PRE-CONFERENCE WORKSHOPS

**Wednesday, October 27 – New York**
**Wednesday, November 17 – San Diego**

1:30 – 5:00 p.m.

**Workshop A:**
**Using Data-Driven Insights to Manage Programs and Improve Employee Health and Well-being**
More than half of benefits leaders list improving employee health and well-being as their top organizational goal. They rely heavily on employee satisfaction and engagement data to measure program success but often they are not seeing the return they expected. Employers are frustrated by the limited insights they receive from their benefits data, with 64% saying one of the biggest challenges is analyzing the data to draw meaningful conclusions. Hear from leaders who are transforming the way they operate their benefit programs by leveraging data analytics and learn how to get access to the right insights to help you make better employee-centric decisions.

1:30 – 5:00 p.m.

**Workshop B:**
**One Size Doesn’t Fit All: Designing an Inclusive Mental Health Strategy for Your Workforce**
2020 was a watershed moment for employee well-being and the ROI is clearer than ever: investing in mental health is the right thing to do for both your people and bottom line. However, it's hard to determine the best approach to meet the unique needs of an entire employee population. Join Sanofi and Ginger for an interactive program focused on the HR challenges presented in 2020 and how leading employers are supporting their workforce through the reverberating impact of a stacked crisis. Attendees will learn the core components of implementing an effective and comprehensive mental health strategy and together, we'll examine tools and techniques to cater to your employee's mental health while increasing workforce productivity, retention, and engagement.

**Ayelet Mosaffi Hutson**, Director, Total Well Being, Sanofi US

**Désirée Pascual**, Chief People Officer, Ginger

1:30 – 5:00 p.m.

**Workshop C:**
**Transforming the Employee and Retiree Experience: The Convergence of People and Technology in the “Now Normal”**
This year, in both New York and San Diego, you will have the opportunity to attend a pre-conference workshop focused on giving your employees and retirees a superior benefit experience in the "now normal". Attendees will hear from HR professionals and Willis Towers Watson experts on topics that will explore what the future of work looks like, how the participant experience has evolved, strategies that leverage the individual market and how meeting at the intersection of high-tech and high-touch can transform your interactions to achieve desired results.

DAY ONE
**Thursday, October 28 – New York**
**Thursday, November 18 – San Diego**

7:15 a.m. – 5:00 p.m.

**Conference Registration**

7:15 – 8:00 a.m.

**Networking Continental Breakfast**
Hosted by:

8:00 – 8:15 a.m.  **General Session A**

**Welcome and Opening Remarks**

8:15 – 9:15 a.m.  **General Session B**

**Preparing for a Post-Pandemic Future – Transform: Health Care**

9:30 – 10:15 a.m.  **Concurrent C1**

**Investing in Employee Health and Well-being: Thoughts from Leading Employers**
In this session, you’ll hear from a panel of leading employers who’ve evolved or pivoted to double-down on the health and well-being benefits offered to their employees. You’ll hear about the latest trends in employee mental health and well-being and how the benefits you offer can help reinforce corporate culture and values.

9:30 – 10:15 a.m.  **Concurrent C2**

**Depression & Diabetes: The Link Between Mental Health and Metabolic Disease**
Diabetes and depression are known to have a clinical relationship which makes reducing the prevalence of the disease all-the-more difficult. Tackling both mental health and blood sugar issues poses a true conundrum, but with the advent of precision nutrition, can we alter the course of the disease? And how can the microbiome intermediate to impact outcomes for all metabolic diseases?

9:30 – 10:15 a.m.  **Concurrent C3**

**Transforming Musculoskeletal Care for 2021 and Beyond: New Data Insights & Actionable Benefit Strategies**
With deferred elective surgeries, musculoskeletal (MSK) spend was much lower for employers in 2020. But how do these lessons-learned shape MSK care in 2021 and beyond? Hear new insights on the latest MSK medical claims data, what these MSK trends mean for employers and how an employer transformed its MSK care.

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9:30 – 10:15 a.m.  Concurrent C4

**Maturity Models in Whole Person Virtual Care: Exploring Ground-breaking Virtual-first Outcomes**

Consumers have spoken and virtual care is here to stay, streamlining health care access and costs across today’s distributed workforce. Join this discussion as benefits leaders explore virtual care maturity models and outcomes, which underscore the advantages of contextually rich, whole-person virtual care for comprehensive employee wellness and the bottom line.

**Chad Little**, Teladoc Health Member

**Aaryn Pure**, SVP Sales and Client Management, Teladoc Health

9:30 – 10:15 a.m.  Concurrent C5

**Taking a Proactive Approach with Data Analytics to Support Mental Well-being**

Employers are worried about stress, depression, anxiety, and other mental health challenges employees are facing now and beyond the COVID-19 pandemic. In this session, we’ll explore how data analytics can transform the way you manage your programs, boost productivity, and help you make the right decisions to meet the needs of your most precious commodity – your workforce.

10:15 – 10:40 a.m.  Networking Refreshment Break Hosted by: omada

10:40 – 11:25 a.m.  Concurrent D1

**Remarkable Results™: It Starts with Remarkable Caring**

The toll of the pandemic has helped us focus on our humanity and realize that caring for one another and ourselves has never mattered more. Three employers will highlight how being intentional about caring for their employees led them to offer health care navigation and care coordination. They will share experiences with increased employee satisfaction, cost savings and lessons learned to apply to future strategies.

**Mike Chilen**, Director Global Benefits, Mary Kay

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

**Andrea Romisher**, Senior VP, Benefits & Comp, Kindred Healthcare

**Amanda Vonderhaar**, AVP, Total Rewards, Cincinnati Children’s Hospital Medical Center

10:40 – 11:25 a.m.  Concurrent D2

**Choosing the Right Path: How to Design a Successful Well-being Program Using Your Company’s Purpose and Values**

When COVID-19 hit, L.L.Bean had to evolve to not only meet customer needs but their own employees’ as well. During this presentation, discover how unique initiatives — from their Get Outside mantra to the Gift of Gratitude kudos program — coupled with strong leadership support has helped emphasize holistic well-being and produce results, even during difficult times.

**Stephanie Harvie**, Wellness Manager, L.L.Bean

**Christine Muldoon**, Vice President Marketing and Strategy, WebMD Health Services

10:40 – 11:25 a.m.  Concurrent D3

**How to Avoid Returning to “Normal” in Post-pandemic America**

Mental health following the pandemic is on everyone’s minds. Employers must avoid the mistake of returning to a “normal” benefits landscape. This session will discuss actionable ways employers can implement solutions that are forward thinking, and how benefits leaders can influence the overall organization to mitigate negative ripple effects from the current mental health crisis.

10:40 – 11:25 a.m.  Concurrent D4

**How Benefits Leaders Can Harness the Acceleration of Virtual Health and Innovative Care Solutions**

Attendees will hear from leaders at large organizations on the importance of thinking outside the box on health benefits, and how they’ve been able to harness the latest innovation to build durable, resilient benefits programs — and why now is the time to tap into the abundance of solutions available.

**Eun Yeong Kim**, Director Total Rewards, SpaceX

**Carole Sizemore**, VP Total Rewards, Chobani

10:40 – 11:25 a.m.  Concurrent D5

**The Digital Behavioral Change Revolution**

This session will address how behavior science-based benefits are changing the landscape of preventive care and how employers are using them to drive down costs and simultaneously drive-up engagement. Benefits experts will discuss the digital health solutions every employer should be looking for to create a benefits strategy that cultivates a healthier, more connected, more inclusive organization.

11:40 a.m. – 12:25 p.m.  Concurrent E1

**Food for Thought: How General Mills Engages Employees in Their Health Care to Impact Financial Savings and Create Better Health**

There’s a direct relationship between a personalized, simplified

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employee health care experience, engagement and ROI. During this session, General Mills will share strategies they employ that resulted in double-digit benefits engagement rates while significantly impacting health outcomes.

Kate Behring, Director, Global Benefits, General Mills, Inc.

Jessica Hennessey, DNP, RN, PNP-BC, CMPE, SVP, Clinical Operations, ConsumerMedical

11:40 a.m. – 12:25 p.m. Concurrent E2
How General Mills and DocuSign Embraced Mental Health
In these sessions, Chris Brunson and Ellen Meza will discuss how they have become a Mental Health Champions by taking action to raise awareness of mental health issues among employees, challenging mental health stigma and promoting mental health benefits and resources within their organizations.

New York
Christopher Brunson, Vice President of Total Rewards, General Mills
April Koh, CEO & Co-founder, Spring Health
San Diego
Ellen Meza, Director of Global Benefits & Mobility, DocuSign
Robert Watson, VP of Enterprise Sales & Strategic Alliances, Spring Health

11:40 a.m. – 12:25 p.m. Concurrent E3
ROI Beyond the Numbers: How to Choose an Evidence-based MSK Solution
With MSK disorders resulting in annual direct costs to US employers of $20 billion and indirect costs of $100 billion, choosing the right MSK solution is more important than ever. Join the session to gain insights from a leading organization and learn how to evaluate MSK solutions in terms of efficacy, engagement, retention and provable cost savings.

New York
11:40 a.m. – 12:25 p.m. Concurrent E4
Integrated Primary Care: The Key to a Successful Employee Benefit Strategy
When primary care is integrated into a company’s broader benefits strategy, it has the power to positively impact employee health – and the employer’s bottom line. This session will explore how a connected primary care model can give employees a simplified health care experience, improve outcomes and reduce costs.

San Diego:
Breaking the Barriers to Health Equity
Race, education, income: Recent studies suggest a staggering 80% of health care costs are driven by social factors… and the divide between the haves and have-nots for affordable, accessible care is just as staggering. Every employer – large and small – feels the impact of these inequities in higher costs. Discover how an employer is improving health equity while lowering cost and improving the quality of care.

New York:
Well-being at a Crossroads: A New Route to Reach the Root Causes of Emotional and Social Well-being
“Less than a third of employers think their well-being programs have supported workers through COVID-19,” according to a Willis Towers Watson survey of 494 employers. During this session, you will learn about the latest research on a new model to produce better emotional and social well-being, resilience, belonging, dignity and retention. Gain insights from one visionary employer on a mission to fill these voids and build a more authentic and empowering employee experience.

12:25 – 1:35 p.m.
Networking Luncheon
Hosted by: Walgreens

1:45 – 2:40 p.m. General Session F
Transform: Employee Experience What Do Employees Want and Expect Moving Forward?

2:55 – 3:40 p.m. Concurrent G1
Rally Around Your People: Addressing Today’s Personal, Professional and Parenting Well-being Needs
The pandemic was a short-term event with long-term implications and getting back to work is not “business as usual.” This session will explore proactive trends for how to support the needs of all employees from parents of children with developmental challenges to high functioning executives struggling with stress at work. Now is the time to rally around your people.

Mike Civello, Chief Business Development Officer, Whil, A Rethink Company

New York
Meaghan Rohletter, Director, Health and Welfare Benefits, American Cancer Society

2:55 – 3:40 p.m. Concurrent G2
Diversity, Equity and Inclusion and the Significance of Fertility and Family Building Benefits
In this session, we will discuss the important topic of encouraging and enabling a diverse workforce, how companies are working towards building equitable opportunities for all individuals and how benefits solutions fit into this equation.

2:55 – 3:40 p.m. Concurrent G3
Multiple Chronic Care Needs: One Virtual Care Approach for Your Employees
Virtual care is helping to improve chronic conditions, such as
type 2 diabetes, hypertension, obesity and pre-diabetes by meeting the personalized needs of employees who need it most. Learn how chronic disease management programs can produce effective outcomes, and reduce costs, through digital and connected interventions, ensuring holistic, clinical support – an important differentiator.

2:55 – 3:40 p.m.  Concurrent G4
**Upgrading to First-Class: The Pivot to Support Holistic Well-being and Health Equity**
As companies work to restore the health of their business in the wake of the pandemic and a national reckoning on equality, building workforce resilience is mission critical. Learn how leading employers reimagined their strategies to encompass the full spectrum of employee health across physical, emotional, and financial well-being as well as the social determinants of health where they work, live and play.

3:40 – 4:10 p.m.
**Networking Refreshment Break**
Hosted by:
omada

4:10 – 5:00 p.m.  General Session H
**Washington Update**
Jim Klein, President, American Benefits Council

5:00 – 6:00 p.m.
**Networking Cocktail Reception**
Hosted by:
Willis Towers Watson    aetna
Grokker    happify
MAVEN    MetLife

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**DAY TWO**
Friday, October 29 – New York
Friday, November 19 – San Diego

7:15 – 8:00 a.m.
**Networking Continental Breakfast**
Hosted by:

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8:00 – 9:00 a.m.  General Session I
**Transform: Innovation**
How can employers incorporate emerging innovations now and in the future? What’s coming next and when?

9:10 – 9:55 a.m.  Concurrent J1
**Building a Culture of Health that Engages Employees Around the World**
On a mission to have the healthiest workforce, Johnson & Johnson has created a culture that helps employees make healthy choices and achieve balance in body, mind, and spirit. Discover how digital, holistic well-being programs have been integrated to engage employees across 78 countries and keep them connected throughout the pandemic.

Emily Landgraf, Head of Employee Digital Health, Data Insights and Product Management, Johnson & Johnson

9:10 – 9:55 a.m.  Concurrent J2
**Improving Heart Health at Delta Airlines and Piedmont Healthcare**
Heart-related disease accounts for $214B of health care costs in the U.S. per year, and heart-related issues are the #1 leading cause of death. During this session, you’ll learn Delta Airlines and Piedmont Healthcare are addressing both of these issues and how AI-based technology and data-driven insights help save lives outside of traditional clinical settings.

New York
Jae Kullar, General Manager - Global Health & Wellbeing, Delta Air Lines

San Diego
Jennifer Lavoie, Director of Employee Wellbeing, Piedmont Healthcare Incorporated

9:10 – 9:55 a.m.  Concurrent J3
**Up-leveling MSK Outcomes by Arming Doctors of Physical Therapy with Best-in-Class Virtual Technology**
Acute and chronic pain don't stop for a pandemic, and surgery costs are once again raging out of control. Learn how an employer provides smarter physical therapy to their employees in their own homes, and how immediate outcomes are leading to long-term, cost-effective well-being.

9:10 – 9:55 a.m.  Concurrent J4
**New York:**
**Monitoring and Managing Employee Mental Health in a Post-COVID World**
Stress and anxiety greatly impact your employees’ ability to focus and remain productive in times of crisis and change. Discover how employers are monitoring stress, anxiety and the overall mental health of their employees, and simple strategies for supporting your employees’ mental health so they can increase focus and productivity.

Melissa Frieswick, Chief Commercial Officer, Total Brain

Tina Thornton, Associate Vice President of Wellbeing and Safety, Nationwide

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San Diego:
The Power of Navigation: Using a Data-Driven Strategy to Improve Employees’ Health and Well-being
To lower costs and improve outcomes, organizations and their employees must understand the value of their current benefits offerings, identify opportunities for cost savings and make better decisions. During this session, you will learn how a strong partnership and out of the box strategies can drive engagement, improve outcomes, and deliver a seamless member experience.

9:10 – 9:55 a.m. Concurrent J5

New York:
Building a Culture of Health and Resilience to Future-Proof Your Workforce
As leaders look ahead to life and work beyond the pandemic, they’re also preparing for its aftermath – plummeting mental health, decreasing employee engagement and a rise in post-traumatic stress – particularly for frontline workers. Attend this session and learn proactive strategies for prioritizing mental well-being and building resilience to prepare your employees for future challenges.

Niha Malcomsen, Manager, Employee Wellness, Northwell Health

San Diego:
Building the Health and Well-being Foundation Your Organization Needs
As leaders look ahead to life and work beyond the pandemic, they’re also preparing to combat its aftermath – increasing health inequity, plummeting mental health and decreasing employee engagement particularly for frontline workers. Attend this session and learn proactive strategies for prioritizing mental well-being and building resilience to prepare your employees for future challenges.

9:55 – 10:25 a.m.
Networking Refreshment Break
Hosted by:

New York:
Expert Medical Opinions Can Increase Appreciation of Benefits by Employees
Can employee benefits improve employee relations and lower costs? Scientific Games will discuss how extraordinary member service, top scores in customer care surveys, and high Net Promoter Scores translated to an increased appreciation of benefits by employees and cost savings.

San Diego:
Integrated Communication and Incentive Strategies = Better Outcomes and Utilization
How can you combine incentives and communications for increased member engagement and utilization? Qualcomm Incorporated will discuss the methods they used to promote expert medical opinions to employees including integrated communication strategies and incentives and how they lead to better outcomes and utilization.

Sandy Iwata, Senior Manager, US Health, Qualcomm Incorporated
Morgan McHugh, Vice President, Client Management, 2nd.MD

Kate Wilson, National Account Executive, 2nd.MD

10:25 – 11:10 a.m. Concurrent K2

New York:
Case Study: How Employers Are Stopping a Surgical Cost Crisis
Given skyrocketing costs and pent-up demand from the pandemic, employers need proven solutions to reduce MSK, cardiac surgery, and cancer treatment expenses. Learn how United Airlines uses a value-based strategy to drastically reduce costs while improving patient experience and health outcomes.

Dan Dentzer, Health and Wellness Design Manager, United Airlines
Brent Nicholson, Co-Founder and Chief Client Officer, Carrum Health

10:25 – 11:10 a.m. Concurrent K3

San Diego:
The Value of Employee-Centered Solutions: Using Data to Create Customized Programs that Meet Unique Needs
With data as the keystone, you can create a customized approach to address the diverse health needs of your population. Hear from a large employer who integrated data analytics with expert navigation and advocacy to enhance the employee experience while improving outcomes and reducing costs.

Paula Krupa, Director of Global Benefits, ADM
Arthur “Abbie” Leibowitz, MD, F.A.A.P., Founder, President Emeritus and Chief Medical Officer, Health Advocate

10:25 – 11:10 a.m. Concurrent K1

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share their approach to diversity, equity and inclusion, how they analyzed their entire benefits offering for inclusivity and how they provided equal access to family-forming care for their worldwide teams.

New York
Sheila Krueger, Head of Global Benefits, Zoom

San Diego
Chrissy Morss, Director, Employee Well-being, Clif Bar & Company

11:20 a.m. – 12:05 p.m. Concurrent L2
**Early Detection of More Than 50 Cancers: A Breakthrough Employee Benefit**
Learn how an employer is using a breakthrough approach to cancer screening with a multi-cancer early detection test, and how they are making the test available to employees as a potentially life-changing benefit – all supported by a comprehensive employee experience.

11:20 a.m. – 12:05 p.m. Concurrent L3
**Lowering Musculoskeletal Cost and Helping Employees Through a Comprehensive Approach: From Triage to Treatment to Care Coordination**
Acute and chronic musculoskeletal (MSK) pain leads to a cascade of debilitating effects and high costs. A comprehensive solution contains proper triage, accurate diagnosis and provider led MSK care. Learn how a large employer is lowering their MSK costs by making effective MSK care accessible as well as affordable.

Michelle Gifford, MS CHES, Sr. Wellness Coordinator, City of Plano

11:20 a.m. – 12:05 p.m. Concurrent L4
**Are We Really Okay? Emotional Health Beyond COVID-19**
In this session we will address both the short-term and long-term behavioral health impact COVID-19 has had on our lives. We will discuss the profound – and broad – emotional impact on our employees and their families, how people are – or are not – dealing and things you can do as an employer to help move your workforce – and their families – forward.

New York
Nicholas J. Gettas, MD, Senior Medical Officer, Cigna National Accounts
Ruth Lowenthal, Vice President, Total Rewards, Xcel Energy
Doug Nemecek, MD, MBA, Chief Medical Officer, Cigna Behavioral Health

San Diego
Steve Halpern, MD, FCCP, National Medical Executive for Behavioral Health, Cigna
Stuart Lustig, MD, MBA, Chief Medical Officer, Cigna Behavioral Health
Candice Schaefer, Global Head of Employee Wellness, Twitter

12:15 – 12:30 p.m. General Session M
**Conference Wrap-Up**
Recapping key conference topics and themes, this wrap-up session continues the tradition of lively discussion by bringing major conference takeaways to life with a few surprises and prizes.

**WHOM YOU WILL MEET**
Corporate executives from:
- Human Resources
- Benefits
- Health Care
- Wellness
- Communications
- Human Resource Administration
- Total Rewards
- Talent Management
- Organizational Development

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