

THE CONFERENCE BOARD



THE 25TH ANNUAL

Employee Health Care Conference

Discover Your Breakthroughs

PRE-CONFERENCE EVENTS

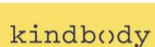
Monday, April 7, 2025 | New York, NY
Wednesday, April 30, 2025 | San Diego, CA

CONFERENCE

April 8 – 9, 2025 | New York Marriott Marquis
May 1 – 2, 2025 | Hilton San Diego Bayfront

Sponsored by: **wtw**

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www.ConferenceBoard.org/employeehealthcare

PRE-EVENT ACTIVITIES

Monday, April 7, 2025 – New York

Wednesday, April 30, 2025 – San Diego

Interactive Workshops

2:00 – 5:00 p.m.

Workshop A

New York

Leaders as Mental Health Allies

Understanding the importance of mental health is one thing, but having the tools to navigate real-life mental health challenges is another. As awareness of these challenges grows, it becomes increasingly crucial to equip ourselves with the skills necessary to support those who are struggling. During this workshop, we'll explore the essentials of becoming an effective mental health ally. We'll:

- Discuss mental health and assess the role of a mental health ally
- Identify signs of mental health challenges and how to respond appropriately
- Apply best practices for navigating interactions and communicating support

Sebastian Luna, Health and Wellness Advisor, **Calm**

San Diego

Therapy at the Office? An Employer's Guide to Effective Mental Health Benefits

Mental health is critical to your overall health. Employers are taking note – and taking action. In this workshop, you will explore strategies to increase mental health care access. We'll dive into different types of mental health benefits, including onsite services, virtual services, and new collaborative care team models. You'll have access to real life case studies and examples, and look closely at how to build support for mental health programs; ways to ensure their effectiveness; ideas for reaching employees who need them most; and finally, strategies for measuring clinical impact and ROI. You will leave this workshop with:

- Knowledge of different types of mental health benefits and ways to integrate them into existing benefits programs
- A deep understanding of various clinical interventions that drive enhanced health outcomes and lower costs, including the CAMS framework for treating suicidal risk
- Concrete ways to build support for mental health benefits among leadership
- A roadmap for raising awareness of mental health benefits and driving utilization and satisfaction among employees

- Strategies for tracking program effectiveness and measuring ROI

Amanda Chase, Director of Product, Behavioral Health, **Premise Health**

Ned Godwin, VP, Benefits, **TIAA**

Nikki Sharp, Director of Health and Wellness Benefits, **Shaw Industries**

Emily Sharpe, Living Well Program Director, **TIAA**

2:00 – 5:00 p.m.

Workshop B

New York

Controlling Costs, Improving Lives: How to Optimize Your Weight Care Spending

Even though GLP-1 demand continues to rise, benefits leaders remain cautious about how to approach coverage for this class of drugs to treat obesity. While this medication has proven successful for weight loss, if coverage exists, it can lead to employers facing challenges such as high medication utilization, increased spending, low adherence rates, and more. Cost-containment measures and alternative anti-obesity medications offer employers a new path to expanding access to personalized weight care without skyrocketing costs. Join us for a deep dive into cost-containment measures, the evolving landscape of anti-obesity medications, and a real-world example of how an employer is improving employee health. Plus, we'll discuss program design elements that benefits leaders should consider when evaluating solutions to drive a positive ROI.

- Understand the direct and indirect challenges surrounding GLP-1 utilization
- Cost-containment measures employers can implement to manage high medication spending
- The new care pathways available to employees through alternative anti-obesity medications
- Program design elements that enable employers to effectively evaluate weight care solutions

Laura Collymore, VP of Strategic Alliances, **Found**

Dr. Rekha Kumar, Head of Medical Affairs, **Found**

Luca Ranaldi, Chief Executive Officer, **Found**

Rob Watson, Chief Revenue Officer, **Found**

San Diego

Identifying, Engaging and Supporting Vulnerable Employees

Employees facing financial hardship and unstable housing also often struggle to access health care and mental health benefits when they need them. This session will explore how employers can address social determinants of health within the workplace and connect vulnerable employees to essential resources and benefits. Attend this workshop and learn how to drive higher engagement, productivity and better health outcomes while fostering a more inclusive and supportive workplace.

Kathy Mahieu, Senior Vice President of Strategy, **CuraLinc Healthcare**

Pam Price, VP of Benefits, **Darden**

Felita Rodriguez, Director of Benefits, **USAA**

2:00 – 5:00 p.m.

Workshop C

New York & San Diego

Building a Resilient Benefits Strategy: Leveraging the Past to Protect the Future

Global pandemics, groundbreaking specialty drugs, cybersecurity threats...as we've witnessed in the last five years, there is no shortage of surprises – good or bad – in health care. It's impossible to risk-proof your benefits strategy, but there are ways to take a defensive approach. In this workshop, we will explore how enriched data can be a powerful tool for navigating current and future challenges. The workshop is designed to equip employer benefits teams with actionable insights into the direction health care is moving in so that they can proactively shape their strategy. You will have the opportunity to scrutinize industry and regional benchmarks to understand what they mean in context, and help answer questions like, "How do I actually compare to my peers?" and "Where can we be performing better?" We will explore how data can help us identify emerging risk to better anticipate future trends and support scenario planning. By the end of the session, you'll have strategies to mitigate risk, insights into the key areas for consideration over the next 5-10 years, and an understanding of how meaningfully enhanced metrics and data capabilities can set your organization up for success.

Rani Aravamudhan, MD, Sr. Medical Director, **Artemis**

Danielle Barrieau, Principal Analytic Advisor, **Artemis**

Phil Bulsiewicz, Senior Director, Customer Analytics, **Artemis**

New York

Kat Koroskenyi, Director, Benefits Governance, **Financial Services**

Tyler Mathys, Analytic Advisor, **Artemis**

San Diego

Tony Yang, MPA, PhD, Program Analyst, University of California's Student Health and Counseling Centers, **UC Office of the President**

4:30 – 7:00 pm

Early Registration Hospitality Suite & Cocktail Reception

Join us for cocktails and hors d'oeuvres, pick up your conference materials early and network with fellow attendees and vendors.

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Special Pre-conference Session

5:00 – 6:00 pm

Improving Cost and Clinical Outcomes for Your Most Medically Fragile Members

During this deep dive, you will gain a competitive advantage that will help transform your organization, including:

- **Expert insights:** Join WTW's experts and other employers who will share their insights and best practices. This is your chance to learn and take away actionable strategies that can make a real difference in your organization
- **Innovative strategies:** Stay ahead of the curve by discovering the latest trends and innovations in addressing the volume and severity of members with complex care needs and rising health care costs. This session will equip you with the tools and insights you need to excel in a rapidly evolving health care landscape
- **Networking opportunities:** Connect with peers and thought leaders. Build valuable relationships that can lead to collaborations, partnerships and new opportunities

EMPLOYER SANCTUARY

We know the conference can be overwhelming at times, so we're creating space for employers to take a break. At the Employer Sanctuary you'll have access to a quiet space, comfortable seating and refreshments throughout the conference.

Hosted by:



DAY ONE

Tuesday, April 8 – New York

Thursday, May 1 – San Diego

7:15 a.m. – 5:00 p.m.

Registration

7:15 – 8:00 a.m.

Continental Breakfast

Hosted by:



8:00 – 8:30 a.m. **General Session A**

Welcome and Opening Remarks

In the current environment of rising costs, rapid technology advancements, and an increasingly complex benefits ecosystem, breakthroughs are required for employers to deliver effective and affordable benefits offerings. WTW leaders will discuss how you can discover breakthroughs that matter to your organization.

8:30 – 9:30 a.m. **General Session B**

Embrace Change

Embracing change is at the heart of discovering breakthroughs. The key to unlocking value is to disrupt the status quo by identifying win-win opportunities. Learn how leading employers uncover hidden arbitrage strategies to change employee behavior, improve program designs, and advance the marketplace.

Brian Athow, MD, Human Resources, **FedEx**

Andrew Gregg, VP, Employee Benefits, **Prudential**

9:50 – 10:30 a.m. **Concurrent C1**

Design for Affordability – New Approaches, New Thinking

Plan sponsors are tapping into new payment models, network strategies, and innovative designs to lower the total cost of care. Hear how employers are taking breakthrough approaches to mitigate cost increases and spend health care dollars differently.

New York

Alhassan Elbarasse, Senior VP - Human Resources, **Maximus, LLC**

Monica Ward, Senior Manager, Wellness and Health Equity, **United Airlines**

San Diego

Heather Denkert, Senior Manager, Health & Wellness, **United Airlines**

Karen Miller, Vice President, Total Rewards, **Inspire Brands**

9:50 – 10:30 a.m. **Concurrent C2**

Breakthroughs in Obesity & Weight Management

Obesity causes many problems. GLP-1 medications are highly effective but costly. Learn how employers have addressed comprehensive treatment through a mix of prescription drugs, personalized medical management, and food as medicine.

Stevi Evans, Director, Benefits Design and Delivery, **Weight Watchers**

Jason Tzau, Head of US Health Plan Benefit Strategy and Program Management, **Amazon**

9:50 – 10:30 a.m. **Concurrent C3**

Understanding Integrated Women's Care Through the Eyes of Your Member

As employers expand support for women's health, it's important to understand the variety of conditions and care one may experience during a lifetime – a concept best understood from both the employee and physician perspective. You will actively participate in this session to explore your employees' needs and learn how to deliver impactful health benefits that boost productivity and overall health and deliver cost-savings.

Dr. Janet Choi, Chief Medical Officer, **Progyny**

Julie Stadlbauer, Chief Business Development Officer, **Progyny**

New York

Stephanie Scott, Total Rewards Senior Benefits Consultant, **SAP**

Terri Wood, Director of Benefits, Internal Communication and HR Operations, **Northside Hospital**

San Diego

Brittany Martinez, Director, Benefits & Wellness, **CHG Healthcare**

9:50 – 10:30 a.m. **Concurrent C4**

Lead with Your Values: Better Experiences, Lower Costs, Higher Engagement

Strong benefits programs are built around a company's culture and values. Learn how Raymond James and DeVry University implemented health care strategies that drive engagement and lower costs. Discover how to leverage navigation, virtual primary care, second opinions, and ecosystem partners to deliver a better experience for your people.

Liz Ferega, SVP, Customer Success, **Accolade**

New York

Dave Barnett, Chief Administrative Officer, **DeVry University**

Vicki Mazur, SVP, Head of Total Rewards, **Raymond James**

San Diego

Nicole Cody, Vice President of Total Rewards, **International Paper**

9:50 – 10:30 a.m. **Concurrent C5**

New York

Managing and Mitigating the Economic and Emotional Impact of Life Events and Challenges on Your Workforce

The personal life events of employees, such as caregiving, relationship breakdown and bereavement can have a significant negative economic impact on your business and cause a heavy toll of emotional, physical and financial disruption for employees. Join this session to gain valuable knowledge and insights about the disruption and cost associated with employee life events and how employer-provided support can have positive benefits for individuals and a positive financial return for employers.

Matt Jahansouz, Chief People Officer, **Quince**

Katie Lynch, CEO/Founder, **ApiaryLife**

Sandy Zornek, Vice President, Global Benefits, **Nasdaq**

San Diego

Maximize Your Budget: How Consolidating LSAs and Pre-tax Benefits Transforms Underutilized Benefits with Moderna and Workday

In today's economic landscape, tight budgets demand innovative solutions. Lifestyle Spending Accounts (LSAs) offer an opportunity to reallocate existing funds from underutilized, high-cost programs into a more flexible and cost-effective benefit. Rather than viewing LSAs as a net new budget, learn how they can serve as a powerful tool to optimize your existing resources. Join benefits leaders from Workday and others to learn about the financial advantages of only spending what you use in the LSA model, minimizing waste and maximizing value.

Mark Fischer, Head of Product, Co-Founder, **Benepass**

Jeanne Franks, Senior Manager, Americas Benefits, **Workday, Inc.**

Jeffrey Stohlberg, Director, Global Benefits, **Moderna**

9:50 – 10:30 a.m. **Concurrent C6**

Improving Workplace Mental Health: Layered Care and Engagement Strategies That Support Employee Wellbeing

Ensuring that employees not only have access to mental health resources but also actively engage with them is crucial. Discover strategies to enhance utilization and deliver outcomes from HR leaders. We will address the drivers of low EAP engagement rates, discuss the significance of an innovative layered care model, explore effective enrollment strategies, and share impactful outcomes. Attendees will leave knowing how to reduce organizational health care costs and foster a resilient workforce.

New York

Jeanne Hermes, Benefits Consultant, **Medtronic**

Sandra Kuhn, VP, Workforce Employer Strategy, **Headspace**

Sherri Toney, Assistant Vice President, Employee Relations and Support, **UT Southwestern Medical Center**

San Diego

Patrick Chanod, Principal, Human Capital, Well-being Center of Excellence, **Edward Jones**

Jeremy Falke, Chief Human Resources Officer, **UT Southwestern Medical Center**

David Wright, VP, Growth Solutions, **Headspace**

9:50 – 10:30 a.m. **Concurrent C7**

Why Is Cancer So Expensive, and What Can HR Managers Do About It?

Despite the crucial role of cancer screenings in early detection and treatment, low adherence rates pose significant challenges. In addition, the US Preventive Services Task Force currently recommends only four single-cancer screenings, while cancers without recommended screenings represent ~70% of cancer deaths. This limitation leaves many cancers undetected until later stages when outcomes are worse. Additionally, late-stage cancer costs employers over \$90,000 per employee annually, compared to when caught at earlier stages.

Ailene Bui, Senior Director and Head of Employer and Labor Partnerships, **GRAIL**

Mark Coffin, Partner, **Seyfarth Shaw LLP**

Benjamin Conley, Partner, **Seyfarth Shaw LLP**

9:50 – 10:30 a.m. **Concurrent C8**

Step Away from the Medicine Cabinet: Embracing Movement as Medicine

Chronic pain affects more than the body. It takes a toll on mental health, overall wellbeing, and workplace productivity. Traditional treatments can lead to costly medical interventions such as medication or surgery that can result in more pain, depression and anxiety. New clinical research finds that conservative care, which focuses on non-invasive treatments and lifestyle changes, significantly shifts how pain is treated. Hear how PG&E and Allstate are embracing conservative care to reduce costs and improve employee wellbeing.

Claire Morrow, PT, DPT, FAAOMPT, OCS, Senior Physical Therapy Consultant Manager, **Hinge Health**

New York

Melissa Rinker, Director, Benefits, **Allstate**

Meredith Touchstone, AVP, Benefits, **CarMax**

San Diego

Harmony Lussier, Sr Director of Benefits & Wellbeing, **Molson Coors Beverage Company**

Jeremy Martins, Benefits & Wellness Program Manager, **Pacific Gas and Electric Company (PG&E)**

10:30 – 11:00 a.m.

Refreshment Break

Hosted by:



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11:00 – 11:40 a.m. **Concurrent D1**

Pharmacy Innovation – Pushing the Transparency, Technology & Clinical Outcome Boundaries

The growth in pharmacy expenses far outpaces inflation and consumes more of every dollar spent on health care. Yet an effective response has been elusive. Evolution in pricing models and improvements in the patient experience are the new mandates. Hear from employers who are sponsoring these changes and adopting new models for their employees.

New York

Margaret Fairbairn, Director, Global Benefits, **Instacart**

Melissa Hubler, Vice President, Human Resources & Corporate Affairs, **Subaru**

Peter Kneedler, System Executive Director, Total Rewards, **City of Hope**

San Diego

Julia Bryan, Manager, Associate Benefits, **Subaru**

Sheryl Correa, VP of Total Rewards, **City of Hope**

11:00 – 11:40 a.m. **Concurrent D2**

Rethinking Benefits Design – Emerging Solutions

In today's rapidly evolving health care landscape, traditional health plan design often falls short. This session will explore new innovations in value-based benefit design, whole-person care, and advanced health management programs. Join us to discover how these cutting-edge approaches can transform your organization's health benefits, enhance employee wellbeing and support sustainable health care programs.

Dr. Michelle Greene, Principal – Behavioral Health Innovation, **Amazon**

Debra Tierney, Sr. Manager North America Benefits, **IDEXX**

New York

Russell Niswander, VP Finance – Treasury, Risk & Investments, **Nestlé**

11:00 – 11:40 a.m. **Concurrent D3**

Fertility and Family-building Benefits Programs in Uncertain Times: The New Benchmarks

Modern employers are implementing benefits programs that support their workforce across their lifetime fertility journey from preconception to postpartum through menopause. However, today's uncertain regulatory environment surrounding access to reproductive health care necessitates additional benchmarks to address the family-building needs of your employees. Leading employers will share how they implemented a global end-to-end reproductive health care benefits program that ensures quality of care, excellent patient experience, as well as evidenced-based outcomes. Attendees will walk away with actionable tips on how they can support their employees in today's uncertain, and evolving, reproductive health care regulatory environment.

Dr. Fahimeh Sasan, Founding Physician & Chief Innovation Officer, **Kindbody**

New York

Lisa Mars, Senior Vice President, **Blackstone**

San Diego

James Gaumer, Area Executive Vice President, **California Schools VEBA**

Laura Josh, General Manager, **California Schools VEBA**

11:00 – 11:40 a.m. **Concurrent D4**

New York

Elevating Care: How Delta Air Lines Innovates for Excellence

Learn about Delta Air Lines' journey to improve their employees' health care experience while keeping costs under control. Explore how they focus on ongoing innovation and excellence, simplifying benefits through a combination of technology and human support to redefine the employee experience and drive transformative results.

Janet Brunk, Director – Global Benefits, **Delta Air Lines**

Steven Knight, Chief Operations Officer, **Quantum Health**

San Diego

Beyond ROI – How Dexcom Measures Health Benefits Value and Experience

Achieving employee engagement with health benefits and driving true value at scale remains a critical challenge for employers for all sizes. As employers are now looking at health benefit measurement past just traditional ROI, Dexcom is using a navigation and care coordination platform to drive value on investment (VOI) and redefine engagement as a meaningful interaction with employees, their provider or a partner. This t

ransformation created new opportunities to engage their entire population, allowing them to enhance health care journeys, optimize point solutions, and measure total value through clinical outcomes and an improved employee experience. In this session, you'll learn how Dexcom continues to innovate to drive sustained results.

Dena Shore, Senior Benefits Manager, **Dexcom**

Veronica Knuth, Chief People Officer, **Quantum Health**

11:00 – 11:40 a.m. **Concurrent D5**

The Great Debate: Which GLP-1 Strategies Are Built to Last?

Skyrocketing use of GLP-1s for weight loss and diabetes has left employers scrambling to contain costs and balance access. With 50% of the US population predicted to have obesity by 2030 and new indications for cardiovascular and liver diseases expected, there's no end in sight. During this session, senior benefits leaders will use real-world examples to debate which strategies are poised to survive the evolving GLP-1 landscape, and which approaches you should leave behind.

Niki Bourque, Wellbeing Program Manager, **Regions**

Nicole Cody, Vice President of Total Rewards, **International Paper**

New York

Jonathan Pearlstein, VP, Market Strategy and Development, **Virta Health**

San Diego

Frank Dumont, MD, FACP, Senior Medical Director, **Virta Health**

11:00 – 11:40 a.m. **Concurrent D6**

Improving Employee Wellbeing AND the Bottom Line

As organizations increasingly recognize the importance of mental health, many still face obstacles such as high implementation and unpredictable costs, inconsistent access across regions, and a lack of tailored solutions. This session will showcase how leading companies are streamlining their global mental health strategies to enhance employee wellbeing while driving significant cost savings. Discover actionable insights that HR and Benefits leaders can leverage to overcome these challenges, reduce health care expenses, and boost overall ROI.

New York

Maureen Calabrese, CPO, **Modern Health**

Lauren Figueroa, Director, Global Enterprise Services and Share Services Operations, **West Monroe Partners**

San Diego

Dr. Neha Chaudhary, Chief Medical Officer, **Modern Health**

Amy Reichanadter, Chief People Officer, **Databricks**

11:00 – 11:40 a.m. **Concurrent D7**

Cancer Is Different: Comprehensive, Compassionate Care for Addressing Oncology

Cancer is not an episodic health event, but a life-long journey that requires comprehensive, compassionate care for people living with it and caregivers alike. In this session, you will take away data-driven results and the key benefits of implementing a comprehensive cancer care experience, inclusive of screenings and early detection, surgery, and Oncology Nurse Navigation to support your employees and their families as they navigate the physical and mental journey that is a cancer diagnosis.

Randy Hawkins, Chief Medical Officer, **Transcarent**

Heather Liebert, Benefits Manager, **AbbVie**

11:00 – 11:40 a.m. **Concurrent D8**

Delivering Better Outcomes, Improving Access and Cutting Costs with AI Care

AI has the potential to solve the trifecta of competing concerns: improving access, reducing costs, and driving better patient outcomes. Join this engaging session to learn how human-centric, natural language AI Care can bring a world-class clinician into every home with convenient, anytime-anywhere care – while saving your company millions in unnecessary medical spend.

New York

John Dorey, Manager of Benefits, **Ropes & Gray**

Vijay Yanamadala, Chief Medical Officer, **Sword Health**

San Diego

Julie Blume, Director of Total Rewards, **Ropes & Gray LLP**

Andrea McCoy, Associate Director of Customer Success, **Sword Health**

11:40 a.m. – 12:40 p.m.

Luncheon

Hosted by:



12:40 – 1:40 p.m. **General Session E**

A Strong Offense is the Best Defense: Become a Guardian for your Plan

Recent lawsuits are challenging the scope of an employer's fiduciary responsibilities. Due diligence is no longer enough, with broadened expectations for employers in protecting members as guardians of their plans. Expanded oversight requires focus on payment review, employee guidance, and plan performance. Learn what it means to be a guardian.

McCain Johnson, Director, Employee Benefits, **Allina Health**

Kati Stratos, Executive Director of Data Services, Total Rewards, **Comcast NBCUniversal**

New York

Kellee Garcia, Director, Total Rewards, **Omni Hotels**

San Diego

Margot Guy, VP, Shared Services, **Omni Hotels**

2:00 – 2:40 p.m. **Concurrent F1**

Informed Benefit Delivery: The Power of Integrating Strategy and Administration

Deliver benefits with strategic design and communication, powered by integrated benefits delivery. Evolve benefits and communication designs and inform strategy through effective administration. Learn how personalized decision support, data-driven insights, and communication best practices boost engagement and utilization to optimize benefits investments.

Laurie Falkenstein, Senior Director Benefits, North America, **Avolta**

2:00 – 2:40 p.m. **Concurrent F2**

Expanded Governance – How to Ramp up Your Benefit Program Management

Navigating fiduciary responsibilities for health and welfare benefit plans requires a clear understanding of legal obligations, risk management strategies, and industry best practices. This presentation will explore key fiduciary duties under ERISA, and practical steps for plan sponsors and administrators to assess fitness and performance of vendor partners and reduce liability risks. Attendees will hear from two seasoned benefits professionals who will share their companies' approaches to establishing over-arching governance structures as well as applying governance principles to vendor partner evaluation.

Danielle Cook, Senior Manager of Benefits, **Vanguard**

New York

Andrew Gregg, VP, Employee Benefits, **Prudential**

San Diego

Jessica Denshaw, Consultant, Global Benefits, **Dell Technologies**

2:00 – 2:40 p.m. **Concurrent F3**

The Fertility Care Revolution: Steering Employees to Success

Imagine a world where your employees always receive the best possible fertility care, exactly when they need it all while your company saves on health care costs. Too good to be true? Not anymore. In this dynamic session, we'll crack the code on using data-driven provider steerage to optimize fertility benefits and hormonal health journeys. Learn how to navigate the maze of provider quality, uncover hidden gems in your network, and empower employees on their family-building journeys. We'll showcase Carrot's innovative approach to personalizing care pathways, resulting in happier employees and a healthier bottom line. Don't miss this chance to revolutionize your fertility benefits and become a magnet for top talent.

New York

Jeni Chih, Sr. Director, Global Health & Wellness, **PepsiCo**

Linda Demarest, US Benefits Leader, **National Basketball Association**

Kathleen O'Driscoll, VP Global Benefits, Wellbeing, HR Policy & Recognition, **Cognizant**

Brooke Bartholomay Quinn, Chief Operating Officer, **Carrot Fertility**

San Diego

Laico Cook, Associate Director, Employee Benefits Programs, **Neurocrine Biosciences**

Shannon Lynch, Benefits Lead, **Headway**

Ben Pasker, Vice President of Customer Success, **Carrot Fertility**

Jenni Polenske, Manager, Total Rewards, **Montage International**

Felicia Seda, Global Benefits & Wellness Leader, **Kyrbia**

2:00 – 2:40 p.m. **Concurrent F4**

Conquering Costs by Controlling Cardiovascular Risk

As benefits leaders face the highest medical cost growth in 13 years, heart health should be a key focus. CVD is not only the leading cause of death, but also the most expensive chronic disease. Reducing CVD risk – and related costs – requires clinically validated efforts to engage members and enable lasting lifestyle change. This session will explore how digital health can empower members to improve their outcomes, while also lowering the related costs for employers.

New York

Derek Butts, Manager, Benefits, **Phillips 66**

Misi Holmberg, CEBS, CPSP, Director, Benefits, **Panera LLC**

Edo Paz, MD, SVP, Medical Affairs, **Hello Heart**

San Diego

Stephanie Campbell, RN, BSN, MBA, Sr. Manager, Solutions Consulting, **Hello Heart**

Jennifer Griffin, MBA, SPHR, ACSM-EP, Director of Well-Being, **Banner Health**

Frances Schendle, VP, Consultant Relations, **Hello Heart**

2:00 – 2:40 p.m. **Concurrent F5**

New York

Helping Employees Make Healthy Commitments Through Wellness Communications

At Costco it's our promise and responsibility to provide our employees with exceptional health care benefits, and it's our employee's role to be familiar with and use their benefits. Our annual "We're in This Together" (WITT) wellbeing pledge campaign equips our employees to discover, understand, and wisely use their benefits. As part of the WITT campaign

employees receive support for their physical, emotional, and financial wellbeing, plus new for 2025: social wellbeing. Learn more about the WITT campaign and other initiatives that Costco has implemented to promote and improve employee's wellbeing.

Tim Burnett, Vice President, Client Management, **Aetna**

Celeste Parker, Director of Employee Benefits, **Costco**

San Diego

Elevating Member Engagement Across the Health Care Continuum

Join us for an engaging session on enhancing member engagement in everyday and critical health care moments. Members need reliable, user-friendly tools to manage their health, along with exceptional support during challenges. This discussion will highlight how leading employers maximize human and data-driven insights to optimize benefits and improve employee experiences. Discover insights from industry innovators and learn effective strategies to drive better health outcomes for your members.

Siu Po Becker, MD, Chief Medical Officer, National Accounts, **Cigna Healthcare**

Kira Case, Senior Director of Benefits, **Progressive Insurance**

Felita Rodriguez, Director of Benefits, **USAA**

2:00 – 2:40 p.m. **Concurrent F6**

Evolving Your Mental Health Strategy: Six Dimensions for Success

In today's dynamic work environment, offering basic mental health benefits is no longer enough. To stay ahead of health care trends, you'll need a future-proof approach. Our experts will reveal six key dimensions essential for a modern mental health strategy. Learn how to integrate whole-person care, personalize the member experience, support families, address complex needs, enhance organizational wellbeing, and drive value.

New York

Sean McBride, Chief Customer Officer, **Lyra Health**

Christie Witzig, Senior Manager, Benefits, **Hilton**

San Diego

Tiffany Bishop, Senior Director, Benefits, **DaVita**

Susan Wyatt, SVP, Customer Success, **Lyra Health**

2:00 – 2:40 p.m. **Concurrent F7**

New York

Do Onsite Clinics Really Work? Optimizing Utilization, Placement, and Health Outcomes

Onsite clinics can be a powerful tool for improving employee health and reducing health care costs, but success depends on strategic planning and data-driven decision-making. In this session, we'll cover how to analyze the utilization and placement of onsite clinics to maximize their effectiveness. Learn how to use data to identify the best locations, tailor services to meet employee needs, and measure the impact on health outcomes. This session will provide practical

guidance for employer benefits teams looking to enhance the value of their onsite clinic programs and improve overall population health.

Rani Aravamudhan, MD, Sr. Medical Director, **Artemis**

Michele Clark, Primary Care and Clinical Programs Senior Manager & Global WellWithin Leader, **GE Appliances, a Haier company**

San Diego

Achieving Benefits Parity for Caregivers: Driving Outcomes — and Reduced Health Spend — for Your Entire Population

Benefits leaders understand the struggle to deliver equal benefits to their employees around the globe — and it's even more apparent with the diverse needs of caregivers. This session will highlight equitable and inclusive benefits programs that cater to diverse caregiving needs across different regions and life stages. You'll gain insights into evaluating and optimizing your benefits offerings through strategies that focus on prevention, risk identification, and improvements to mental health, other health outcomes, and productivity.

Brittany Cowing, Director, Benefits, **Uber**

Stephanie Riedel, Sr. Manager, AMER Benefits, **Autodesk**

Julia Schmitt, Associate Director of Customer Success, **Cleo**

Martha Wyatt, Managing Director, Global Head of Global Banking & Markets Human Resources, **Scotiabank**

2:00 – 2:40 p.m. **Concurrent F8**

Virtual Care: Revolutionizing Disease Prevention and Cost Savings for Employers

This session will explore how virtual care, including primary care and caring for people with cardiometabolic conditions, is transforming employer healthcare strategies. We'll emphasize the importance of early intervention, proactive health management, and preventing disease progression including the importance of addressing obesity to enhance overall health. Attendees will learn about the significant impact of virtual care on health outcomes, absenteeism, and overall cost efficiency from employers who are adopting preventive care strategies.

New York

April Bettencourt, VP, Global Employee Benefits, **VSP Vision**

Stacey DeWeerd, Vice President, Client Management, **Teladoc Health**

Laurie Mitchell, AVP Global Wellbeing & Health Management, **Unum**

Jessy Rosales, Head of North America Total Rewards, **SAP America**

San Diego

Lara Bunn, Vice President, Strategic Partnerships, **Teladoc Health**

Shane Lipp, PHR, SHRM-CP, Sr. Manager, Benefits, **Synovus**

Lori Skewes, Director, Employee Health & Wellness, **Schwan's Company**

2:40 – 3:10 p.m.

Refreshment Break

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3:10 – 3:50 p.m. **Concurrent G1**

Driving Financial Resilience through Retirement Plan Design

In the wake of the cost-of-living crisis, financial wellbeing is the top area where U.S. employees are looking to their employer for support. Learn how two leading organizations have re-evaluated their retirement program designs to develop innovative approaches that enhance employee financial resilience in cost effective ways.

Sara Ferrell, Director, Global Retirement Plans, **Emerson**

Courtney Turney, Benefits Director, **JM Family Enterprises**

3:10 – 3:50 p.m. **Concurrent G2**

Personalizing the Employee Experience – New Insights, Technology and Innovation

Attracting and retaining talent hinges on providing an exceptional employee experience. Explore how organizations can leverage technology and innovation to create a seamless benefits journey, from education to enrollment. Discover best practices for gaining employee insight, engaging employees, delivering personalized experiences, optimizing enrollment, and ensuring employee satisfaction.

Terri Wood, Director of Benefits, Internal Communication & HR Operations, **Northside Hospital**

Jane Zhang, Sr. Manager, Health & Well-Being Programs, **Liberty Mutual**

San Diego

Carmen Jandacek, Director, Total Rewards, Corporate Occupational Health & Performance, **Arizona Public Service (APS)**

3:10 – 3:50 p.m. **Concurrent G3**

Elevating Care for Working Parents

The mental and financial stress of balancing work and raising children can be overwhelming for many parents – the cost of two kids in childcare exceeds the average rent payment by over 50% in the U.S. With limited long-term support and no social safety net, it's no surprise that working parents are leaving the workforce in record numbers. In this session, learn how leading companies develop top-tier family benefits programs that address the unique challenges facing working parents and parents-to-be. Gain actionable insights on how your organization can better support these employees, ensuring they receive the care and resources they need to thrive at work and at home.

Kate Ryder, Founder and CEO, **Maven Clinic**

New York

Sally Krick, Director of Benefits, **Santander**

San Diego

Lucy Avsharyan, VP of Benefits, **United Talent Agency**

3:10 – 3:50 p.m. **Concurrent G4**

New York

Ignite Interest: Boost Benefit Awareness and Engagement

Discover groundbreaking tactics to captivate even the most disengaged employees. This session unveils actionable insights and proven strategies to elevate benefit awareness and utilization. Learn how to turn apathy into action, ensuring a healthier, more engaged workforce. Join us to revolutionize your benefits strategy and unlock the full potential of your employee offerings.

Keely Khan, VP, Benefits, **Reyes Holdings**

Nick Razzi, Chief Revenue Officer, **Summus**

San Diego

Redefining Weight Management Beyond the Scale: A Customer-Centric Approach

As employers face increasing demand for weight management solutions, the challenge is finding sustainable approaches that go beyond the prescription pad. In this session, Amazon will share their strategy for supporting employee health through a foundation of lifestyle management, paired with thoughtful use of GLP-1s, behavioral health, and bariatric care – anchored in personalization and accessibility. We'll also explore how integrated care models – featuring clinical, behavioral, and pharmacy experts under one roof and across all cardiometabolic conditions – enable organizations to take full control of both their GLP-1 spend and their broader weight management benefit, without compromising on care quality or outcomes.

Lindsey Hoeft, Principal, Healthcare Innovation, **Amazon**

Avantika Waring MD, Endocrinologist and DABOM, Chief Medical Officer, **9amHealth**

3:10 – 3:50 p.m. **Concurrent G5**

New York

The Heart of Cardiometabolic Care has Always Been Obesity

Cardiometabolic conditions drive significant health care spending. What do these conditions have in common? Obesity as a root cause. 90% of patients with type 2 diabetes and 80% with heart disease are also obese or overweight. Research shows that treating these conditions not only result in weight loss, but also improvement – or even resolution – of weight-related comorbidities. Learn how U. S. Steel has addressed cardiometabolic conditions with a science-based comprehensive obesity program.

Melani S. Cheers, MD, MPH, FACEP, Corporate Medical Director, United States **Steel Corporation**

Barb Flitsch, Founder & Principal, **AMP, LLC**

Dr. Florencia Halperin, Chief Medical Officer, **Form Health**

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San Diego

Awakening Potential: Strategies for Effective Sleep Disorder Management

Explore the impact of sleep disorders in commercial health plans as chronic conditions surge. Despite the clear ties to sleep disorders, poor adoption and adherence rates leave health and savings potential untapped. Join this session to discover how you can achieve superior outcomes, transform health and yield millions in annual savings.

Jonathan Fox, Chief Commercial Officer, **Nox Health**

Katie Kirkland, FSA, Director of Benefits and Wellbeing, **Southern Company**

3:10 – 3:50 p.m. **Concurrent G6**

New York

An Insider's Look at How Travelers Ensures Mental Health Support for All Employees

With mental health being one of the defining challenges of our time, traditional EAPs often aren't meeting the moment. Don't miss this unique opportunity to learn how Travelers is experiencing improved employee wellness and increased productivity by removing all barriers to better care. In this session, you'll learn:

- How Travelers identified the need to do more
- What better mental healthcare has meant for their people and their organization
- What's next on the minds of their leadership as they look to 2025 and beyond

Sarah Bowe, SVP of Customer Success, **Spring Health**

Greg Landmark, Senior Vice President of Total Rewards and People Analytics, **Travelers Insurance**

San Diego

Gather, Assess, Achieve: How Honda's Decision-Making Framework Boosted Mental Health Utilization

When Honda leaders started to feel their mental health solution wasn't meeting today's needs, its HR team led with a strategic, data-driven approach. The result? A 23% utilization rate that exceeds industry and regional benchmarks. Save your seat to hear from Rich Richardson, SVP of Human Resources on how Honda cultivated leadership buy-in, developed targeted communication strategies, and boosted employee wellness to make a difference. You'll walk away with the takeaways you need to deliver results for your people and organization.

Sarah Bowe, SVP of Customer Success, **Spring Health**

Rich Richardson, SVP of Human Resources, **American Honda Motor**

3:10 – 3:50 p.m. **Concurrent G7**

Planes, Trains & Workforce Gains: Transforming Employee Benefits with Southwest Airlines and Amtrak

Southwest and Amtrak excel at customer experience – now, they're transforming employee benefits too. Join benefit

leaders as they share how they've made bold investments, chosen the right solutions, and streamlined benefits for a simpler, more effective employee experience.

Nathan Counts, Vice President of Total Rewards, **Amtrak**

Robin Glass, President, **Included Health**

Jerald Prince, Director, Head of Benefits, **Southwest Airlines**

3:10 – 3:50 p.m. **Concurrent G8**

Future Trends in Cancer Care: Predictions and Preparations

This session will highlight changes in cancer care and how patient-centered care will offer better experiences, more personalized support, and improved outcomes for patients.

New York

Matt Eurey, Chief Commercial Officer, **Carrum Health**

Bernadette Long, Senior Director of Benefits, **Peraton**

Carly Winokur, Vice President, Solutions & Strategy, **Carrum Health**

San Diego

Pia Bhatia, GM Oncology, **Carrum Health**

Christy Carver, Director of Corporate Benefits, **Cubic Corporation**

Brent Nicholson, Co-founder/Chief Growth Officer, **Carrum Health**

4:05 – 5:00 p.m. **General Session H**

Washington Update

With a new presidential administration and a new Congress, this is a time of change and uncertainty in Washington, and there are many policies under consideration with significant ramifications for health care policy. Get the inside scoop from the ultimate Washington insider on what all these changes mean from a legislative, regulatory and judicial perspective.

Katy Johnson, President, **American Benefits Council**

5:00 – 6:00 p.m.

Cocktail Reception

Hosted by:

airvet

carelon
Rx

embold
HEALTH.

eye
MED

Homethrive

inspira
FINANCIAL

KAISER PERMANENTE

Quest
Diagnostics

Rula

TELUS
Health

verily

Breakthrough Contest

During the first day of the conference, you'll hear from 6 innovative companies who will have 3 minutes to pitch their solution. You will have the chance to meet with them during the cocktail reception at the close of the first day:

- Avante
- Leap Health
- XO Health
- Zorro (New York Only)
- Thatch (San Diego Only)
- Emerging Therapy Solutions
- Health at Scale

You'll pick the winner by voting on the pitches in the conference app.

DAY TWO

Wednesday, April 9 – New York

Friday, May 2 – San Diego

7:15 – 8:00 a.m.

Continental Breakfast

Hosted by:



8:00 – 9:00 a.m. **General Session I**

Know the Road Ahead – Emerging Trends Panel

In the current environment of rising costs, rapid technology advancements, and an increasingly complex benefits ecosystem, tightly focused breakthroughs are required for employers to deliver effective and affordable benefits. In this panel, we'll focus on the disruptive trends and opportunities to improve healthcare, and the impact employers can make by leaning into provider quality. The panel will conclude with an award for the Top emerging vendor, as voted on by the attendees at the conference.

Marco Diaz, SVP, Global Head of Benefits, **NewsCorp**

Lindsay Lange, Actuary, Health Care Delivery Leader, **WTW**

Chirag Shah, Partner, **Define Ventures**

Adam Stavisky, Advisor, **Stavisky LLC**

9:15 – 9:55 a.m. **Concurrent J1**

Improving the Future of Decision-Making – Using Predictive Analytics in Health Care

Health care data science can inform employer plan management, identify gaps in care, and transform the patient experience. The advent of machine learning now offers employer plan sponsors an ability to act earlier with improved precision. Learn how leading employers are harnessing the power of predictive analytics to improve decision making.

Matthew Hall, Benefits Strategy Manager, **Koch Industries**

New York

Matt Ponicali, Vice President, Global Benefits, **Honeywell**

San Diego

Peter McKee, Benefits Manager,
Children's Mercy Kansas City

9:15 – 9:55 a.m. **Concurrent J2**

Going Beyond – Global Benefits Breakthroughs

You have governance and infrastructure to manage your global benefits. What next? How do you keep up with constantly evolving benefits environment? How do you further your total rewards strategies? Hear from leading multinational corporations on how they leverage global scale to future proof their benefits strategy.

New York

Deb Macchia, VP, Health & Welfare, **Omnicom Group**

Celina Przybysz, Global Benefits Lead, **Fluor**

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San Diego

Janna Maxey, Senior Manager, Global Benefits, **Lenovo**

Terry Tansill, Global Total Rewards Executive,
Baker Hughes

9:15 – 9:55 a.m. **Concurrent J3**

Lifestyle Spending Accounts (LSA): Consolidating Budgets to Maximize Total Rewards and Employee Wellbeing

Join a panel of HR leaders from large organizations to explore the transformative power of Lifestyle Spending Accounts (LSA) while consolidating budgets. Join this session and:

- Gain actionable insights on maximizing total rewards frameworks, enhancing employee engagement, and fostering wellbeing through innovative benefits solutions
- Learn how LSAs align with current workplace trends, enabling you to elevate your organization as a top employer
- Dive into real-world case studies and unlock new employee satisfaction and retention possibilities

Beth Barrett, Associate Director of Benefits,
Teva Pharmaceuticals

New York

Laura Barlow, Manager, Health & Group Benefits,
JM Family Enterprises

Beth Barrett, Associate Director of Benefits,
Teva Pharmaceuticals

Jackie Good, Global Wellbeing Manager,
Nielsen

Alex Shubat, CEO and Co-Founder, **Espresa**

San Diego

Ryan Ramsey, Head of Strategic Alliances, **Espresa**

Sarah Schutzberger, Wellness and Benefits Manager,
Samsung Semiconductor

Cienna Walters, Manager, Global Benefits Manager,
The Wonderful Company

9:15 – 9:55 a.m. **Concurrent J4**

Elevating Whole Health Engagement: Integrated Strategies and Trusted Partnerships

Integrated medical, advocacy and pharmacy strategies can transform employee engagement. Learn the value of selecting a trusted benefits partner to centralize and optimize your health programs, reduce vendor complexity, and build organizational trust. We'll share DaVita's journey, highlighting how digital and telephonic solutions empower associates beyond traditional support. See how a consumer-centric approach to whole health engagement can drive better health outcomes and elevate your wellbeing strategy with the right partner every step of the way

Alex Bolorchi, PharmD, Vice President, Clinical Pharmacy Services, **CarelonRx**

Natalie Pawlik, Client Executive, **Anthem**

Nihar Shah, Group Vice President, People Services, **DaVita**

9:15 – 9:55 a.m. **Concurrent J5**

Winning Strategies in Well-Being: Innovation, and the Future of Workforce Health

MGM Resorts International is redefining employee well-being with a strategy that blends cutting-edge technology, data-driven insights, and holistic health solutions. As AI and business transformation reshape the workforce, MGM is leveraging HR technology innovation and people analytics to enhance engagement, measure impact, and build a culture of well-being. This session explores how MGM's well-being strategy integrates AI-driven personalization and digital health solutions – including its approach to weight management – to support employees, optimize costs, and drive sustainable health outcomes. Gain insights into how MGM is future-proofing its benefits strategy while fostering a resilient and high-performing workforce.

Lorna Borenstein, CEO & Founder, **Grokker**

Patrice Johnson, Director, Wellbeing Benefits,
MGM Resorts International

9:15 – 9:55 a.m. **Concurrent J6**

Gen Z: Reimagining Health Benefits for a Next-gen Workforce

As employers engage workers from four distinct generations, the group they have the least experience with is Generation Z. While ample research exists about how Gen Z views work-related topics like career goals, purpose and fulfillment, and work-life balance, fewer studies have focused on how employers can support this generation's health and productivity. Our research revealed one major reason employers should refashion their health benefits for the next generation: Many Gen Z workers don't feel "well." Across all key aspects of wellbeing, Gen Z employees appear to struggle more than employees of other generations, with the most significant gaps in mental health and work life. This session will explore how employers can support Gen Z's health benefit needs through a reimagined annual enrollment process, new entry points into the health system, and abandoning the stereotype that this generation only wants digital communication.

New York

Sarah Haflett, Vice President, Health Care Thought Leadership and Research, **Fidelity Health®**

Jennifer Gunter, CEBS, CCP, SHRM-CP, PHR, VP,
Total Rewards, **Premier Health**

San Diego

Megan Bourque, Head of Benefits, **Fidelity Investments**

Ben Isgur, Vice President, Health Care Thought Leadership,
Fidelity Health®

9:15 – 9:55 a.m. **Concurrent J7**

Enhancing Chronic Care: The Case for Mental Health Integration

When a mental health condition is comorbid with a chronic health condition, the total cost of care can be 2-8x higher. Unfortunately, the physical symptoms often receive more attention than the mental ones. Tailored programs specific for chronic conditions is showing promising results. Join this

discussion as we explore the nuances of managing mental health and chronic conditions and how payors can be part of the solution.

Matty Qualls, Director - Total Rewards, **Tanner Health**

New York

Laura Martin, Senior Manager, Global Benefits, **Yext, Inc.**

Jon Shimp, Head of Sales, **Calm**

San Diego

Terri Bartlett, SHRM-CP, Director of Benefits,
Rarebreed Veterinary Partners

Dr. Chris Mosunic, Chief Medical Officer, **Calm**

9:15 – 9:55 a.m. **Concurrent J8**

New York

Elevating Member Engagement Across the Health Care Continuum

Join us for an engaging session on enhancing member engagement in everyday and critical health care moments. Members need reliable, user-friendly tools to manage their health, along with exceptional support during challenges. This discussion will highlight how leading employers maximize human and data-driven insights to optimize benefits and improve employee experiences. Discover insights from industry innovators and learn effective strategies to drive better health outcomes for your members.

Amy Flaster, MD, Senior Vice President, Chief Medical Officer, **Cigna Healthcare**

Jared Lewis, Vice President, Total Rewards, **Curtiss-Wright**

Kurt Loring, Vice President – Chief Human Resource Officer,
Applied Industrial Technologies (AIT)

San Diego

Helping Employees Make Healthy Commitments Through Wellness Communications

At Costco it's our promise and responsibility to provide our employees with exceptional health care benefits, and it's our employee's role to be familiar with and use their benefits. Our annual "We're in This Together" (WITT) wellbeing pledge campaign equips our employees to discover, understand, and wisely use their benefits. As part of the WITT campaign employees receive support for their physical, emotional, and financial wellbeing, plus new for 2025: social wellbeing. Learn more about the WITT campaign and other initiatives that Costco has implemented to promote and improve employee's wellbeing.

Tim Burnett, Vice President, Client Management, **Aetna**

Celeste Parker, Director of Employee Benefits, **Costco**

10:10 – 10:50 a.m. **Concurrent K1**

The Future of Benefits: How Artificial Intelligence is Reshaping the Landscape

Join us for an insightful session exploring the revolutionary impact of artificial intelligence on the health care landscape and employee benefits. It is reshaping how health care is accessed, delivered, and managed. It is changing the

workforce and the role of HR. From administration to the provider/patient experience, AI is influencing it all. In this session, you will see real examples of how AI is transforming the landscape.

Beata Kashani, VP of Talent Management & Total Rewards,
Brightspeed

New York

Devon Arent, Senior Manager, Health & Welfare, HR, **Allstate**

San Diego

Brian Conner, VP of Global Total Rewards, **Boomi**

10:10 – 10:50 a.m. **Concurrent K2**

How to Build a Compassionate Culture on a Budget

An exploration of compassion and purpose in fostering a thriving workplace in today's competitive business landscape. This session examines how organizations can cultivate a culture of compassion, enhancing performance and nurturing a profound sense of belonging among employees. Learn from industry trailblazers as they create holistic employee journeys that help people live their best lives, sharing best practices for a whole-person approach that yields health outcomes, cost savings, and passionate employees.

New York

Lucas Dudgeon, Strategic Account Executive,
Personify Health

Katelyn Elie, VP, Senior Manager of US Health and Well-being Benefits, **TD**

San Diego

Carrie Monroe O'Keefe, Strategic Account Executive,
Personify Health

Andrew Torres, Senior Personnel Analyst,
City of Los Angeles

10:10 – 10:50 a.m. **Concurrent K3**

New York

The Future Price Tag of Specialty Care

Specialty care is rapidly becoming one of the largest expenses for employers, accounting for upwards of 40% of all health care costs. As chronic diseases – such as cancer, obesity, and autoimmune conditions – continue to rise, so does the demand for specialty services. Discover how large employers are staying ahead of the curve by implementing innovative and affordable solutions that connect their employees with top doctors and treatment options close to home.

Derek Butts, Manager, Benefits, **Phillips 66**

Darcy Sementi, Healthcare Benefits Manager,
State Farm Insurance Companies

Dickon Waterfield, President, **Lantern**

San Diego

Addressing the Looming Crisis of Digestive Health

Digestive health is complex, and the current system isn't

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structured to diagnose or treat this condition category well – driving high avoidable costs and creating a significant improvement opportunity. As long wait times for GI consultations are compounded by the lowered colorectal cancer screening age, employers are prioritizing more effective and accessible GI care. Hear how Neilsen evaluated its GI population needs and gaps, prioritized virtual multidisciplinary digestive care, and communicated a new provider with sensitivity.

Sam Holliday, Co-founder and CEO, **Oshi Health**

Tom Moran, Vice President, Global Benefits & Mobility, **Nielsen**

10:10 – 10:50 a.m. **Concurrent K4**

Leveraging Technology and Transparency as a Pathway to More Efficient Care

Removing barriers to care, such as high-deductibles, and providing actionable information regarding cost, quality and alternative treatment pathways empowers members to choose more efficient care options in ways that traditional plans have failed to do in the past. Please join this session to learn how a true consumer focused strategy plan can make a measurable impact on member choice and outcomes.

Albert Snell, VP, Benefit Design, Analytics & Strategy, **Surest New York**

Charles Montreuil, Senior Vice President, Total Rewards, **Best Buy**

San Diego

Greg Landmark, Senior Vice President of Total Rewards and People Analytics, **Travelers**

10:10 – 10:50 a.m. **Concurrent K5**

A 360° Approach to Mental Health and Wellbeing

Explore the evolution of EAPs and their ability to enable organizations to provide compassionate, mental health care support that impacts whole person care, all areas of health and well-being, and an organization's bottom line through reduced absenteeism and higher retention. Hear from a large employer and discuss how AI-enabled analytics and integration with other benefits offerings amplifies the impact of effective mental health support.

Amy Coleman, Director, Employee Assistance Program, **BNSF Railway**

Jeff Cordell, President and CEO, **Health Advocate**

10:10 – 10:50 a.m. **Concurrent K6**

New York

Empowering Health Care Consumers: How Transparency Tools and Member Engagement Can Revolutionize Pharmacy Benefits

In today's health care landscape, rising pharmacy costs and increased plan expenditures pose significant challenges for employers and plan sponsors. To address these issues, it is crucial to adopt innovative strategies that provide education and empower members to become proactive health care consumers. Join Medtronic to explore how they have

successfully implemented pharmacy transparency and how it has enabled them to identify cost-saving opportunities, educate members about their prescription options, and ultimately reduce overall pharmacy spend – for members and the plan.

Jeanne Hermes, Benefits Consultant, **Medtronic**

Kristin James, Director of Engagement Marketing, **Rx Savings Solutions**

San Diego

Prioritizing Employee Health with an Aligned Pharmacy Benefit Strategy

With traditional PBMs under increasing scrutiny from the FTC and Congress, and a swarm of recent lawsuits, the need for alignment, transparency, and true value for employers and their people has never been greater. Join a conversation with a large employer and learn why innovative benefit leaders are leaving the big 3 PBMs in favor of more flexibility, a better member experience, and major cost savings.

Renu Chhabra, Vice President of Global Benefits & Well-Being, **Tyson Foods**

Jordan Feldman, Chief Executive Officer and Co-Founder, **Rightway**

10:10 – 10:50 a.m. **Concurrent K7**

New York

Creating a Recovery Enabled Workplace: How Amazon Delivers Substance Use Management Using Today's Technology

Supporting employees in recovery leads to a healthier, more engaged workforce and promotes lower healthcare costs, reduced absenteeism, and increased employee retention. Promoting effective substance use management is an essential element of strategically managing benefit costs and a top priority for employers and benefits managers. In this session, we walk through Amazon's strategies for creating a recovery enabled workplace and the employee experience.

Yusuf Sherwani, MD, Co-founder and CEO, **Pelago**

David Thomas, Benefits Manager, Global Behavioral Health, **Amazon**

San Diego

Rising Health Care Costs: The Role of Whole-family Benefits

Health care costs are on the rise. Despite these financial pressures, employers remain committed to offering comprehensive benefits. How do you balance it all? We'll explore strategies to manage costs, maintain quality, and enhance the employee experience, keeping employers competitive. A large employer will share their approach to managed whole-family benefits. Together we'll dive into data showing how addressing the health of the entire family reduces overall health care expenses, improves outcomes, and supports employee wellbeing.

Shelly MacConnell, Chief Strategy Officer, **WIN**

Ana Rodriguez, Sr. Manager of Benefits Innovation and Campus Programs, **Disney**

10:10 – 10:50 a.m. **Concurrent K8**

LSA Masterclass: Why Total Rewards Leaders Say Personalized Benefits Are a Win-Win-Win

A 2024 WTW survey stated that 38% of employers planned to offer or were considering implementing a Lifestyle Spending Account (LSA) program by 2025. From what we've seen over the last year, these numbers will only continue to grow. Leading organizations are adopting LSAs to elevate global employee health and wellness, and the result is a win-win-win for employees, HR and benefits teams, and finance. This session will provide expert viewpoints on the trends driving this shift to LSAs, including real-world case studies, new benchmarking data, and strategies for you to win with personalized benefits.

New York

Jason Fan, CEO & Co-Founder, **Forma**

Patti Petrella, Sr. Director Global Benefits, **Tripadvisor**

San Diego

Allie Daly, Large Enterprise Account Executive, **Forma**

Zach Mann, Benefits Program Manager, **Zillow**

Lydia Wright, Senior Manager, Global Benefits & Strategy, **Atlassian**

10:50 – 11:20 a.m.

Refreshment Break

Hosted by:



11:20 a.m. – 12:00 p.m. **Concurrent L1**

Better Health Outcomes – Approaches to Population Health Management

The real mandate of our health care system is to maintain and improve health not just treat disease and sickness. How is this happening through the science of longevity? Cancer poses a growing obstacle to the world's health, but advancements in treatment are allowing for improved prevention, early detection, and better care. Hear approaches employers are taking to improve population health.

Jonathan Liu, MD, FACP, Principal, Health Strategy, **Amazon**

Angela Sim, Sr. Director, Global Benefits, **Gilead Sciences**

11:20 a.m. – 12:00 p.m. **Concurrent L2**

Bridging the Gap: Achieving Comprehensive Care in a Digital Age

Learn about the nuances of virtual vs. in-person care, focusing on boosting the effectiveness of digital health programs. This session will explore innovative strategies used by dedicated virtual care teams that offer holistic treatment, reduce diagnosis time, and minimize heavy medication reliance. You

will hear about strategies that enable employers to integrate digital care seamlessly into existing health frameworks, ensuring a future where virtual care is not just an alternative but a formidable counterpart to in-person care.

Jessica Palacios, PHR, SHRM-CP, MSHRM, Associate Director, System Benefits Administration, **Texas A&M System Office**

Bill Snyder, Founder and CEO, **Cylinder**

11:20 a.m. – 12:00 p.m. **Concurrent L3**

New York

Prioritizing Financial Wellbeing as a Key Pillar of Employee Health: Strategies from Leading Employers

Financial wellbeing has quickly become a key pillar of holistic employee health. What do leading employers need to know? This session will feature insights from leading organizations sharing how they prioritize financial wellbeing and pillars of health that employees value most and respond to changes in the financial and health landscape. You'll learn:

- How to respond to changes in the financial landscape
- The key elements in designing impactful financial wellbeing programs
- Effective program communication strategies to keep employees informed and engaged

Gregory Doane, Director, Health & Benefits, **WTW**

Rebecca Liebman, CEO and Co-founder, **LearnLux**

Kathryn Rider, AVP of Benefits & Well-being, **The Campbell's Company**

Aaron Steele, Vice President, Employee Benefits Manager, **Fifth Third Bank**

San Diego

The Future Beyond GLP-1s: Building Your Multidisciplinary Obesity Management Strategy

The spotlight has shined on GLP-1s for well over a year now...what's next for obesity? Will more employers adopt GLP-1 management strategies? Or will the hype go away? Learn why a multidisciplinary (including GLP-1s, lower cost AOMs, and behavior change therapy) approach is essential to treat the root cause of obesity. Hear from a F500 leader on how they've curbed GLP-1 utilization across their population without compromising obesity outcomes for their people.

Frank Janecek, Sr. Director, Benefits, **Fortune Brands Innovations**

11:20 a.m. – 12:00 p.m. **Concurrent L4**

New York

Optimizing Health Benefits Spend Starts with Data You Can Trust

In a climate of rising health care benefits costs, it can feel like every program decision carries an extra weight. That's why it's more important than ever for benefits leaders to feel that they can trust the data that underpins program decisions. In this session, you will learn what it takes to build a reliable

foundation for health benefits program analytics, including original data and real-world examples of how employers can optimize program spend without sacrificing care quality or the value employees receive from their health benefits.

Rowana Ahmed, Vice President, Morgan Health,
J.P. Morgan Chase & Co.

Jennifer Huyck, Vice President, Applied Analytics &
Consulting, **Truven by Merative**

San Diego

Disease Is the Enemy: How to Prevent and Fight Disease with Advanced Primary Care

Access to high-quality advanced primary care is vital for preventing and effectively managing costly diseases. However, employers often face challenges in offering this level of primary care within the current benefits ecosystem. Join us for a practical discussion on how advanced primary care, combined with concierge member support and incentives, can enhance the member experience, promote healthier plan members, and reduce total cost-of-care for self-insured employers.

Mike Adams, Head of Benefits, **7-Eleven**

Dr. Scott Conard, Medical Director, **7-Eleven**

Patrick Nelli, CEO & Founder, **Aligned Marketplace**

11:20 a.m. – 12:00 p.m. **Concurrent L5**

Cancer's New Reality: Designing Strategies for Gen X and Millennials in the Workplace

Cancer is typically associated with older adults, but diagnoses among adults aged 20-49 have risen by 30% in the last decade, impacting more working-age Americans. This younger demographic requires unique strategies for early detection and seamless care through survivorship. Learn about the changing cancer demographics in the workplace and how Universal Music Group optimizes outcomes for employees at every stage of their cancer journey.

Christopher Smith, Vice President, Benefits,
Universal Music Group

Josh Sturm, Chief Revenue Officer, **Color Health**

11:20 a.m. – 12:00 p.m. **Concurrent L6**

Achieving Organization Excellence with the Power of the Employee Voice

University of Pennsylvania Health System (UPHS), through its *Wellfocused* program, engages nearly 40,000 users in a mission to enhance wellbeing and organizational excellence. Recently, UPHS launched a survey strategy to amplify employee voices, aiming to create a more inclusive and wellbeing-centered workplace. Join us to explore how wellbeing and organizational change management intersect, driving meaningful transformation.

New York

Jennifer Brady, Director, Employee Benefits and Well-Being,
University of Pennsylvania Health System

Erin Seaverson, MPH, Senior Director for the Center for
Research, **WebMD Health Services**

San Diego

Janna DeCicco, Senior Employee Well-Being Consultant,
University of Pennsylvania Health System

Bridget Neurer, Sr. Director, Client Success Market Lead,
WebMD Health Services

11:20 a.m. – 12:00 p.m. **Concurrent L7**

Advancing Health Equity with Primary Care

Health equity and primary care are linked, and this panel explores the connections and addresses implications for employers. In this session, we will discuss best practices on advancing LGBTQIA+ and women's health equity strategy, inclusive patient and employee care, and use of Employee Resource Groups (ERGs) to build engagement.

New York

Shira Berger, Vice President, National Accounts,
Amazon One Medical

Charles DeSantis, Chief Benefits Officer and Associate Vice
President for University Benefits and Wellness,
Georgetown University

Ashe McGovern, Head of Global LGBTQIA+ Affairs, **Amazon**

Danric Vargas, Sr. Benefits Program Manager, **Lyft**

San Diego

Tanner Brunsdale, Director, Benefits & Mobility, **Lyft**,

Josh Dunsby, Head of Enterprise Partnerships and Client
Advocacy, **Amazon One Medical**

Shirley Golen, Head of Business Development, Inclusive
eXperiences & Technology, **Amazon**

12:15 – 12:30 p.m. **General Session M**

Conference Wrap-up

Recapping key conference topics and themes, this session will conclude our conference with a few surprises and recognitions.

POLICY ON VENDOR ATTENDEES

Registration is open only to *employers*. An *employer* is a corporate executive in an HR or Benefits role employed by a company that doesn't sell wellness or health-related products or services. Unless a conference sponsor, The Conference Board reserves the right to cancel registrations received from vendors, including Plans, Brokers, Insurance Companies, Health and Benefits Consultants, Wellness Service Providers, Associations, Think Tanks, etc., or anyone in a sales or accounts management role (from any organization). No exceptions will be made. Airline, hotel and any fees incurred will not be reimbursed. All registrants must use an email address supplied by their employer.

WHOM YOU WILL MEET

Corporate executives from:

- Human Resources
- Benefits
- Wellness
- Total Rewards
- Talent Management
- Health Care

CONTINUING EDUCATION UNITS

Attendees of the conference will receive continuing education credits as follows:

- 9.75 (General/HR) recertification credit hours toward aPHR, PHR, SPHR, PHRca, GPHR, PHRi, and SPHRi recertification through the HR Certification Institute (HRCI)
- 9.75 PDCs for SHRM-CP or SHRM-SCP
- The 2024 workshops were approved for:
- 2.5 (General/HR) recertification credit hours toward aPHR, PHR, SPHR, PHRca, GPHR, PHRi, and SPHRi recertification through the HR Certification Institute (HRCI)
- 2.5 PDCs for SHRM-CP or SHRM-SCP

In the conference app, please select "CEU Sign-In" each day and select the credits you require. A certificate will be emailed to you after the conference.

HOTEL INFORMATION

New York Marriott Marquis

1535 Broadway, New York, NY 10036-4077
212-398-1900

Rate: \$359/night

Cut-off: March 24, 2025

[Book here](#)

Hilton San Diego Bayfront

1 Park Boulevard, San Diego, CA 92101
800-HILTONS (445-8667)

Rate: \$319/night

Cut-off: April 7, 2025.

[Book here](#)

Additional support provided by:

