

	H HEALTH CARE	R RETIREMENT	G GENERAL	C CANADIAN
7:45-8:30 a.m.	Hall of Fame Award and President's Report			
8:30-9:30 a.m.	U.S. Legal Update			Future of Pensions <ul style="list-style-type: none"> The pension industry in Canada is undergoing considerable change. We are seeing some desirable change in the pension industry but some inertia on key issues. Private-sector pensions in Canada will continue; however, they may not look the same as they do now.
10:00-11:00 a.m.	Workplace Well-Being Update <ul style="list-style-type: none"> Learn about the requirements of MHPAEA and how to avoid agency enforcement. How to address the opioid crisis under the current FMLA and HIPAA rules What ADA implications are impacted by the opioid crisis 	Proving Prudence and Participant Loyalty: A Plan Committee Defends Itself <ul style="list-style-type: none"> Best practices in documenting process and decisions from a case that was successfully defended The ins and outs of the discovery and trial experience of an actual retirement plan litigation The importance of solid retirement plan committee members and operations of a functional committee of fiduciaries 	Integrating STD/Absence Programs With State PFML Requirements <ul style="list-style-type: none"> Understand how STD, LTD, PTO and PFML work in conjunction with one another. Discuss whether an employer should or should not get rid of STD in a PFML state. How do employers balance programs in multiple states with multiple requirements? 	Reducing the Risks of Legal Liability in Plan Communications <ul style="list-style-type: none"> Risks of poor plan communications Best practices in plan communications Steps to reduce liability
11:15 a.m.-12:15 p.m.	Evaluating the Benefits of a Pharmacogenomics-Guided Medication Therapy Management Program <ul style="list-style-type: none"> Demonstrate the basics of pharmacogenomics and how it affects patients, caregivers and health care systems. Evaluate PGx-guided medication risk management programs. Formulate goals, metrics and plans for implementing a PGx-guided medication risk management program. 	Mergers and Acquisitions in Retirement Plans <ul style="list-style-type: none"> What is a stock purchase vs. an asset purchase? What are the various ways to deal with M&A transactions in regards to your retirement plans? How do controlled groups affect these transactions? 	The More You Buy, the More You Save: Using Behavioral Economics to Understand Why People Make Illogical Benefits Decisions <ul style="list-style-type: none"> Understand underlying beliefs that go into making benefits decisions. Understand how those beliefs may lead to illogical benefits decisions. Learn techniques to address those underlying beliefs. 	
12:15-1:30 p.m.	Lunch and Fellowship Recognition			
1:30-2:30 p.m.	Nonpharmacological Approaches to Managing Chronic Pain <ul style="list-style-type: none"> Ways to handle chronic pain without medication, including lower back pain How to mine your employee benefits data to project pain program outcomes Sample evidence-based pain management tools that promote nonpharmacologic effective pain management 	From Accumulation to Distribution <ul style="list-style-type: none"> The financial risks of distributions during retirement differ from those during the accumulation phase. Without adequate information, employees begin retirement woefully underprepared. Employers can help by providing quality education and significantly improve retirement outcomes. 	Breaking Into the Zoo: Transforming Benefits Communications <ul style="list-style-type: none"> Emphasis on making communications fun Using metrics to be effective Understanding your population 	Nonpharmacological Approaches to Managing Chronic Pain <ul style="list-style-type: none"> Ways to handle chronic pain without medication, including lower back pain How to mine your employee benefits data to project pain program outcomes Sample evidence-based pain management tools that promote nonpharmacologic effective pain management
2:45-3:45 p.m.	HSA 2.0 <ul style="list-style-type: none"> Health savings accounts (HSAs) are the intersection of health and wealth. How to design a benefit package that incentivizes employees to utilize high-value preferred or direct contracted providers while remaining HSA compliant How to maximize the triple-tax advantages of HSAs 	Retirement Life Planning: Beyond the Financials <ul style="list-style-type: none"> Five myths of retirement Ten key elements of a fulfilling retirement How plan participants can "practice" retirement 	Generations, Inclusion and Engagement: Benefits for a Modern Workforce <ul style="list-style-type: none"> Case studies of specific, targeted benefits (some of which are newer to the market) used to provide a comprehensive benefits program that works for all employees How to use value on investment (VOI) versus return on investment (ROI) to create a more engaged, inclusive workforce What each generation brings to the workforce 	Retirement Life Planning: Beyond the Financials <ul style="list-style-type: none"> Five myths of retirement Ten key elements of a fulfilling retirement How plan participants can "practice" retirement
4:00-5:00 p.m.	Indiana's Journey Back to Health: Fiscal and Physical <ul style="list-style-type: none"> Learn how Indiana analyzes disparate data to discover trends and evaluate members' needs How data analytics is used to critically examine programs and quantify short-term engagement, impact and intrinsic motivation How a strategic approach to providing benefits drives innovation and compliance and measurably impacts health, wellness and costs 	Pension Plans With Adjustable Benefits <ul style="list-style-type: none"> Making participants own retirement-funding risk could end significant financial education. Making plan sponsors own retirement-funding risk has caused them to veer away from the stability participants need. Plan sponsors and participants sharing the risk could benefit all. 	Legal Update Follow-Up	Let's Talk Canadian Benefits: Discussion