

THE 26TH ANNUAL

IBI/Conference Board Health and Productivity Forum

September 25 – 27, 2024

Pre-conference Events:
September 25
Marriott Marquis, Chicago

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The 26th Annual IBI/ Conference Board Health and Productivity Forum

The Latest Trends, Best Practices and
Solutions in Health and Productivity

PRE-EVENT ACTIVITIES

Wednesday, September 25, 2024

Interactive Workshop

2:00 – 5:00 p.m.

Mental Health Is More Than a Benefits Imperative: It's a Talent Strategy

To support the mental health needs of employees, it is important for employers to understand how to align appropriate health care resources, improve the employee experience, and contribute to successful performance. Join us as we take attendees through a workshop on how to map the employee mental health journey to design the most effective ecosystem of policies, benefit programs, and leadership training. Special emphasis will be on how to identify the right type of resources needed based on employee sentiment, medical and pharmacy claims, and the operational impact of your organization.

This workshop is only open to employers.

Tori Burkholder, Deputy Director of Human Resources, **Gwinnett County Government**

Kembre Roberts, Senior Vice President, Health Transformation Leader, **Aon**

4:00 – 6:00 p.m.

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.



DAY ONE

Thursday, September 26

7:30 – 5:00 p.m.

Conference Registration

7:30 – 8:00 a.m.

Continental Breakfast

8:00 – 8:15 a.m.

Welcome & Opening Remarks

8:15 – 8:35 a.m.

General Session A

Unpaid Caregiving and Health and Productivity at Work: The Good, the Bad, and the OPPORTUNITY

43% of us are serving as unpaid caregivers. 70% of us have at least one mental health impact. How we support this population could make the difference between an engaged, loyal, and productive workforce, and a mad dash to the door. We live and work in a care economy. That care is having a direct impact on our top and bottom line – in good, and not-so-good ways.

Alexandra Drane, Co-founder and CEO, **ARCHANGELS**

8:35 – 9:15 a.m.

General Session B

How MGM's World of Well-being Drove 70% Population-Wide Engagement and an AI- Enhanced Future

Discover how MGM Resorts International has transformed employee well-being and fostered a more engaged workplace. Learn specific strategies to support the overall well-being of a multigenerational workforce and learn how an AI-enhanced future can elevate the employee experience.

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

Patrice Johnson, Director Wellbeing Benefits,
MGM Resorts International

9:35 – 10:15 a.m.

Concurrent C1

What Really Drives Employee Experience on Leave and Disability Programs and Brings the Most Value?

In this session, employers will learn about strategies to improve employee experience by utilizing data, creating delivery solutions, and measuring the results of the efforts. Meta has designed approaches to provide white glove service for their employees taking leave while partnering with their outsourced vendors. Data is key when making decisions on how to create program improvement, assess vendor integration points, and drive employee satisfaction. The panel will share how they started their journey, bumps along the way, and where they are today.

Simon Camaj, LAD and Voluntary Benefits Practice Leader,
Senior Partner, **Mercer**

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Ryan Green, Benefits Manager – Time Away & Leaves,
Meta Platforms, Inc.

Grace Hunt, National Account Executive,
Lincoln Financial Group

Lauren MacNeil, AVP, Claims Management,
Lincoln Financial Group

9:35 – 10:15 a.m. **Concurrent C2**

Asleep At the Wheel or Under Control? Benefits Leaders Share Surprising Truths About Your GLP-1 Strategy

The surge in GLP-1 popularity and utilization is translating into surging Rx costs for employers. The industry is buzzing with new strategies, studies and claims as they work to contain costs while providing appropriate access. But there are 3 big things we AREN'T talking about with GLP-1s. Join senior benefit leaders for a frank discussion on the hidden pitfalls of various utilization management strategies, the health equity impact of GLP-1s and why you need a partner focused on deprescription to drive measurable and sustainable change.

Brooke Banet, Health and Well-being Manager,
Trilogy Health Services

Dr. Frank Dumont, Medical Director, **Virta Health**

Riley Thornton, Benefits Consultant, **Corning Incorporated**

9:35 – 10:15 a.m. **Concurrent C3**

Increasing Access and Decreasing Costs: A Layered Approach to Employee Mental Health

Hear a large employer unveil the story of how recognizing key workforce attitudes plays a pivotal role in empowering leaders to prioritize mental health within their teams and organizations. Through the lens of their journey, this session delves into practical strategies to elevate your leadership approach, provide the appropriate level of mental health care to your organization, and ultimately sow the seeds of wellbeing throughout the organization.

Michael Branca, EVP and Head of Total Rewards,
Regions Bank

Shanda Brown, Sr. Director, Total Rewards & HR Operations,
Sikich, LLC

David Wright, Sales Solution Architect, **Headspace**

9:35 – 10:15 a.m. **Concurrent C4**

Menopause as a Leadership Opportunity: Enhancing Workplace Productivity and Driving Health Equity

This session tackles the often-overlooked challenge of menopause in the workplace, exploring its significant impact on women's careers and the broader economic implications. With the US economy facing a \$26.6 billion hit due to menopause-related issues, the need for organizations to offer tailored support has become mission-critical. This discussion aims to break the silence on menopause, presenting actionable strategies for leadership to create a more supportive and inclusive environment. By addressing menopause openly, businesses can drive better outcomes for their employees and, in turn, enhance overall workplace productivity and business performance.

April Bettencourt, VP of Global Employee Benefits,
VSP Vision

Mary Tinebra, Partner, **Inflection**

Vikki Walton, MBA, Senior Principal, and Health Equity
Leader, **Mercer**

10:15 – 10:45 a.m.

Refreshment Break

Hosted by:



10:45 a.m. – 11:25 a.m. **Concurrent D1**

The Habit of Health Care: Where's the Motivation?

Making (and keeping) your employees healthy is a matter of action and habit. But despite your best efforts as an employer, wellbeing has a critical flaw: it isn't engaging. Until now. Attend this session and dive into the critical aspects of behavior change in health care and why consumer-grade applications from outside of health care can drive differentiated results for your employees.

Michael Branca, EVP and Head of Total Rewards,
Regions Bank

Charles Duhigg, Pulitzer Prize-winning Journalist, Author,
The Power of Habit

Lindsay Hunter, FSA, MAAA, VP, Consultant Partnerships,
Well

10:45 a.m. – 11:25 a.m. **Concurrent D2**

Making Effective Workforce Decisions with Comprehensive Data Integration

In this engaging session, Workpartners and Whirlpool will illustrate how an integrated data platform reveals connections between seemingly separate functions, suggests innovative interventions, and allows more comprehensive evaluation of their impact. Whirlpool has used its integrated platform to design unique workforce solutions and implement tailored programs for specific locations. Examples include:

- How incentive programs have a different impact on employee subpopulations.
- How health coverage can be designed to best serve the most vulnerable employees.
- How to use integrated information to optimize injury prevention.
- How different outcomes provide conflicting information about the effectiveness of an intervention.

Attendees will gain an understanding of how Whirlpool uses data to support their comprehensive be*healthy and be*balanced efforts, emphasizing cross-functional, integrated information and programs.

Tonya Finley-Gaskill, Sr. Manager, Global Benefits,
Whirlpool

Dr. Ben Hoffman MD, MPH, Chief Medical Officer, **Whirlpool**

Jennie Wheeler, AVP of Integrated Analytics, **Workpartners**

10:45 a.m. – 11:25 a.m. **Concurrent D3**

How to Choose a Fertility Benefit: Personalized Plans for Every Employee and Every Journey

Fertility benefits have become increasingly popular. They should provide comprehensive support and access to care for maternity through menopause — and pre-pregnancy through parenting. Employers should seek out products that cover all journeys and that also offer personalized care plans developed by vetted medical experts. Finally, employers will also want to prioritize inclusive solutions that provide culturally competent care. During this fireside chat, you will learn more about choosing a benefit and how it will help with recruiting and retention.

Josh Endler, Sr. Director, Customer Success, **Carrot Fertility**

Linda Lim, Senior Manager, People Operations, **Greenhouse**

10:45 a.m. – 11:25 a.m. **Concurrent D4**

Unified Benefits: How Sikich Consolidated their Spending Accounts (LSA, FSA, HSA) and Internet/Work From Home Reimbursements onto One Platform

Explore Sikich's innovative approach to consolidating Lifestyle Spending Accounts (LSAs), Flexible Spending Accounts (FSAs), Health Savings Accounts (HSAs), internet reimbursement, workspace accommodation stipend, and smartphone reimbursement on a single platform. This session will highlight the strategic advantages of integrating these benefits, including but not limited to addressing diverse employee needs, improving the employee experience, optimizing benefits administration, and saving time and money. Learn from Sikich's journey, including the challenges they overcame, the solutions they implemented, and the positive outcomes achieved.

Shanda Brown, Sr. Director of Total Rewards and HR Operations, **Sikich, LLC**

Megan Burns, Lead Benefits Solutions Consultant, **Benepass**

11:40 a.m. – 12:20 p.m. **Concurrent E1**

Mental Health: Taking a Look Back in Order to Create a Better Program Today

As behavioral health claims continue to increase, employers need to be adaptive in their benefit plan designs as it relates to mental health claims. In partnership with NOAH (Neighborhood Outreach Access to Health), we will provide recommendations for employers to consider as they begin to design their benefit plans looking at potential changes to MHPAEA (Mental Health Parity and Addiction Equity Act), continued increase in states that provide Paid Family Medical Leave programs, and how employers will work with their disability, medical and pharmacy carriers to create a program that can balance the changing landscape.

Samantha Esquivias, PMHNP-BC, FNP-C, MSN, MBA, Behavioral Health Clinical Director, **NOAH**

David Setzkorn, SVP Workforce Disability and Absence Practice Leader, **Sedgwick Claims Management Services, Inc.**

11:40 a.m. – 12:20 p.m. **Concurrent E2**

Protecting Hearts and Budgets: GLP-1s and Cardiovascular Disease

Research has demonstrated that GLP-1s reduce risk of cardiovascular disease (CVD), the leading cause of death, as well as a top contributor to absenteeism and lost productivity. But medication alone is not the cure-all. In many head-to-head comparisons, outcomes like blood pressure reduction, weight loss, and cholesterol reduction are greater in those following a behavioral intervention vs. taking medication alone. Providing members with the tools to change their behaviors is vital for long-lasting results. During this session you'll learn how a simple, cost-effective digital heart health solution — alongside effective medication management — improved clinical outcomes and drove cost savings.

Victoria Andrews, Senior Director, Solutions Consulting, **Hello Heart**

Jessica Strause, Vice President, Total Rewards, **Penske Truck Leasing**

11:40 a.m. – 12:20 p.m. **Concurrent E3**

The ROI of Better Care: Building Comprehensive Women's and Family Health Benefits

Some traditional health care benefits may not adequately support women's and family health. Employers have expanded their benefits to fill these gaps in care, but employees often struggle to navigate between disjointed solutions. Comprehensive benefits can positively impact both employees' wellbeing and your company's success. Join this session and explore how end-to-end women's and family health benefits can help you prioritize employee care while driving ROI. You'll learn:

- Why supplementing traditional health care with comprehensive solutions can help meet employees' needs
- The benefits of end-to-end care for employee wellbeing
- Practical steps to design and implement impactful benefits

Susan Carino, Manager, Health & Welfare Programs, **The Hartford**

Samantha Flores, Senior Director, Client Success, **Maven**

11:40 a.m. – 12:20 p.m. **Concurrent E4**

Team Koch: Engaging Data and Design Thinking Drive Employee Wellbeing

Koch Companies, a transportation organization, covers 1,700 members with their self-insured plan. More than 70% of the 1,000 employees drive a truck so work away from home several weeks at a time. After an initial review, clinicians uncovered much higher-than-expected rates of diabetes, hypertension, coronary artery disease, sleep apnea, lung disease, depression, and musculoskeletal disease amongst drivers. Koch will share insights and strategy to address rising medical/pharmacy trends and the related productivity impacts.

Dr. Heidi Orstad, DNP, RN, PHN, CCM, Clinical Consultant, **Marsh & McLennan Agency**

12:20 – 1:40 p.m.

Luncheon

1:40 – 2:20 p.m.

General Session F

How The Coca Cola Company Is Helping Their Employees Around the Globe Build Families

If you think creating a family forming benefit in the US is complicated, imagine trying to create an equitable approach across 90 countries. In this session, The Coca Cola Company (TCCC) will share their journey to create a family forming strategy focused on global equity of benefits. Learn the keys to a successful approach including benchmarking of existing family forming policies, programs, and benefits across multiple countries, completing a gap analysis against best practices, conducting an RFP and exploring fronting partners to optimize financing. The plan is to expand resources beyond family forming to maternity management, parenting and pediatric support, and menopause and low-T support, all of which may improve absence and productivity.

Charna Martini, Assistant Vice President, Health Transformation, **Aon**

Richard McDonald, Head of Global Benefits, **The Coca Cola Company**

Melissa Tucker, Senior Vice President, Health Transformation, **Aon**

2:40 – 3:20 p.m.

Concurrent G1

How Employers Are Using Next Generation Technology to Maximize the Impact of Benefit Budgets

As the workforce diversifies, it's becoming increasingly challenging to anticipate and address varying needs. Each year seems to bring a new priority for companies to address with dwindling budgets: wellbeing, inclusion, employee engagement, mental health, etc. Benefits leaders are inundated with pricey point solutions that become stale within a year. Hear from a large employer about how they leveraged next generation technology to flip the dated benefits point solution model upside down, maximizing their benefits budget while increasing program usage and employee satisfaction.

Kathleen Harris, People and Solutions Lead, **Level**

Amanda Jordan, Head of US Benefits Strategy, **John Hancock**

2:40 – 3:20 p.m.

Concurrent G2

Strategies for Addressing Low Cancer Screening Adherence

Despite the crucial role of cancer screenings in early detection and treatment, low adherence rates pose significant challenges. In addition, only four single-cancer screenings are currently recommended by the US Preventative Task Force, leaving the population vulnerable to cancers that go unscreened, which results in ~70% of cancer deaths. The financial implications of late-stage cancer further underscore the urgency of improving screening adherence. Metastatic cancer accounts for over half of employers' total direct cancer spend, averaging over \$90,000 per impacted employee per year.

This starkly contrasts with the significantly lower costs of treating cancers caught at stage 1, highlighting the importance of early detection. In this session, you'll learn about successful strategies employers are using to enhance screening adherence, actionable approaches to drive early detection, mitigate financial risks, and optimize outcomes for employees and employers.

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

Noora Garnett, VP of Global Benefits, **Hasbro**

2:40 – 3:20 p.m.

Concurrent G3

Navigating Health Care Benefits: First Horizon's Strategy for a Geographically Diverse Workforce

Discover how First Horizon Corporation is transforming health care benefits to keep employees happy and healthy while controlling costs. With 420 branches across 12 states, First Horizon elevates engagement and satisfaction through customized benefits and effective health care navigation. Learn how they improved benefits understanding, promoted preventive care, and boosted workforce productivity. Explore strategies that blend technology and human support to tackle the unique challenges of a distributed workforce.

Dave Luby, SVP Client Experience, **Quantum Health**

Courtney Meckes, VP, Benefits & Wellbeing Strategy Leader, **First Horizon**

2:40 – 3:20 p.m.

Concurrent G4

Case Study: Unveiling the Key Financial and Clinical Outcomes of Collaborative Alliances

Alliant Insurance Services, Inc. (Alliant) has enjoyed a 10-year partnership with Sedgwick Claims Management, Inc. (Sedgwick) in their benefits and health and wellbeing consulting. Sedgwick's benefits goals and objectives have focused on critically evaluating and monitoring their health plan and determining where there are continued opportunities in addressing certain health behaviors or condition categories. As such, over the years they have introduced multiple point solution programs to improve lagging health indicators and clinical care quality metrics observed within the Alliant Analytics platform across their workforce. This session will present the methodology of this case study and showcase how Sedgwick was able to measure and monitor their digitally enabled diabetes point solution vendor to support diabetes management.

Holly Bentley, Health Data Analyst, **Alliant Insurance Services**

Katey Bey, Global Head of Total Rewards, **Sedgwick**

Zarmeen Patil, Health Data Analyst, **Alliant Insurance Services**

Christopher Pelosi, VP, Lead Health & Productivity Consultant, **Alliant Insurance Services**

3:20 – 3:50 p.m.

Refreshment Break

Hosted by:



3:50 – 5:00 p.m.

General Session H

Vendor Showcase

Join us for a fun and lively interaction with innovative vendors. Each will have 3 minutes to pitch their product or service with Q&A, cocktails, hors d'oeuvres and networking following the pitches. You'll hear from:



Moderator:

Jim Huffman, MSHCT, President & CEO,
Integrated Benefits Institute

Panelist:

Matthew Ponicali, Vice President, Global Benefits,
Honeywell International Inc.

5:00 – 6:00 p.m.

Cocktail Reception



DAY TWO

Friday, September 27

7:45 – 8:15 a.m.

Continental Breakfast

8:15 – 9:10 a.m.

General Session I

Leveraging the Impact of Innovative Technology in Diabetes Management

You'll learn how employers can support the adoption of technology that enables employees to manage their diabetes more effectively. The program is presented by a benefits director that has demonstrated the value of pursuing an aggressive, multi-layered approach to diabetes prevention and management for his population. The session will cover the decision factors, implementation and outcomes, including clinical data and financials that demonstrate the value of the strategy.

David Hines, Executive Director of Employee Benefits,
Metro Nashville Public Schools

9:25 – 10:05 a.m.

Concurrent J1

The Benefits of Investing in our Diabetics and Pre-diabetics, Including Drug Affordability

Molson Coors Beverage Company places a strong emphasis on their employees, with one of their five core values being Putting People First. They have faced both internal and external challenges, including an on-campus shooting, changing attitudes towards the beer industry, and the potential impact of GLP-1 popularity on overall beverage sales. Even with these pressures, Molson Coors has achieved growth and maintained financial stability. Part of this success can be attributed to their evolving inclusive benefits across medical, pharmacy, and wellbeing for their active population. This presentation will focus on these post-COVID decisions and changes within the pharmacy benefit.

Monica Ko, Director, **WTW**

Harmony Lussier, Sr Director, Benefits,
Molson Coors Beverage Company

9:25 – 10:05 a.m.

Concurrent J2

Sleep: The Often Overlooked but Critical Intervention Strategy for Mental Health

Did you know 70% of people with a mental health condition report sleep disturbance? Poor sleep exacerbates mental health issues and vice versa. With the profound impact sleep and mental health have on whole person health, it's time to wake up to sleep as an incredibly powerful intervention strategy. Learn how a coordinated sleep care management plan drives superior health outcomes, cost savings and workplace productivity while decreasing absenteeism.

Katie Kirkland, Director of Benefits and Wellbeing,
Southern Company

Heidi Riney, MD, Chief Medical Officer, **Nox Health**

Frances Thorndike, PhD, VP of Medical and Scientific Affairs,
Nox Health

For sponsorship opportunities, please contact gmauro@tcb.org

9:25 – 10:05 a.m. **Concurrent J3**

From Awareness to Actionable Strategies: Making Cancer Prevention a Workforce Health Priority

Cancer impacts individual and organizational health. It is one of the most common and costly workforce health challenges and is the top driver of health care cost for employers. Nearly a quarter of organizations' total health care costs go toward cancer treatment, yet 42% of cancers are preventable. Employers are looking to implement strategies and partnerships to support employee well-being, address the rising cost and increasing prevalence of diseases such as cancer, and get upstream by focusing on awareness and prevention. Join our session to learn how firefighter leadership has taken a unique approach to tackling cancer head-on, including targeted awareness campaigns, strategic engagements with health plans and providers, and a special focus on labor-management partnership. Strategies implemented for the high-risk firefighter population can be applied to any organization.

Christina Bernard, Senior Director, Workforce Health Consulting, **Kaiser Permanente**

Adam House, Department Chief, **Sacramento Metropolitan Fire**

Misha McKinney, MHA, RN, OCN, Vice President of Cancer Care Services, **Kaiser Foundation Health Plan, Inc., and Hospitals**

Brian Rice, President, **California Professional Firefighters**

9:25 – 10:05 a.m. **Concurrent J4**

Treatment Resistant Mental Health Conditions: Workforce Health & Productivity Impact and Opportunity

This session will present early findings from a research effort aimed at understanding and quantifying the overall workforce impact of individuals facing treatment-resistant mental health conditions. It will also provide strategies to address barriers related to safety, access and affordability for novel and effective therapeutic support for employees.

Marcus Capone, Founder/CEO, **TARA Mind**

Brian Dolan, President, **TARA Mind**

Jim Huffman, MSHCT, President & CEO, **Integrated Benefits Institute**

Robert Meisner, MD, Medical Director, Ketamine Service, Mass General Brigham McLean; Clinical Fellow in Psychiatry, **Harvard Medical School**

10:20 – 11:00 a.m. **Concurrent K1**

Rethinking Wellbeing Benefits: Using Plan Design to Democratize Vision Care

Vision care isn't always the first thing people think about when you talk to them about benefits, but as we have increased our screen time as a society, vision care has quickly become an essential element to ensuring wellbeing and productivity.

Learn how a large employer took a creative approach to their 2023 vision care offerings to better meet the needs of their employees and help employees significantly reduce out of pocket costs while increasing overall satisfaction with this benefit.

Antonio Moraes, CEO and Co-Founder, **XP Health**

Dan Pikelný, VP, Compensation, Benefits & HR Analytics, **ADT**

10:20 – 11:00 a.m. **Concurrent K2**

GI Disease Is the Next Epidemic

One in four Americans suffer from digestive health issues that are accompanied by uncomfortable and sometimes debilitating symptoms. These issues cost a jaw-dropping \$136 billion each year, which is more than heart disease, mental health, and trauma. The cost for employers is massive, too. Employees with GI issues are estimated to lose 14 hours of productivity per week and miss 13 workdays yearly. Join this session and learn how you can reduce claims and absenteeism related to GI issues, plan effectively to address this top driver of illness-related lost productivity and better understand the impact of absence due to GI issues on your business.

Jennifer Dietrich, Senior Vice President, Head of Global Benefits and Wellness, **Fiserv, Inc.**

Bill Snyder, Chief Executive Officer, **Cylinder**

10:20 – 11:00 a.m. **Concurrent K3**

Transformative Cell & Gene Therapies Overview

The key to appreciating the roles advanced treatments like cell and gene therapies play in today's health care ecosystem begins with understanding genetics. This presentation will provide a brief overview of genetics topics and description of precision medicine before highlighting examples of these advanced genetic therapies in use. Modern genomic medicine will be explored through the lens of employers and other population health decisionmakers. Cell and gene therapies (CGT) promise to transform treatments. However, the high costs associated with these therapies necessitate financial innovation to enhance their availability and accessibility. This session will explore the limitations of existing financing models and introduce three innovative pricing models that could fundamentally change the way CGTs are financed.

Jim Huffman, President, **IBI**

Jennifer Malinowski, MS, PhD, Scientific Affairs Director, Access and Policy Research, **Johnson & Johnson**

Drew Wilkins, Managing Director, **Deloitte Consulting**

10:20 – 11:00 a.m. **Concurrent K4**

IBI Research: Powering Informed HR Decisions

Join IBI's research team for an insightful session that explores the meticulous process behind our research initiatives and agenda setting. Driven by direct input from our Supplier and Employer members, we prioritize and tackle the most pressing issues in the benefits landscape, including health and well-being programs, effective measurement and management, successful return-to-work strategies, and disability management.

This session will also highlight key findings from a recently completed project, showcasing our evidence-based approach and the actionable insights we provide. Our research is designed to deliver practical, implementable solutions that enable organizations to enhance employee health and workplace productivity with confidence.

Carole Bonner, MET, MSAS, Researcher, IBI

Sera-Leigh Ghouralal, PhD., Researcher, IBI

Christin Kurelich, Vice President of Supplemental Products, **Voya Financial**

11:00 – 11:20 a.m.

Refreshment Break

Hosted by:



11:35 a.m. – 12:05 p.m. **Concurrent L1**

Hiding in Plain Sight: Addressing the Second Leading Cause of Disability – Migraines in the Workplace

In this session we'll reveal how to address the hidden cost of migraines in the workplace with evidence-based solutions and resources. Migraines affect 1 in 6 employees, and 1 in 4 middle aged women. Despite its prevalence, migraines remain highly stigmatized in workplace settings. In this session, employers will learn how they can better support employees living and working with migraines through more informed conversations with employees, encouraging a doctor visit or cost-effective accommodations.

Carl Cincinnato, Executive Director, **Migraine at Work**

Olivia Begasse de Dhaem, M.D., Assistant Professor of Neurology, **University of Connecticut, Institute for Headache and Brain Health**

11:35 a.m. – 12:05 p.m. **Concurrent L2**

Employer Panel: Navigating Fiduciary Turmoil, Covering High-Cost Drugs & What Keeps Employers Up at Night

Providing high-quality health care and benefits to employees and families is not only important for their health and wellbeing, but also for retention and recruitment, and it's the law. According to the DOL, employers as plan sponsors and fiduciaries, are required to offer the best benefits at the best price – the duty of loyalty and the duty of prudence. This has reignited employer efforts to pay attention to their role as fiduciary and requires they know what's in their contracts with carriers/TPAs, PBMs, consultants/brokers and vendors including how these entities make money. Hear from leading employers in how they are working with their vendor partners to address these key issues – now and in the future.

Pam Hannon, Global Retirement & Healthcare Leader, Total Rewards, **GE HealthCare**

Cheryl Larson, President & CEO, **Midwest Business Group on Health**

Lesli Marasco, VP of Global Benefits & Well-Being, **AbbVie**

Tara Sherman, Mental Health & Well Being Strategy Leader, **The Boeing Company**

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

Conference Wrap – Up & Prizes

Recapping key conference topics and themes, this wrap-up session will bring major conference takeaways to life, providing you with a summary of all key-takeaways as well as a chance to win prizes: An Apple Watch, Beats Bluetooth Speaker and Apple Air Tags.

WHOM YOU WILL MEET

- Corporate executives from:
- Benefits
- Human Resources
- Health Care
- Organizational Development
- Total Rewards
- Talent Management
- Wellness

POLICY ON VENDOR ATTENDANCE

Registrations received from non-sponsoring vendors will be honored at \$3,095 fee. Vendor attendees are any employees of Health Plans, Brokers, Insurance Companies, Health and Benefits Consultants, Wellness Service Providers, Point-solution Providers, Associations, Think Tanks no matter their title, and anyone in a marketing, sales or accounts management role (from any organization). This fee does not apply to conference sponsors. If you are interested in sponsoring the event, please reach out to Gregg Mauro, gmauro@tcb.org.

HOTEL INFORMATION

Marriott Marquis Chicago

2121 South Prairie Avenue, Chicago, IL 60616

Reserve your room [here](#).

Cut-off date: Friday, September 6, 2024

Rate: \$362

CONTINUING EDUCATION UNITS

The **conference** is pre-approved for:

- 7.75 (General/HR) recertification credit hours toward aPHR, PHR, SPHR, PHRca, GPHR, PHRi, and SPHRi recertification through the HR Certification Institute (HRCI)

- 7.75 PDCs for SHRM-CP or SHRM-SCP

The **workshop** is pre-approved for:

- 2.75 (General/HR) recertification credit hours toward aPHR, PHR, SPHR, PHRca, GPHR, PHRi, and SPHRi recertification through the HR Certification Institute (HRCI)

- 2.75 PDCs for SHRM-CP or SHRM-SCP

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