

10:45-11:45 a.m.
Proactive Fraud, Waste and Abuse Detection With Data Science and Machine Learning
- Follow shifts in suspicious billing over time
- The ability of machine learning to identify potential bad actors in a network
- Proactive approaches can limit cost and minimize member disruption.

How to Properly Conduct an RFP
- A thorough understanding of fiduciary duties related to contracting with service providers
- How to effectively conduct an RFP
- How to negotiate a favorable contract for the plan

One Employer’s Journey to Implementing a Student Loan Payment Benefit
- Successful includes the right partner, a strong project plan and multichannel communication.
- Program customization is key.
- Using data analytics to track the program’s goals

Virtual Health Care: Your Benefits Reality
- Learn how VH can help your company’s bottom line.
- What’s the ROI for VH?
- Is VH right for your organization?

12:00 noon-1:00 p.m.
Using Genetics to Improve Health Outcomes for Members With Chronic Conditions
- Apply population-based, genetic analytics to your existing claims data to better understand long-term health risks.
- How other organizations used PGx-based testing programs for better health outcomes and lower cost
- Understand the results associated with PGx testing-based medication therapy management programs.

Money Matters and the Millennial Mindset
- Financial trends of younger generations
- Plan design strategies that will benefit all working generations
- Impact of new design implementation

Transforming the Total Rewards Function
- Strategies to evaluate, customize and modernize total rewards
- The research on what employees value from total rewards
- Trends impacting employers’ approach to total rewards

Benefits-as-a-Service: Who Wants to Go B2B Fishing?
- How B2B could transform employee benefits
- Threats and opportunities of this transformation
- What advisors, consultants and other stakeholders need to know about this evolution