

Employee Well-Being

Compelling Well-Being Strategies in
a Challenging Time

December 3 – 5, 2025
New York Marriott
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Brooklyn, NY

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Employee Well-Being

Compelling Well-Being Strategies in a Challenging Time

December 3 – 5, 2025

Brooklyn, NY

PRE-EVENT Wednesday, December 3, 2025

5:00 PM – 7:00 PM

Early Registration & Networking Reception

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

DAY ONE Thursday, December 4, 2025

8:00 AM – 8:50 AM

Registration and Networking Breakfast

Hosted by:  **EMPYREAN**

8:50 AM – 9:05 AM

Opening Remarks

Kelly McDevitt, Program Director, **The Conference Board**

9:05 AM – 9:35 AM

Organizational Well-Being: Structurally Aligning Employee Well-Being with Business Needs

We've all heard that a "top-down" approach to well-being is a winning strategy, but how to execute within your organization may be a challenge. Join Diana Scott, US Human Capital Center Leader at The Conference Board and Julie Sexton, SVP and Chief Human Resources Officer at Land O'Lakes, Inc. as they discuss a successful approach.

Diana Scott, US Human Capital Center Leader, **The Conference Board**

Julie Sexton, SVP and Chief Human Resources Officer, **Land O'Lakes, Inc.**

Hosted by: **THE CONFERENCE BOARD** 

9:35 AM – 10:15 AM

Thriving at Work: Empowering Managers to Drive Organizational Success

Managers are the engine of organizational performance, yet they're often expected to lead without a map. They carry the weight of executing strategy, nurturing team dynamics, and building culture, all while managing their own well-being. No wonder only 21% of managers feel equipped to support their teams' mental health. That's not just a gap, it's a leadership emergency.

During this session, our speakers will deliver actionable insights to transform managers from unsupported middle layers into empowered agents of change. Through practical tools, scalable resources, and real-world examples, you'll learn how to help your managers lead with clarity, empathy, and effectiveness.

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What you'll gain:

- Lead with confidence: Discover the frameworks and training that enable managers to be the first line of support for employee well-being—without increasing their burden
- Unlock organizational performance: Understand how investing in manager mental health leads to measurable improvements in engagement, retention, and productivity—backed by compelling data
- Scale support, reduce burnout: Explore tech-forward, scalable solutions that streamline communication, ease pressure, and build more resilient leadership

Organizations that prioritize manager mental health see a 20% lift in engagement and a 23% boost in productivity. The impact is real, and the opportunity is now.

If you're ready to ignite meaningful change—this session will leave you informed, energized, and ready to lead the future of work.

Hana J. Shin, PhD, Head of Global Mental Well-Being Strategy, **Johnson & Johnson**

Kelsey Witmer, VP, Organizational Excellence, **Spring Health**

Hosted by: **Spring Health** 

10:15 AM – 10:45 AM

Networking Break

10:45 AM – 11:25 AM

Breaking the Trade-Off: Better Health Outcomes Without Higher Costs

Employers face mounting pressure from skyrocketing specialty drug costs, point-solution fatigue, and the mandate to elevate employee experience. Boston Children's Hospital tackled this challenge head-on by implementing a scalable model that blends personalized coaching, sustainable weight management, and targeted GLP-1 support.

This pilot delivered powerful results:

- 100% improved dietary habits
- 93% of participants improved mood and focus

Measurable weight loss: Participants in the GLP-1 track lost an average of 1.15 lbs/week, while those in the lifestyle track lost an average of 0.41 lbs/week.

This session shares practical, actionable steps to optimize cost and enhance the employee experience without compromising either.

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

Greg Salgueiro, MS, RD, LDN, Director Wellbeing, **Boston Children's Hospital**

Hosted by: **Grokker**

11:25 AM – 12:20 PM

Lunch

Hosted by:  **Fay**

12:20 PM – 12:55 PM **Concurrent Session 1A**

From Chaos to Clarity: Building Smarter Well-Being Programs

Almost 90% of employees have access to wellness programs, but only about 23% actually use them. And that's costly. Disengaged workers cost employers an estimated \$450 to \$550 billion annually.

What's sabotaging your wellness program, wasting resources, and leaving employees disengaged? The answer is simpler than you think. Join bswift's Kim Evans, VP of Partnership Ecosystem, Meredith Dyson, VP of Engagement, and Alan Lubeck, Head of US Benefits at bswift client, Sanofi, for this eye-opening discussion unpacking the secrets

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to making wellbeing programs actually work.

Our discussion will explore how organizations can safely and effectively use data and employee feedback to drive meaningful engagement in wellbeing programs. We'll dive into Sanofi's approach to wellbeing, the role of data-driven insights and personalization in their program, and the positive results they have seen.

You'll leave this session with practical insights to boost your wellbeing programs to better engage your employees and deliver real results.

Meredith Dyson, VP, Engagement Sales, **bswift**

Kim Evans, VP Partner Ecosystem, **bswift**

Alan Lubeck, Head of US Benefits, **Sanofi**

Hosted by: **bswift**

12:20 PM – 12:55 PM **Concurrent Session 1B**

Inside the Strategy: How Benefits Leaders Are Approaching Comprehensive Obesity Care

Join a panel of population health decision-makers, including benefits managers and benefits leaders, as they discuss their role and approach to comprehensive health benefits plans, obesity management, and the coverage of obesity management medications (OMMs). Don't miss this opportunity to learn from benefits leaders regarding how they have approached integrating OMMs into their employee health benefits plans.

The program will also examine how benefits leaders evaluated and implemented OMM coverage as an employee benefit, including the steps they took, the stakeholders and analyses involved, potential utilization management strategies, and the methods used to track utilization and measure effectiveness.

Key takeaways:

- Hear real-life examples from benefits leaders and learn how they evaluated obesity support for their employees
- Learn key steps to take while considering adding obesity management medication coverage at your own organization
- Explore opportunities to provide comprehensive obesity management coverage at your organization

This program is sponsored by, and the speakers are presenting on behalf of, Lilly USA, LLC.

Brian D. Davis, MS, RPH, Sr. Director, Pharmacy Strategy, **University of California, Los Angeles**

Stephanie M. Porrin, SPHR, SHRM-SCP, CHVA Director of Human Resources, **Hendry Marine Industries**

Hosted by:  **Lilly**
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1:00 PM – 1:35 PM **Concurrent Session 2A**

Escaping the Legacy PBM Trap

Drug prices are increasing and it's costing American employers and patients. Legacy pharmacy benefit managers are part of the problem. We've all read about spread pricing and taking a percentage of the drug rebate but even worse, legacy PBMs are slow to move, lack innovation, and focus on negotiating discounts for a static list of drugs that aren't the lowest cost options on the market. This leaves plans and patients paying a much higher cost than is necessary. Employers are catching on and more and more are choosing new types of PBMs that provide an alternative approach. Join SmithRx, a modern, full-service pharmacy benefit manager (PBM) dedicated to reducing the cost and complexity of pharmacy benefits. In this session, we'll discuss the current state of the PBM market, hear from employers who've made the transition from legacy to modern PBM, and see the impact it's made on their drug spend and employee satisfaction.

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Joy Gilbert, Chief Customer Success Officer, **SmithRx**

Marie Yorn, Total Rewards Director, **Keystone Cooperative**

Hosted by:  **SmithRx**

1:00 PM – 1:35 PM **Concurrent Session 2B**

Rewriting the Rules of Care: Where Physical and Mental Health Meet

Over one-third of employees managing chronic physical conditions also face mental health challenges. What if your benefits strategy addressed both, seamlessly? For too long, physical and mental health have been treated as separate challenges—managed in silos, supported by different benefits and systems. But the reality is clear: they're deeply connected. And when employers bring them together, something powerful happens.

In this session, you'll hear how Cedars-Sinai redesigned their approach to health and wellbeing—integrating physical health programs with mental health support to create a seamless, whole-person experience. The result? Better care, stronger engagement, and meaningful outcomes for employees managing mental, emotional and physical health concerns.

What you'll take away:

- A clear understanding of how physical and mental health intersect—and why this matters for your people and your bottom line
- A framework for designing benefits that feel more connected, more human, and more effective
- Real-world insights from an employer that's already putting integrated care into action—and seeing results

Jenna Jackson, MS, RDN, CWPM, Manager of Employee Wellness,
Cedars-Sinai Health System

David Pawlowski, LCPC, CEAP, Chief Operating Officer, **CuraLinc**

Jonathon Short, President, **Marquee Health**

Carletta Vicain, LMFT, Associate Director, Work and Life Matters, **Cedars-Sinai Health System**

Hosted by:  **curalinc**
HEALTHCARE

1:40 PM – 2:15 PM **Concurrent Session 3A**

Nancy V. Antoniou, Chief Human Resources Officer, **The Los Angeles Times**

Marybeth Gray, Senior Vice President, Health & Welfare Benefits Consulting, **Marsh McLennan Agency**

1:40 PM – 2:15 PM **Concurrent Session 3B**

2:15 PM – 2:45 PM

Networking Break

2:50 PM – 3:25 PM **Concurrent Tracks**

3:25 PM – 3:50 PM

Networking Break

3:50 PM – 4:30 PM

Virtual Cancer Care for the Distributed Workforce: How Hot Topic Transformed Care Across 800+ Stores

Reaching a distributed workforce has always been a challenge, and retail is a prime example. Communication, education, and engagement are the north stars for benefit leaders, but even the most valuable programs often go underused. Layer on cancer, and employees tend to disengage even further, until a diagnosis sets in and a crisis occurs.

Hot Topic, a forward thinking national retailer, knew all too well the need to deliver cancer care that met and engaged their people where they were, while also taking control of their cancer spend for better outcomes and savings.

In this session, leaders from Hot Topic and Color Health share how they implemented a virtual, next generation cancer care program across 800+ stores, driving real engagement, faster access to expert care, and measurable savings.

What we'll cover:

- How a hands-on, direct virtual cancer care solution can improve outcomes, especially in a distributed workforce
- Which engagement strategies moved the needle (and which didn't)
- What's really driving the cost curve of cancer, and how quickly it can be shifted with the right model

Janet (Frias) Acosta, Human Resources Benefits Manager, **Hot Topic**

Eric Ueno, Senior VP of Human Resources, **Hot Topic**

Caroline Savello, President, **Color**

Hosted by: **color**

4:30 PM – 5:10 PM

Interactive Networking Session

5:10 PM – 5:20 PM

Closing Remarks

5:20 PM – 6:20 PM

Networking Reception

DAY TWO Friday, December 5, 2025

7:45 AM – 8:15 AM

Registration and Networking Breakfast

Hosted by:  **EMPYREAN**

8:15 AM – 8:50 AM

Breakfast Conversations: Small Group Discussions

Attendees join their peers for small group discussions around important topics that require a deeper dive amongst those facing similar challenges.

Facilitator: Joelle Vail, CRO, BrightPlan

Hosted by: **BrightPlan**

The Point Solution Problem: Streamlining Healthcare for Smarter Spending

In the race to support employee well-being, many employers have built complex healthcare ecosystems filled with point solutions from mental health to chronic disease management,

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each targeting a single issue. The result? Fragmented experiences, low utilization, and rising costs that strain both budgets and HR teams. This roundtable will unpack how employers can simplify without sacrificing impact by creating cohesive, employee-centered health strategies that drive engagement, outcomes, and long-term value. We'll explore how integrated solutions can help organizations replace fragmentation with flexibility, making healthcare easier to navigate and more effective for today's workforce.

Facilitator: **Lexie Leitner, PA-C**, Vice President of Clinical Operations, **River Health**

Hosted by: **river**

8:50 AM – 9:00 AM

Opening Remarks

9:00 AM – 9:40 AM

The Ripple Effect of Well-Being: Empowering Lives Through Scalable Health Interventions

When well-being solutions are implemented with purpose and precision, their impact goes far beyond the individual. In this session, we'll sit down with employers to discuss how they unlocked a new level of member engagement with purpose-driven health solutions. Learn how behavior change, digital coaching, and mission-aligned implementation can lead to life-changing—and life-giving—results for individuals, organizations, and communities

What you'll learn:

- How behavior-based health programs can dramatically improve engagement and life outcomes
- The role of digital coaching in increasing eligibility and participation in life-saving initiatives
- Why a purpose-driven wellbeing strategy resonates deeply with employees and boosts long-term impact
- Actionable insights for integrating well-being programs that scale with mission-aligned partners

Sarah Caron, Sr. Manager, Global Well-Being & Recognition, **IDEXX**

Sarah Fry, Wellness Program Coordinator, **Cook Children's Health Care System**

Jennifer Jones, **MSM RD CSOWM**, Clinical Solutions Director, **Noom Health**

Josie Maier, Co-Director, **Project Donor** (*University of Chicago*)

Hosted by: **NOOM**

9:40 AM – 10:20 AM

Tackling Chronic Costs Through Sleep: ASCIP's Innovative Approach

Chronic conditions drive the majority of employer healthcare spend—and poor sleep is a hidden root cause. ASCIP (Association of California School Insurance Pools) recognized that without addressing sleep, efforts to curb costs and improve member health would fall short. This session highlights ASCIP's decision to implement a sleep benefit, the business rationale behind it, and the early results. Benefits leaders will walk away with a clear framework for evaluating sleep as a strategic tool to reduce claims, improve outcomes, and strengthen workforce resilience.

Shabbir Ahmed, Executive Director, **Alliance of Schools for Cooperative Insurance Programs**

Frances P. Thorndike, PhD, VP of Scientific Affairs, **Nox Health**

Hosted by: **NOX HEALTH**

10:20 AM – 10:40 AM

Networking Break

10:40 AM – 11:20 AM

Designing Benefits for Real Life: Estée Lauder's Journey to Whole-Person Well-Being

In a world where stress and uncertainty dominate the headlines, employees are looking to their employers for stability and support. In this session, Estée Lauder Companies shares how they've built a benefits strategy that's not only sustainable— but deeply human. From supporting hopeful and working parents, to helping employees manage eldercare, childcare, pet care, education and college planning, their approach blends smart technology with compassionate support. You'll hear how two of their most celebrated programs are helping employees thrive, and how you can apply these lessons to your own organization to ensure you are maximizing the wellbeing programs in your ecosystem.

What attendees will learn:

- How to build a human-centered wellbeing strategy: discover how Estée Lauder created a sustainable, deeply human approach to benefits, addressing real-life challenges.
- Why ecosystem thinking creates better outcomes: learn how to connect tools, data, and people to maximize impact and create a more supportive workplace.
- Real-world lessons and best practices: gain insights from Estée Lauder's experience, including what worked, what didn't, and what's next— so you can apply these lessons to your own organization.

Matthew Bragstad, Chief Marketing Officer, **Alight Solutions**

Latricia Parker, Vice President, Global Benefits, **The Estée Lauder Companies, Inc.**

Gihan Ramaniganthan, Account Executive, Strategic Account Management, **Alight Solutions**

Hosted by: **alight**

11:20 AM – 12:00 PM

Well-Being Ecosystem Overload: Where Do We Go From Here?

Join The Conference Board, Program Director Kelly McDevitt in a fireside chat with three large employers to discuss the current state of well-being program saturation, and how we get to a strategy that's administratively feasible, while also improving the health and satisfaction of the workforce.

Matthew Arscott, Senior Director, North American Benefits, **Cencora**

Carrie Motschwiller, **Med, RDN**, Manager, Total Rewards, Global Benefits & Wellbeing Programs, **Mastercard**

Kelly McDevitt, Program Director, **The Conference Board**

Hosted by: **THE CONFERENCE BOARD** 

12:00 PM – 12:15 PM

Closing Remarks

Kelly McDevitt, Program Director, **The Conference Board**

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