

34TH ANNUAL ISCEBS
Employee Benefits

Symposium

Ask the Global Expert

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International Society
of Certified Employee Benefit Specialists

International Foundation
OF EMPLOYEE BENEFIT PLANS 

Macro Global Issues

- Mobility Concerns
- Legal Concerns
- Employer Concerns
- Employee Concerns
- Vendor Analysis
- Country Specific Issues
- Canada and American Companies
- The Digital World

Let's Discuss Programs

- Local National
- Multinational Pooling
- Expatriate Programs
- Inpatriate Programs
- Wellness and Health Promotion Programs
- Medical Assistance
- Risk and Security
- Global Onsite
- IEAP
- Short Term Travel
- Foreign Voluntary Workers Compensation
- Pension and Retirement Benefits

Big Questions

- Captives
- Duty of Care Requirements
- Preparing for Black Swan Events
- Total Rewards Strategy
- Statutory and Discretionary Benefits
- Cultural Issues
- Insurance or Self Insurance
- Cost Containment Alternatives
- Demographic Trends
- Premium Costs and Medical Cost Increases

Best Practices Roundtable

- Benefits
- Compensation
- Mobility
- Governance
- Wellness Initiatives
- Security and Risk

Let's Get Specific

- What are the typical global programs?
- What are the difference between how US and Canadian employers run their global plans?
- Pros and Cons of multinational plans?
- How do you implement a global wellness program?
- How can a corporate office best provide support across the globe?
- How do social systems affect my globally mobile employees?
- How does M&A activity affect global due diligence?
- Pros and Cons of one international broker versus locals
- How are global networks and clinical resources for expats?

Geographical Focus

- United States
- Canada
- BRICs: Brazil, Russia, India, China
- Next Eleven
- Western Europe
- Middle East
- South America
- UK

Final Thoughts

- Limit “Gaps”
- Engage local management in global wellness
- Understand the broad international benefit related trends, issues, legal requirements, and cultural norms
- Social programs are being cut back, the employer will bear more cost
- Analytics to understand your plans
- Specific vendors for specific tasks
- Benchmarking your program

Black Swan

Questions and
Discussion

