

THE CONFERENCE BOARD



THE 26TH ANNUAL

Employee Health Care Conference

Igniting Change



PRE-CONFERENCE EVENTS

March 16, 2026 | New York, NY

April 15, 2026 | San Diego, CA

CONFERENCE

March 17 – 18, 2026 | New York Marriott Marquis

April 16 – 17, 2026 | Marriott Marquis San Diego Marina

Sponsored by:



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PRE-EVENT ACTIVITIES

Monday, March 16, 2026 – New York
Wednesday, April 15, 2026 – San Diego

Interactive Workshops

2:00 – 5:00 p.m.

Workshop A

Flexibility Without the Headache: Designing Benefits That Work Harder for Your Budget and Your People

Today's workforce expects personalized, meaningful benefits—but delivering them can feel overwhelming with fixed budgets and fragmented systems. This hands-on workshop will explore how flexible strategies, like Lifestyle Spending Accounts (LSAs), can boost the impact of your benefits program and deliver measurable results without massive overhauls or added complexity.

You'll learn how to audit and optimize current offerings, identify underperforming investments, and design flexible benefits that align with your company's goals. Walk away with practical tools, peer insights, and a clear roadmap for building a more strategic, efficient, and engaging benefits strategy—without draining budget or bandwidth. Key Takeaways:

- Unlock flexibility by reallocating underused benefit dollars
- What makes flexible programs effective—and pitfalls to avoid
- Tactics to simplify design and implementation, even in complex organizations
- How to gain leadership buy-in by aligning benefits with business and talent goals

2:00 – 5:00 p.m.

Workshop B

San Diego

How to Build a Recovery-Ready Workplace: Shifting Culture, Closing Gaps, Supporting Employees

Substance use disorder (SUD) affects every workforce—whether visible or not. Benefits matter, but culture, leadership, and policies ultimately determine if employees feel safe seeking help or suffer in silence. This hands-on workshop will help you assess organizational readiness, learn from peer employers, and leave with a clear plan to close culture gaps and support a healthier, more productive workforce. Attendees will gain:

- A candid assessment of workplace culture and readiness
- Peer-driven strategies for ERGs, leadership engagement, and stigma reduction
- A concrete first step toward building a recovery-ready culture

2:00 – 5:00 p.m.

Workshop C

The Price ISN'T Right – Health Care Edition

In U.S. health care, there's no price tag. Providers, patients, and plan sponsors are often left guessing what care actually costs, where the money goes, and why it takes so long to find out. Even the most sophisticated employers are flying blind on millions in spend. This high-energy workshop reimagines the classic Price Is Right game show as an eye-opening journey into the hidden, confusing, and often absurd world of health care pricing. Using real market data, participants will compete to guess the costs of common procedures, bundled services, and billed charges (spoiler: they're wildly inconsistent and opaque).

What you'll gain:

- A clearer view of how your company's healthcare dollars flow through the system—and where they get lost in the process
- Insights into the structural causes of price variation and lack of transparency
- Peer-driven strategies to strengthen your benefits approach
- A few competitive wins (and surprises) along the way

You'll leave with clarity, actionable strategies, and a sharper lens on how to defend your organization against the chaos of U.S. healthcare pricing.

4:30 – 7:00 pm

Early Registration Cocktail Reception & Hospitality Suite

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

Hosted by:



Cleveland Clinic



First Stop Health



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DAY ONE

Tuesday, March 16 – New York

Thursday, April 15 – San Diego

7:15 a.m. – 5:00 p.m.

Conference Registration

7:15 – 8:00 a.m.

Continental Breakfast

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

Welcome and Opening Remarks

Join us as we open the 2026 Health Care Conference with a bold call to action. Ignite Change. This energizing welcome session will set the tone for two days of breakthrough thinking, candid dialogue, and actionable insights. As the health care landscape continues to evolve – shaped by innovation, affordability pressures, and shifting workforce expectations – employers are uniquely positioned to lead transformation.

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

Balancing the Spend: Reclaiming Value in Employee Benefits

In today's cost-contained environment, employers are under increasing pressure to do more with less – without compromising the impact of their benefits strategy. This session explores how organizations are reallocating benefit spend (shifting from expansion to strategic rebalancing) and enhancing impact through smarter vendor partnerships, analytics, and employee experience design.

9:50 – 10:30 a.m. **Concurrent C1**

Measuring what Matters: Determining the Value of your Benefits Portfolio

Employers must ensure every dollar spent delivers measurable value. But what does “value” really mean in today's environment – and how can you capture it? We'll share real-world examples and tools to help you evaluate your current portfolio, identify gaps and make confident, evidence-based decisions about where to invest next.

9:50 – 10:30 a.m. **Concurrent C2**

Reallocating for Impact: Unlocking Value through Virtual Care, Advanced Primary Care and Plan Design

Employers are shifting away from expansion to optimization – reallocating benefit spend to drive greater value. This session explores how advanced primary care and modernized plan design can work together to improve outcomes, reduce waste, and enhance employee experience.

9:50 – 10:30 a.m. **Concurrent C3**

The Benefits Experience Revolution: Designing Programs Through an Employee-Centric Lens

As employee expectations rise and budgets tighten, flexible benefits offer a scalable, future-ready solution. This session

will show you how to overcome common design and implementation challenges to create benefits strategies that truly resonate.

You'll see how flexibility boosts perceived value—making your existing budget work harder by giving employees more choice. Through real-world examples and peer discussion, you'll leave with a practical framework to rethink, redesign, and reinvest in your benefits experience.

9:50 – 10:30 a.m. **Concurrent C4**

Kids Are in Crisis: Are Your Benefits Ready?

Between Zoom calls and school drop-offs, working parents are facing an unprecedented surge in youth mental health challenges. Rising rates of complex issues like eating disorders, suicidality, ADHD, and autism have pushed many families to a breaking point—and most benefit programs weren't designed for this level of need.

In this fireside chat, a leading global employer and a top psychologist will share how forward-thinking companies are building benefits that support families across every age and stage—from early intervention to crisis care. You'll discover how connected, proactive support not only improves outcomes for kids but also reduces long-term costs and helps parents stay engaged and resilient at work. Key Takeaways:

- How to close critical gaps in care with early intervention and crisis support
- Approaches to addressing high-acuity needs such as suicidality, eating disorders, and neurodivergence
- Shifting from reactive benefits to a proactive, whole-family care model
- Designing mental health support that resonates with next-generation workers

9:50 – 10:30 a.m. **Concurrent C5**

From Episodic to Enduring: Reinventing Women's Health with AI and Empathy

Women's health is a lifelong journey, yet most benefits treat it as a series of isolated events—overlooking early risk signals and long-term outcomes. AI can surface risks sooner, but can it capture the lived experience of a hot flash, miscarriage, or IVF anxiety? This session explores a new model: integrated, predictive care that combines data-driven intelligence with human empathy. You'll learn how employers are moving beyond fragmented point solutions to deliver connected programs that span menstruation through menopause, address comorbidities, close care gaps, and reduce high-cost events. The future of women's health is both intelligent—and deeply human.

9:50 – 10:30 a.m. **Concurrent C6**

A Major Shift in Health Care Delivery

Health care is at a turning point. Digital and in-person care can no longer operate in silos—and AI is already embedded in most care journeys. In this session, benefits leaders will share how integrating digital and in-person care is simplifying MSK journeys, improving outcomes, and delivering higher-value, lower-cost care. You'll also learn how AI enables smarter triage, easier navigation, and frees care teams to focus on what matters most—providing skilled, compassionate support.

9:50 – 10:30 a.m. **Concurrent C7**

Embedded Advocacy: Driving Engagement, Quality, and Cost Outcomes

In this three-year case study, discover how JetBlue successfully reintegrated advocacy services with its medical carrier. Learn about the journey and strategy that delivered:

- Higher employee engagement
- Greater satisfaction
- Better outcomes in both quality and cost

9:50 – 10:30 a.m. **Concurrent C8**

The New PBM Fiduciary: What Transparency Really Requires in 2026

Selecting a pharmacy benefit manager (PBM) isn't just a business decision—it's a fiduciary responsibility. Yet hidden fees, misaligned incentives, and opaque pricing still trap many employers in costly, noncompliant arrangements. In this session, hear how one employer exposed these pitfalls, restructured their PBM strategy, and put employee care and cost savings first. Walk away with a practical roadmap to cut waste, improve transparency, and meet your fiduciary obligations with confidence in today's complex pharmacy benefits landscape.

10:30 – 11:00 a.m.

Refreshment Break

Hosted by:



11:00 – 11:40 a.m. **Concurrent D1**

Creating more Value in Retirement Plans through Pooled Employer Plans (PEPs)

We will hear from clients about their experiences transitioning retirement plans governance and administration to a PEP. They'll share lessons learned and most importantly, the keys to maximizing the value of retirement programs through this model – from freeing up strategic bandwidth, to enhancing participant outcomes, to unlocking efficiencies that allow more investment in the benefits employees value most.

11:00 – 11:40 a.m. **Concurrent D2**

Rewriting the Script: Pharmacy Pricing Models and Rx Care Delivery

As pharmacy costs surge and transparency expectations rise, employers are rethinking how they contract for pharmacy benefits. This session explores the evolving landscape of PBM pricing models – from traditional spread and rebate structures to cost-plus and pass-through arrangements – and how employers are using these strategies to manage risk and improve outcomes.

11:00 – 11:40 a.m. **Concurrent D3**

The ROI You Can't Ignore: Transforming Cardio Risk into Cost Control

Cardiovascular disease (CVD) remains one of the biggest drivers of employer health care costs—with overall costs

projected to rise up to 10% through 2026. To spark meaningful change, benefits leaders must take a proactive approach to heart health with scalable, clinically proven strategies. This session will explore how a digital-first approach can reduce cardiovascular risk, drive lasting behavior change, and deliver measurable savings—helping employers protect both their people and their budgets.

11:00 – 11:40 a.m. **Concurrent D4**

From Complexity to Clarity: Empowering Workforce Health Through Intelligent Navigation

Learn how a large employer is transforming how they tackle health care complexity. In this candid conversation, leaders will share how early, proactive engagement—fueled by data, trust and human connection—is driving better outcomes and meaningful savings. Learn how the employer is supporting its workforce through personalized care navigation and using technology and a clinical model to help ensure employees get the right care at the right time—while reducing administrative burden for HR.

11:00 – 11:40 a.m. **Concurrent D5**

New York

When Benefits Become Strategy: How Microsoft Built the Future of Employee Care

With health care costs projected to rise 9% and employee expectations rapidly evolving, Microsoft took a bold approach—transforming benefits from a program into a core business strategy. By creating a unified, holistic model of care, Microsoft addressed the full reproductive health journey while meeting the needs of a diverse, multigenerational, and global workforce.

In this session, you'll learn how Microsoft's benefits leaders reimagined women's and family health to:

- Boost engagement and improve outcomes for employees and their families
- Reduce costs through measurable results, including fewer preterm births and lower NICU expenses
- Build benefits that serve as a cultural differentiator in the competition for talent

Discover how strategic investment in comprehensive care can both strengthen workforce wellbeing and keep rising healthcare costs in check.

San Diego

Inside Microsoft and Kohler's Strategy for High-Impact, Inclusive Family Health Benefits

With health care costs projected to rise 9% and employee expectations evolving, Microsoft and Kohler responded with bold, unified strategies that redefined how organizations support working families. By reimagining care delivery, they created solutions that are both clinically effective and culturally resonant across global workforces.

In this session, you'll learn how leading employers are:

- Designing inclusive, high-touch family health programs that meet employees where they are

For sponsorship opportunities, please contact gmauro@tcb.org

- Managing costs by improving care outcomes
- Driving engagement through consistent communication
- Embedding benefits into the employee experience to strengthen loyalty and productivity

11:00 – 11:40 a.m. **Concurrent D6**

Digital Member Onboarding

Plan sponsors struggle with how to maximize member engagement with their health plan. During this session, you'll learn about a program that helps plan sponsors digitally onboard employees with omni-channel, personalized communications at the member-level. The program has been shown to increase engagement in both initial enrollment and ongoing connections with their plan.

11:00 – 11:40 a.m. **Concurrent D7**

GLP-1s Broke My Budget – How We Recovered

As GLP-1 prescriptions surged, employers were forced to confront skyrocketing costs and questions about long-term sustainability. In this session, senior benefits leaders will share how they navigated the GLP-1 cost crisis—what missteps they made, the lessons they learned, and the strategies that ultimately helped them rebalance cost and care. From implementing responsible prescribing practices to expanding effective, drug-free alternatives, discover what's working to manage spend without compromising outcomes.

11:00 – 11:40 a.m. **Concurrent D8**

New York

From Nice-to-Have to Business Critical: The Rise of Personalized Spending Accounts

"Personalized" is no longer a buzzword—it's a business imperative. Employees want flexibility and choice, while CFOs demand cost-effectiveness and ROI. Customizable spending accounts bridge that gap, turning Lifestyle Spending Accounts, Rewards & Recognition, education assistance, and workspace reimbursements into core pillars of modern total rewards. In this session, benefits leaders will share how they've designed personalized programs, the outcomes they've seen, and the lessons they've learned along the way. Walk away with real-world strategies and data-driven insights to scale personalized benefits across your organization.

San Diego

Evolving Workplace Well-being in Tech

In the ever-changing technology landscape, a thriving workforce depends on the overall well-being and mental health of its employees. Successful well-being programs offer holistic, integrated, and proactive support to meet employees where they are on their own unique journeys. Through a case study with NVIDIA, the leading chipmaker and AI giant, you'll learn how organizations can:

- Broaden how well-being and mental health are defined
- Demonstrate the value of well-being as a way to boost performance
- Build a culture that empowers employees to flourish at work and in life

11:40 a.m. – 12:40 p.m.

Luncheon

Hosted by:



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

De-risking your Plan: Strategies for a More Resilient Benefits Portfolio

As rising costs and regulatory pressures mount, organizations are rethinking how to protect their benefits investment while maintaining value for their workforce. Explore how employers are reducing financial and operational risk in their benefits strategy through smarter plan design, vendor oversight and governance.

2:00 – 2:40 p.m. **Concurrent F1**

Shifting the Risk: Strategic Levers with ICHRA, Captives and Beyond

As cost volatility becomes the norm, employers are rethinking how they finance and manage benefit risk. This session explores how organizations are using Individual Coverage HRAs (ICHRA), medical stop-loss captives and other innovative structures to shift risk off the plan – without sacrificing employee value.

2:00 – 2:40 p.m. **Concurrent F2**

Managing Pharmacy Risk: GLP-1s, Gene Therapies and the Future of High-Cost Care

Pharmacy costs are now the fastest-growing component of employer health spend – driven by the explosive demand for GLP-1s and the emergence of million-dollar gene and cell therapies. This session explores how employers are navigating this new frontier of pharmacy risk with smarter plan design, vendor strategies, and financial protections.

2:00 – 2:40 p.m. **Concurrent F3**

The Employee Health Iceberg: When Financial Stress Hides Below the Surface

Financial stress is often invisible—yet it drives burnout, absenteeism, and turnover. In this session, leading employers share how they uncovered the hidden costs of financial strain and built strategies to address it head-on. You'll learn:

- How to spot early warning signs of financial fragility
- Ways to engage employees who don't self-identify as "stressed"
- Scalable approaches to reduce presenteeism and disengagement

2:00 – 2:40 p.m. **Concurrent F4**

The Burnout Crisis: From Hidden Cost to Strategic Advantage

Burnout has moved beyond buzzword status—it's now a business-critical risk. With 65% of employees reporting higher stress than five years ago, the impact on retention, productivity, and culture is too costly to ignore. But what if burnout could be reframed—not as a liability, but as a catalyst

for resilience and renewal? In this candid session, hear how a leading employer is turning burnout into a lever for stronger performance and more human-centered workplaces.

Key Takeaways:

- The hidden costs of burnout on talent, culture, and business outcomes
- Practical tools for managers to identify, prevent, and address burnout across teams
- A proven framework for embedding personalized mental health support that drives engagement, retention, and measurable ROI

Whether you're reimagining benefits or reigniting purpose in your workforce, you'll leave with strategies to turn burnout from a challenge into a strategic advantage.

2:00 – 2:40 p.m. **Concurrent F5**

Precision Navigation, Proven ROI: AI's Impact on a Global Benefits Experience

AI has become foundational to modern benefits strategy. This session details how a global, multi-industry enterprise implemented an AI-powered benefits agent to improve employee experience while easing HR workload, resolving thousands of health-related inquiries in the first 60 days, returning 20,000+ hours to HR and employees, and delivering \$1M+ in annualized productivity savings.

You'll learn how to:

- Simplify access to benefits
- Steer employees to high-value care pathways in moments
- Quantify outcomes and ROI using finance-ready evidence

Walk away with a practical playbook to deploy AI navigation alongside your existing stack—safely, quickly, and with measurable results.

2:00 – 2:40 p.m. **Concurrent F6**

New York

Supporting Your Workforce Through Death in Service

A death in service can send shockwaves through an organization, affecting productivity, morale, and wellbeing. This session explores the practical and emotional impact of employee loss, how leading employers manage crisis response, and the strategies that ensure compassionate, effective support for both teams and families. Learn how to build a resilient culture and safeguard your business when the unthinkable happens.

San Diego

The Human-Centered Algorithm: How a Visionary Employer Is Blending AI and EQ to Transform Employee Health Care

AI is reshaping corporate benefits with promises of efficiency and cost savings, but if not applied thoughtfully, it can reduce health care to a transactional, impersonal experience. This session spotlights how a Fortune 100 employer is using advanced technology balanced with emotional intelligence (EQ) to serve more than 420,000 members. Learn how this employer is tackling the complexities of rising costs while keeping employee well-being and engagement at the forefront.

You will gain practical insights into what has worked, what hasn't, and how combining AI with EQ is creating a more empathetic, effective, and human-centered health care experience.

2:00 – 2:40 p.m. **Concurrent F7**

From Cafeteria to Clinical: How Food as Medicine Is Redefining Workplace Well-being

As chronic disease costs soar, employers are turning to food-as-medicine strategies that deliver measurable ROI. This session explores how nutrition-first programs improve productivity, reduce attrition, and advance health equity through access to produce prescriptions, tailored meals, and daily behavior-change supports. Learn how forward-thinking employers are transforming the cafeteria into a clinical tool for workforce health.

2:00 – 2:40 p.m. **Concurrent F8**

Policy as Catalyst: H.R. 1 and the Rise of Advanced Primary Care Strategies

With H.R. 1 reshaping health care incentives, employers have a unique opportunity to align benefit design with policy shifts while expanding access to comprehensive care. Beyond Virtual-First Health Plans (VFHPs), strategies like first-dollar coverage and \$0 copays for virtual primary care and digital health are gaining traction. This session provides practical guidance on plan design, member engagement, and regulatory compliance—positioning orchestrated virtual care as a powerful lever for cost control, access, and better health outcomes.

What Benefit Leaders Will Learn:

- How to align benefit strategies with H.R. 1 policy changes
- The impact of \$0 copays and first-dollar coverage on access and affordability
- Ways to integrate virtual primary care and digital health into plan design
- Practical steps for engagement and compliance that improve outcomes

2:40 – 3:10 p.m.

Refreshment Break

Hosted by:

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vision care

3:10 – 3:50 p.m. **Concurrent G1**

Guarding the Plan: De-risking through Governance and Fiduciary Excellence

Scrutiny is rising on ERISA fiduciary standards for employer health benefit plans. Employers face mounting pressure to demonstrate fiduciary responsibility and embed governance into their benefits strategy. This session explores how organizations can proactively de-risk their health and welfare plans by establishing robust fiduciary governance frameworks.

3:10 – 3:50 p.m. **Concurrent G2**

Seeing Clearly: Managing Benefit Risk through Price Transparency

As fiduciary scrutiny intensifies and cost pressures mount, employers are turning to price transparency as a strategic lever to manage benefit risk. This session explores how greater visibility into provider pricing and plan performance can help employers identify inefficiencies, reduce overpayment exposure, and strengthen governance.

3:10 – 3:50 p.m. **Concurrent G3**

New York

Who's Watching Your Health Care Dollars? Tracking Every Claim from Bank to Bedside

For self-funded employers, every claim dollar is your responsibility — yet most lack visibility into how those dollars move from the company's account to the provider's hands. In this session, a large employer will share how they've built a process to track claims and payments end-to-end: auditing before checks go out, monitoring spend along the way, catching errors, and uncovering what happens in between. This isn't just about accuracy—it's about accountability. Attendees will learn practical strategies to:

- Use data to monitor administrator performance
- Flag and eliminate unnecessary costs
- Ensure plans are paying the right amount for the right care

San Diego

From Nice-to-Have to Business Critical: The Rise of Personalized Spending Accounts

"Personalized" is no longer a buzzword—it's a business imperative. Employees want flexibility and choice, while CFOs demand cost-effectiveness and ROI. Customizable spending accounts bridge that gap, turning Lifestyle Spending Accounts, Rewards & Recognition, education assistance, and workspace reimbursements into core pillars of modern total rewards. In this session, benefits leaders will share how they've designed personalized programs, the outcomes they've seen, and the lessons they've learned along the way. Walk away with real-world strategies and data-driven insights to scale personalized benefits across your organization.

3:10 – 3:50 p.m. **Concurrent G4**

From One-Size-Fits-None to Personalized Support: Building a Scalable Mental Health System

Too often, employees struggle in silence because mental health support arrives late—or not at all. Traditional EAPs weren't designed for today's diverse, multigenerational workforce. Instead of forcing employees into outdated models, what if we built something people actually use? Join leaders from Medtronic and Qualtrics for a forward-looking conversation on the future of workplace mental health. Explore how leading organizations are moving beyond static EAPs to stratified care models, supported by AI, that guide employees to the right level of support—from everyday well-being practices to specialized clinical care. You'll walk away with strategies to:

- Strengthen workforce well-being and resilience
- Boost engagement while lowering benefit waste
- Deliver scalable, personalized mental health support that grows with your organization

3:10 – 3:50 p.m. **Concurrent G5**

New York

From Cost Driver to Opportunity: Rethinking Chronic Conditions

Chronic conditions like diabetes, heart disease, and autoimmune disorders remain some of the largest cost drivers in employer-sponsored health plans—and traditional approaches often fall short. In this session, learn how leading employers are shifting upstream with smarter clinical navigation, earlier interventions, and personalized care models. Discover strategies that not only improve outcomes but also reduce long-term spend, boost engagement, and transform fragmented, reactive care into a seamless, satisfying member experience.

San Diego

The Next Generation of Fertility Care and Hormonal Health

Even in 2026, most benefit plans still fall short in supporting life's major moments. By clinging to outdated definitions of "fertility care," they overlook critical drivers of employee well-being like men's health, menopause, and family-building paths outside of IVF. It's time to challenge the status quo. This session will explore how forward-looking programs that span the full continuum of reproductive and hormonal health not only unlock healthier outcomes, but also cut downstream costs, improve productivity, and strengthen recruitment and retention. You'll leave with a clear vision of what the future of employee support looks like and concrete strategies to build inclusive, cost-effective programs that set a new standard for modern benefits.

3:10 – 3:50 p.m. **Concurrent G6**

New York

The Human-Centered Algorithm: How a Visionary Employer Is Blending AI and EQ to Transform Employee Health Care

AI is reshaping corporate benefits with promises of efficiency and cost savings, but if not applied thoughtfully, it can reduce health care to a transactional, impersonal experience. This session spotlights how a Fortune 100 employer is using advanced technology balanced with emotional intelligence (EQ) to serve more than 420,000 members. Learn how this employer is tackling the complexities of rising costs while keeping employee well-being and engagement at the forefront. You will gain practical insights into what has worked, what hasn't, and how combining AI with EQ is creating a more empathetic, effective, and human-centered health care experience.

San Diego

Reignite Change, Reimagine Radiology: The Silent Driver of Cost and Untapped Key to Transformation

Radiology represents up to 13% of total health care spend and is the second most utilized service—yet it remains one of the least managed. In this session, we'll pull back the curtain on how a leading employer is reframing radiology as a strategic lever for both savings and care improvement. Learn how they achieved more than 65% savings per scan, improved the member experience through concierge navigation, and cut downstream costs—all without disrupting the health plan or requiring upfront fees. See how this overlooked benefit is delivering immediate ROI and reshaping the health care experience.

3:10 – 3:50 p.m. **Concurrent G7**

New York

Rooted in Results: How Treating Obesity Changes Everything

The conversation around obesity care has been dominated by the rising cost of GLP-1s. But there's more to the story. By addressing obesity—the root cause of costly cardiometabolic conditions—employers can improve health outcomes and reduce long-term costs more effectively than with traditional programs.

This session will share how a Fortune 100 company saved millions through an obesity-centered approach that drove weight loss, improved cardiometabolic health, and reduced future disease risk. You'll walk away with a playbook for implementing a proven obesity care strategy—and a reframed view of condition management and prevention.

San Diego

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

Don't miss this opportunity to hear population health decision-makers and benefits leaders share how they've evaluated and integrated obesity management medications (OMMs) into their plans. You'll gain insight into the steps they took, stakeholders involved, analyses that informed their decisions, and strategies used to track utilization and measure outcomes.

Key Takeaways:

- Real-world examples of how benefits leaders evaluated and implemented obesity support
- Practical steps for considering OMM coverage at your organization
- Opportunities to design a comprehensive obesity management strategy

3:10 – 3:50 p.m. **Concurrent G8**

New York

Building Recovery-Friendly Workplaces in the Face of a Quiet Crisis

Substance use often goes unseen at work—but its impact on health costs, safety, and productivity is undeniable. Forward-looking employers are moving from reactive policies to proactive, recovery-friendly cultures that give employees a clear path to help and hope. In this session, hear from leaders who are tackling stigma, aligning leadership, launching peer-led initiatives, and reshaping workplace policies. Whether you're beginning the journey or refining your approach, you'll walk away with practical strategies and lessons learned from the field.

San Diego

Reversing Rising Health Benefit Costs: How UC Is Designing Cost-Effective Care

Join us to explore how the University of California redesigned health plan offerings that controlled costs without sacrificing employee value. Learn how bold changes, backed by data and empathy, are reshaping benefits strategy—and practical approaches to strengthen your own benefits plan design and drive savings.

4:05 – 5:15 p.m. **General Session H**

Washington Update

From Capitol Hill to the courts, the policy landscape for employer-sponsored benefits is shifting rapidly. This session will unpack the latest legislative, regulatory, and judicial developments affecting health care and compliance.

5:15 – 6:15 p.m.

Cocktail Reception



DAY TWO

Wednesday, March 18 – New York

Friday, April 17 – San Diego

7:15 – 8:00 a.m.

Continental Breakfast

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

Navigating the New Health Care Frontier: Emerging Trends in Supporting the Member Journey

As health care continues to evolve, so does the member journey – from initial engagement to long-term wellbeing. This session explores the latest trends shaping how members interact with health care systems, benefit platforms, and support services to create a seamless, integrated, and intuitive member journey.

9:15 – 9:55 a.m. **Concurrent J1**

Form Meets Function: Blending Access, Experience and Value in Modern Benefits

As the health care landscape evolves, employers are reimagining how benefits are designed and delivered to meet the moment. This session explores how organizations are expanding access to care – through virtual first models, advanced primary care, and navigation tools – while ensuring the experience is intuitive and aligned with employee needs.

9:15 – 9:55 a.m. **Concurrent J2**

Cracking the Global Benefits Cost Code

Global benefits costs continue to rise, driven by evolving medical trends, claims experience, and market dynamics. This session will explore strategic approaches, emerging cost drivers, and practical levers that organizations can use to navigate today's complex benefits landscape and effectively manage their global costs.

9:15 – 9:55 a.m. **Concurrent J3**

New York

Beyond Wellbeing: LSAs that Power Life, Work, and Everything In Between

Employees want benefits that fit real life—not legacy perks. Lifestyle Spending Accounts (LSA) simplify everything by combining wellbeing, recognition, and specialty allowances into one flexible platform. Learn how leading employers cut complexity, boost engagement, and turn fragmented programs into a strategic advantage that supports people and business goals alike.

9:15 – 9:55 a.m. **Concurrent J4**

Moving Beyond Navigation for Better Health and Care

Employees often have questions about their benefits but little clarity on where to start. Traditional navigation tools require

people to know their destination first, leaving many unsure and underserved. In this session, learn how one employer went beyond navigation using AI to personalize outreach and encourage preventive care. Discover how turning data into clinically informed actions and personalized recommendations leads to better outcomes and reduced costs.

9:15 – 9:55 a.m. **Concurrent J5**

The Health Cost Albatross: Tackling Rising Costs While Improving Employee Health

Eight in ten benefits leaders say rising health care costs are hurting business operations—and the trend shows no signs of slowing. The problem? Most strategies focus on utilization, not the underlying price of drugs and services.

In this session, you'll hear fresh insights from doctors, benefit leaders, and employees on how to curb specialty drug costs, manage high-cost claims, and meet the evolving health needs of today's workforce. You'll leave with actionable strategies that reduce spend while improving employee outcomes.

Key Takeaways:

- What's really driving health care costs—and why specialty drugs and common high-cost claims matter most
- How to maximize value from vendors and partners to keep costs in check
- Practical solutions for high-cost conditions that also improve employee experience

9:15 – 9:55 a.m. **Concurrent J6**

Commitment to Better: Transforming the Employee Experience

Forward-thinking employers are reimagining health benefits to create a smoother, more supportive experience for their people. This panel explores how organizations are reducing friction in the system, ensuring equitable and accessible care pathways, and providing robust navigation resources to help employees manage complex health needs with confidence. Learn how a focus on customer experience can drive better outcomes, foster trust, and create an empowering workplace culture.

9:15 – 9:55 a.m. **Concurrent J7**

Transforming the Employee Experience Through Value-Based Specialty Care

Traditional fee-for-service models often increase costs without improving outcomes. In this session, you'll hear how leading employers are adopting value-based specialty care to protect both their workforce and their bottom line. Discover how an outcomes-focused approach can:

- Reduce spend while improving access to high-quality care
- Strengthen fiduciary responsibility
- Enhance the employee experience through better results

You'll also hear directly from a member whose journey showcases the impact of aligning incentives for patients, providers, and employers.

9:15 – 9:55 a.m. **Concurrent J8**

New York

Turning Inoperability into Opportunity: Real-Time Insights That Cut Pharmacy Spend

As pharmacy costs climb and complexity grows, members need smarter support to make affordable choices. Leading employers are leveraging connected platforms that unify data across physicians, pharmacies, benefits, and point solutions—guiding members to the right prescription at the right price, in real time. In this session, learn how expanded transparency and timely decision support can lower out-of-pocket costs, reduce plan spend, and create a seamless medication journey that empowers both members and care teams.

San Diego

Responsible Generative AI for Quality Navigation: How Microsoft Connected Members to the Right Doctor

Finding the right doctor is harder than it should be. Too often, people rely on Google searches or word-of-mouth recommendations that don't guarantee quality care. A new generation of AI-powered, personalized solutions is changing that—but only when built responsibly, with rigorous clinical validation, strong data security, and strict privacy standards. By combining responsible AI with comprehensive physician performance data and analytics, organizations can improve health outcomes and lower costs by guiding members to the right providers. In this session, you'll hear how Microsoft identified gaps in its own benefits strategy and designed a safe, effective, and configurable program that delivers better care access—and ultimately a healthier, more productive workforce.

10:10 – 10:50 a.m. **Concurrent K1**

Improving the Benefits Experience with Powerful and Personalized Technology

Navigating and optimizing a wide array of benefits programs and point solutions is a persistent challenge for health care consumers. At the same time, expectations of a simple and intuitive experience have never been greater. This session explores how organizations are leveraging AI-forward technology to inform their program design and deliver a more proactive, personalized and supportive benefits experience for participants.

10:10 – 10:50 a.m. **Concurrent K2**

Beyond Claims: Connecting Data for a Complete View of Employee Health

What if the key to reducing health care costs and improving employee well-being lies beyond medical claims? By integrating data from multiple sources, benefit professionals can uncover the underlying factors – from financial stress to lifestyle choices – that influence employee health and health care costs. Discover how to create a comprehensive risk profile for your population, identify trends, and implement strategies to mitigate risk.

10:10 – 10:50 a.m. **Concurrent K3**

New York

Workplace Determinants of Health™: A New Blueprint for Employee Wellbeing and Performance

What happens inside the workplace can impact health as much as food, housing, or access to care. This session explores Workplace Determinants of Health™—the cultural, environmental, and managerial factors that drive wellbeing, burnout, and productivity. Learn how leading employers are embedding wellbeing into the design of work to reduce risks, strengthen culture, and unlock performance.

San Diego

Scaling Clinical Obesity Care with Confidence: Strategy and Communication That Drive Impact

Obesity management is quickly becoming one of the most critical—and complex—areas of employer-sponsored care. In this session, you'll hear how a large employer launched a clinical obesity management program that encouraged behavior change and supported responsible prescribing of weight-loss medications across a diverse workforce. You'll also learn how the team navigated a major formulary change and simplified member communications to reduce confusion and maintain continuity of care. Walk away with practical strategies to design scalable obesity benefits, manage change effectively, and keep members actively engaged in their health.

10:10 – 10:50 a.m. **Concurrent K4**

Managing Costs Through an Integrated Benefits Approach

An effective benefits ecosystem should be seamless, intuitive, and engaging. Today, that means combining high-touch support with high-tech solutions to deliver access, guidance, and personalized information for every type of employee. In this session, you'll hear how one large employer built an interconnected benefits strategy that improved member satisfaction while effectively managing costs and trend.

10:10 – 10:50 a.m. **Concurrent K5**

New York

Under Pressure: Refining Reproductive Health Benefits for Impact and Affordability

With health care costs climbing and employee demand increasing, employers are taking a hard look at their reproductive health benefits. This session explores how benefits leaders are rethinking coverage—from fertility treatments to the full spectrum of reproductive health for women and men—to balance meaningful impact with long-term affordability.

We'll dive into emerging trends, cost-containment strategies, and real-world examples of high-value program design. Learn how leading employers are making tough choices under pressure—and what those decisions signal for the future of reproductive health benefits.

San Diego

Cancer Engagement in Motion: How Shamrock Foods Transformed a Distributed Workforce into a Cancer Care Success Story

Shamrock Foods faced a challenge: most of their employees don't sit behind a desk, making traditional cancer programs ineffective. To succeed, they shifted their strategy from typical passive solutions and built a hands-on engagement model—bringing cancer care directly to warehouses, trucks, and shifts through onsite roadshows, multilingual outreach, and grassroots champions. Learn how this approach boosted participation, delivered measurable ROI, and improved outcomes across a dispersed workforce.

10:10 – 10:50 a.m. **Concurrent K6**

The Primary Care Pivot: Strategic Purchasing to Maximize Access and Value

Primary care is the backbone of a high-performing health system—but traditional health plan options often limit its potential. Today, employers have more purchasing strategies than ever to enhance access, engagement, quality, and cost management, even within HDHPs. In this session, hear how employers of different sizes and structures reimaged their approach to primary care, leveraging innovative purchasing models to meet their goals for clinical quality and access while managing spend. Key Takeaways:

- Expanded purchasing options to strengthen primary care within health plans
- How plan design, financing, and employer size shape purchasing strategy
- Real-world results: better access, higher quality, and improved cost control

10:10 – 10:50 a.m. **Concurrent K7**

New York

The Well-Being Multiplier: How Local Champions Fueled Systemwide Change

What does it take to embed well-being into the DNA of a 50-hospital health system—without adding headcount? At AdventHealth, it began with data, intention, and a bold shift to an enterprise-wide model. By aligning leadership, activating local champions, and leveraging a grassroots partnership approach, the organization transformed scattered efforts into a scalable, champion-led well-being culture. In this session, you'll learn how AdventHealth empowered HR teams and front-line leaders to drive meaningful engagement—even in regions without dedicated well-being staff.

San Diego

How Georgia-Pacific Lowered Health Care Costs by Empowering Members With a Shoppable Health Plan

In 2025, Koch Industries piloted Sidecar Health in Georgia. The plan paid the average cost of care—no networks, no copays, no prior authorizations. Members who chose lower-cost care kept half the savings; those who spent more paid the difference. Families saved about \$4,000 per year between lower premiums and money earned by shopping, with an

average of \$500 cash back for those choosing lower-cost care. After a successful first-year pilot, Koch is expanding the offering in partnership with Anthem to cover another 15,000 eligible employees across Texas and Kansas.

10:10 – 10:50 a.m. **Concurrent K8**

New York

The New Specialty COE: High-Touch, Low-Friction Care for Complex Conditions

Specialty conditions such as Crohn's, MS, and rheumatoid arthritis affect fewer than 2% of employees—but can drive more than 20% of total plan costs. The reasons: delayed treatment starts, fragmented care, and costly hospital-based infusions. Learn how a large employer partnered with a decentralized, high-touch infusion solution to improve patient experience, accelerate access to therapy, and reduce costs—backed by claims-validated savings. No PEPM. No implementation fees. Just proven ROI: clinically rigorous and financially risk-free.

San Diego

Legacy, Loyalty & the Long View: Financial Wellness That Builds Long-Term Resilience

Estate planning is one of the most overlooked aspects of financial wellness—yet its absence drives anxiety, distracts employees, and undermines long-term wellbeing. With caregiving responsibilities on the rise and two-thirds of adults lacking a will, the need has never been greater. This session explores how forward-looking employers are expanding financial wellness to include legacy preparedness. Learn how proactive planning tools can reduce stress, strengthen loyalty, and foster long-term resilience—at a time when employees' financial wellbeing is directly linked to presenteeism, retention, and team performance.

10:50 – 11:20 a.m.

Refreshment Break

Hosted by:

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

Igniting the Employee Experience in the Age of AI

AI can be a powerful partner in elevating the employee benefits experience – by supporting efficiencies, providing sophisticated data to support decision making, and creating more personalized employee touchpoints. Join us to discover how organizations are using AI strategy to boost efficiency and deliver a more engaging, meaningful benefits experience.

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

New York

Right Care, Right Place, Right Price: Sysco's and Genentech's Modern COE Playbook

When it comes to Centers of Excellence (COEs), many employers think, been there, done that. Traditional facility-

based models often deliver low utilization and limited savings. Sysco and Genentech took a different path—modernizing their approach to connect employees with the right care, at the right place, and at the right price. In this session, learn how both companies are tackling today's challenges while getting ahead of tomorrow's rising trends—improving outcomes, reducing costs, and elevating the member experience.

San Diego

Reset Your HR Playbook: What Smart Companies Are Doing in a Rapidly Changing World

Change is constant—and HR leaders are having to navigate its impact on every level. From economic shifts and political turbulence to organizational change, these challenges are showing up in the workforce through rising strain on employee wellbeing, engagement, and retention. In this panel, leaders share how they're building resilient cultures through proactive wellbeing strategies. From mental health to personalized wellbeing, discover the real-world strategies these leaders are using to keep employees grounded, connected, and thriving—right now and no matter what's around the corner.

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

New York

Addressing Hidden Costs That Derail Employee Financial Well-Being

Employees can't focus on long-term goals like retirement or debt reduction when everyday expenses constantly knock them off track. An unexpected vet bill, medical charge, or car repair can drain savings in an instant, leading to stress, distraction, and lost productivity. In this session, hear how a large employer reshaped its financial wellness strategy to better support the real, day-to-day vulnerabilities most employees face. Learn how inclusive, practical benefits can create stability now—while empowering employees to invest confidently in their future.

San Diego

Prevention, Prevention, Prevention: Extending Healthspans Through Advanced Primary Care

Prevention is one of the most powerful ways to reduce chronic disease and avoid rising health plan costs. Yet while the concept looks simple on paper, putting prevention into practice is far more complex. The key? Building a network of Advanced Primary Care (APC) providers who deliver personalized care and meaningful face-to-face time with patients. In this session, explore how APC networks improve member outcomes, strengthen the patient–physician relationship, and ultimately drive higher-quality care at lower cost for employers.

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

New York

The Ripple Effect: The Overlooked Link Between Youth Mental Health and Workplace Performance

When a child struggles, the effects ripple through the household—often weighing heavily on working parents. These

employees may physically show up to work, but the invisible stress affects their focus, productivity, and overall well-being.

Forward-thinking employers understand that supporting employee mental health means caring for the whole family. In this session, we'll explore how companies are addressing youth and family mental health with innovative benefits strategies. A panel of experts will share real-world solutions that reduce parental stress, strengthen family support, and drive better outcomes both at home and in the workplace.

San Diego

What Drives Cancer Risk—and What Employers Can Do About It

Shifting demographics, lifestyle factors, and access gaps are fueling higher incidence across certain employee populations. For benefits leaders, the question is clear: are we doing enough to address risk early and support employees throughout the care journey?

In this session, you'll gain actionable insights into the risk factors most relevant to working populations, practical tools to assess your own workforce, and strategies to improve outcomes while controlling costs. Key Takeaways:

- Understand the biggest cancer risk factors facing today's workforce
- Learn how to assess risk within your own employee population
- Explore proactive benefit strategies that reduce costs and improve outcomes
- Hear a real-world case study from Qualcomm on turning insights into action

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

New York

Leveraging Data and Evidence to Transform Care for Women and Children

Join Koch Industries' benefits leader for an inside look at how evidence-based strategies are improving outcomes for women and children while reducing costs. This session will cover:

- Patient experience – how Koch is investing in care to support and retain top talent
- Care model – evidence-based protocols and team-based care that deliver measurable impact
- Savings – clinical results that drive unmatched value and cost control

San Diego

Beyond Benefits: A Life-Stage Strategy to Reduce Risk and Control Costs

With health care costs climbing, HR leaders are rethinking benefits as a lever for both cost control and employee wellbeing. Life-stage programs—spanning fertility, maternity, parenting, menopause, and men's health—can lower high-cost claims while boosting engagement and retention across a multigenerational workforce. In this session, hear from a large employer on how they built a clinically managed, evidence-based strategy to support employees through every stage of life.

For sponsorship opportunities, please contact gmauro@tcb.org

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

New York

From Fragmented to Force Multiplier: Using Wellbeing to Align Strategy, Simplify Benefits, and Drive Return

Many employers ask: “Our benefits strategy checks every box—so why aren’t we seeing the value?” The problem isn’t a lack of programs, it’s a lack of connection. Fragmented solutions dilute impact, while a unified, culture-driven wellbeing strategy—rooted in clinical guidance and readiness-to-change—can amplify results.

In this session, discover how leading employers are aligning navigation, culture, and care to:

- Boost employee engagement
- Reduce health risks
- Control rising costs

Leave with practical steps to transform your benefits ecosystem into the high-performing solution it was meant to be.

San Diego

Lost in Network: Solving Hidden Access Gaps in Mental Health Care

Even with strong mental health benefits, many employees still face barriers when trying to find care—particularly within their plan’s network. This session, featuring BD, will share new data highlighting the gap between plan design and real-world access, including geographic and cultural provider shortages that disproportionately impact underserved populations. You’ll learn how identified these “invisible” access gaps and the strategies they used to expand provider availability and ensure more equitable access to care. Attendees will gain practical ideas to improve parity, strengthen navigation support, and optimize network performance.

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

New York

From Burnout to Buy-In: Building a Flexible Caregiving Strategy That Engages Every Generation

The impacts of today’s caregiving crisis continues to cost businesses millions in turnover, absenteeism, and disengagement from employees in every generation. Hear how one employer reimagined their caregiving solution to address budget constraints, antiquated backup care models, and evolving employee needs. What you’ll learn:

- The true costs of the caregiving crisis for your people and your business
- Why traditional Backup Care models miss the mark — and how flexible, employee-first solutions drive engagement and retention
- How to show the ROI of caregiving programs and make a compelling case to leadership

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.

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:



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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.

POLICY ON WALK IN ATTENDEES

Registration closes one business day before each conference. To attend, you must register before then. Walk-in registrations are not permitted. If you are not previously registered, you will not be admitted to the conference.

CONTINUING EDUCATION UNITS

Attendees of the conference will receive continuing education credits. The 2025 Employee Health Care Conferences were approved for:

- 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

We anticipate the 2026 conference and workshops to be approved for a similar number of credits. Specific details will be available about a month before each event.

HOTEL INFORMATION

New York Marriott Marquis

Cut-off Date: Monday, February 23, 2026

Rate: \$365 per night

[Book Here](#)

Marriott Marquis San Diego Marina

Cut-off Date: Tuesday, March 24, 2026

Rate: \$349 per night

[Book Here](#)

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