

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: 

Presented with assistance from:



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

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

Jaclyn Chen, CEO & Co-founder, **Benepass**

Kristen Jacob, Associate Director of Wellbeing, **EY**

Conor Molloy, VP Total Rewards & People Operations, **Authentic Brands**

New York

Nikki Mwaura, Customer Success Manager, **Benepass**

San Diego

Katie Bairhalter, Director of Customer Operations, **Benepass**

Lindsay Molina, Director of Benefits, **Upstart**

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

Suzette Glasner, Ph.D., Chief Scientific Officer, **Pelago**

Emily Munroe, Director, Benefits, **Live Nation Entertainment**

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

Justin Yang, MD, MPH, Medical Director, **Pelago**

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.

Rani Aravamudhan, MD, VP, Analytic Consulting & Medical Director, **Artemis by Nomi Health**

Danielle Barrieau, Director - Analytic Consulting, **Artemis by Nomi Health**

Phil Bulsiewicz, VP, Client Delivery, **Artemis by Nomi Health**

Amy Johnson, Sr. Benefits Director, EMEA, **Medtronic**

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:



5:00 – 6:15 pm

Special Event

Ignite Change: Turning AI Potential into Employer Impact

In this session, we'll share insights from WTW's latest AI Survey. In New York, you'll learn from Marco Diaz, SVP, Global Head of Benefits, about how NewsCorp is deploying AI. In San Diego, Steve Reszczyński, VP of Benefits will share how Global Medical Response is deploying AI. You'll also have the opportunity to meet emerging companies who are revolutionizing benefits navigation, clinical guidance and the employee experience, including **Avante, Counsel Health, Covera Health, Levrx, Milu Health, Nayya, Transcarent, Verily, WellTheory** as well as WTW solutions – **ACT, Embark AI, Expert and Violet**.

New York

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

San Diego

Dr. Jeff Levin-Scherz, Managing Director, H&B, **WTW**

Steve Reszczyński, VP of Benefits,
Global Medical Response

DAY ONE

Tuesday, March 17 – New York

Thursday, April 16 – San Diego

7:15 a.m. – 5:00 p.m.

Conference Registration

7:15 – 8:00 a.m.

Continental Breakfast

Hosted by:



7:15 – 7:45 a.m.

Sound Bath

Kick off the conference with intention. Join us for a sunrise sound bath on the terrace. You'll be "bathed" in sound waves which will promote deep relaxation, reduced stress, and improved mood so you can join the conference with calm and clarity. **San Diego only. Outside, please dress accordingly.**

8:00 – 8:40 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.

John Bremen, Chief Innovation & Acceleration Officer, **WTW**

Sheila Nordquist, North America Health & Benefits Leader, **WTW**

8:40 – 9:40 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.

Stacye Furmanek, Vice President, Total Rewards,
Advocate Health

Melissa Rinker, Director, HR - Benefits Design & Planning,
Allstate

10:00 – 10:40 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.

Derick W. Adams, Vice President, Total Rewards,
Henry Ford Health

New York

Katelyn Elie, VP, Sr. Manager Health & Wellbeing, **TD Bank**

San Diego

Karen Monroe, Benefits Director, **JELD-WEN**

10:00 – 10:40 a.m. **Concurrent C2**

Reallocating for Impact: Unlocking Value through Virtual Care, Vendor Accountability and Plan Design

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

Julie Bell, Chief Human Resources Officer, **Roush**

Meredyth Brown, Director, Global Benefits,
Geosyntec Consultants, Inc.

10:00 – 10:40 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.

Jaclyn Chen, CEO & Co-founder, **Benepass**

Kristen Jacob, Associate Director of Wellbeing, **EY**

San Diego

Lindsay Molina, Director of Benefits, **Upstart**

10:00 – 10:40 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

Alethea Varra, Chief Clinical Officer, **Lyra Health**

New York

Nicole Hernandez, Sr Director, Benefits, **Workday**

10:00 – 10:40 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.

Julie Stadlbauer, Chief Business Development Officer,
Progyny

New York

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

Dene Sparrman, Head of Global Benefits, **Zscaler**

Lisa Wywoda, Director, Rewards, **Unilever**

San Diego

Joanna Balogh-Reynolds, VP of Product Strategy, **Progyny**

Crystal Clark, Sr. Program Manager, Benefits,
American Cancer Society

10:00 – 10:40 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.

New York

Christina Kumbisky, Sr Manager, Benefits, **ADT**

Dr. Bijal Toprani, Physical Therapist, **Hinge Health**

San Diego

Rhea Li, MPH, RD, LD, Program Director of Well-being,
Children's Health

10:00 – 10:40 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

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Sam Ambewadikar, MD, MBA, RVP & Medical Director, Anthem BCBS

Kristen Brown, Director, Total Rewards, JetBlue

10:00 – 10:40 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.

New York

Jordan Feldman, CEO & Co-founder, Rightway

Rhonda Kovach, Manager, Health and Welfare, Xcel Energy

10:40 – 11:10 a.m.

Refreshment Break

Hosted by:



11:10 – 11:50 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.

Krystal Reid, Director, Total Rewards, BlueLinX

11:10 – 11:50 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.

New York

James Garvie, SVP Total Rewards & HR Technology, Southern Company

Megan Marshall, Director, H&B, WTW

San Diego

Kathleen Freeburg, Director, H&B, WTW

Veronica Villasenor, Manager, Total Rewards & HR Service Center, Rice University

11:10 – 11:50 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.

New York

Liz Hill, Director, Benefits, Advance Auto Parts

Melanie Goodwin, MBA, Senior Director of Benefits, Extended Stay America

Jayne Morgan, MD, Vice President of Medical Affairs, Hello Heart

San Diego

Kim S. Barnes, MBA, CEBS, Head of Total Rewards, North America, Circle K Stores Inc.

Stephanie Campbell, RN, BSN, MBA, Director, Solutions Consulting, Hello Heart

11:10 – 11:50 a.m. **Concurrent D4**

New York

Course Correction: How Lifepoint Health Redesigned Benefits to Align Care Decisions with Quality Outcomes

What would it look like if a benefits plan helped employees stay on the path to high-quality care the same way lane-assist technology helps drivers stay on the road? Lifepoint Health is exploring this idea by unifying its benefits into a single plan that uses behavioral cues rather than penalties to guide people toward better in-system care without restricting choice. This session will show how intuitive plan design, aligned incentives, and a clear gold, silver, and bronze provider structure can simplify decisions and strengthen clinical quality across a complex workforce.

New York

Matt Resnick, Chief Medical Officer, SVP Health Plans and Partners, Embold Health

Charlie Toney, VP, Benefits & Health Plan Strategy, Lifepoint Health

San Diego

Guiding Care with Purpose: The Board of Pensions' Journey to Simplify Health Care

When health care complexity stood in the way of well-being, The Board of Pensions of the Presbyterian Church (U.S.A.) sought a way to make benefits meaningful again. They reimaged the member experience — offering personalized navigation that connects individuals to high-value care and essential resources. In this session, discover how this collaboration blends purpose, compassion and data to create a model of affordable, whole-person care that inspires engagement and lasting impact.

Todd Ingves, VP, Pricing, Analytics & Integration, The Board of Pensions of the Presbyterian Church

Kristen Wheeler, SVP, Member Engagement,
Quantum Health

11:10 – 11:50 a.m. **Concurrent D5**

Inside the Strategy: Designing High-impact, Inclusive Family Health Benefits

Facing an estimated 9% increase in health care costs and evolving employee expectations, benefits teams must respond with a bold, unified care strategy that redefines how organizations support working families. At Kohler and Indeed, the teams reimaged care delivery to meet the unique needs of their respective workforces, meeting employees where they are with solutions that are both clinically impactful and culturally resonant. In this session, you'll learn how these leading organizations designed inclusive, high-touch women's and family health programs that resonate across diverse workforces. You will gain insights into strategies to manage costs through better care, drive engagement through consistent communication, and embed benefits into the employee experience to strengthen loyalty and productivity.

Stephanie Glenn, Chief Commercial Officer, **Maven Clinic**

New York

Courtney Lindstrom, Manager - Health & Welfare Benefits,
Kohler Co.

San Diego

Eric Green, Director - US Benefits, **Kohler Co.**

Sarah Sloan, Global Benefits & Wellness Team Lead, **Indeed**

11:10 – 11:50 a.m. **Concurrent D6**

Omnicom's Digital Member Onboarding: Launching Members Into a Seamless Start

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.

Elizabeth Brickman, Vice President Client Strategy,
Aetna National Accounts

Jay Krishnaswamy, Executive Director of Consumer Engagement & Analytics, **CVS Health**

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

11:10 – 11:50 a.m. **Concurrent D7**

GLP-1s Changed the Math: How Employers Are Responding

As GLP-1 prescriptions surged, employers faced tough questions about rising costs and long-term sustainability. In this session, senior benefits leaders will share how they responded to the evolving weight loss landscape and demand for GLP-1s, including missteps, lessons learned, and which sustainable strategies helped them rebalance cost and care. From responsible prescribing practices to effective drug-free alternatives, you'll hear what's working to manage spend without compromising outcomes.

Cimone Diggs, Manager of Health and WellBeing,
Marriott International

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

New York

Jeff Stanley, MD, Medical Director, **Virta Health**

San Diego

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

11:10 – 11:50 a.m. **Concurrent D8**

New York

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 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

Kristen Chan, Global Benefits Analyst, **Qualtrics**

Lisa Gross, Chief People Officer, **Headspace**

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

Kim Baker, Senior Vice President, Customer Success,
ComPsych

Dr. Jennifer Birdsall, Chief Clinical Officer, **ComPsych**

Deepa MacPherson, Director of Global Well-being, **NVIDIA**

11:50 a.m. – 1:00 p.m.

Luncheon

Hosted by:



1:00 – 2:00 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

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are reducing financial and operational risk in their benefits strategy through smarter plan design, vendor oversight and governance.

Dan Roalkvam, Executive Director, **McDonald's Licensees & RMHC Health & Welfare Plan**

Kristen Strobel, Senior Director, Global Benefits, **BD**

2:20 – 3:00 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.

Alan Silver, President of Ambetter Health Solutions, **Centene**

Cheryl Soper, Sr Director, Benefits, **National Veterinary Associates (NVA)**

2:20 – 3:00 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.

New York

Jen Kuehl, VP, Compensation & Benefits, **Maritz, LLC**

Danny Mathew, Director, H&B, **WTW**

San Diego

Katie Asch, US Consulting Pharmacy Practice Leader, **WTW**

Karen Staten, VP, Employee Pay & Benefits Services, **Maritz, LLC**

Elise Vaughan, Director of Benefits – HR, **Washington University St. Louis**

2:20 – 3:00 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"

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

Cindy Silva, Global Benefits Director, **New Balance**

Mark Smrecek, Senior Director, **WTW**

Aimee Snyder, Senior Manager of U.S. Benefits, **Toast**

2:20 – 3:00 p.m. **Concurrent F4**

New York

Beyond the Leave: Build a Culture of Wellbeing to Prevent and Better Manage Mental Health LOAs

Mental health LOAs aren't the starting line. They're a signal. Attend this session for a candid employee-first conversation on treating leave as a continuum: The culture and access that prevent avoidable LOAs, the touchpoints that support people while they're out, and what enables a sustainable return.

J-Young Kim, Director of Benefits for the Americas, **MongoDB**

Kelsey Witmer, VP, Total Rewards and People Operations, **Spring Health**

San Diego

How Moderna Drove High Engagement Without the Hard Sell, and How You Can Too

Many HR teams invest in mental health benefits but see low use, stigma, and confusion. Learn how Moderna made care feel normal and easy to access for employees and families. Leave with a playbook to turn awareness into booked care.

Michael Brownfield, SVP of Customer Success, **Spring Health**

Jeff Stohlberg, Director of Global Benefits, **Moderna**

2:20 – 3:00 p.m. **Concurrent F5**

New York

Better Health with Lower Costs: A Human + AI Approach

Employers face increasing pressure to deliver better health outcomes without increasing costs. In this case study, Boston Children's Hospital demonstrates how an AI-powered wellbeing and benefits model drove measurable improvements in nutrition, mood, focus, and weight—while optimizing spend.

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

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

San Diego

What Levi Strauss Got Right: A New Blueprint for Women's Health at Work

Traditional approaches to women's health often focus narrowly on fertility or hormone therapy for menopause. This session explores how AI is helping expand care with earlier insights, personalized support, and smarter strategies that improve employee health, boost performance, and reduce costs. Hear how Levi Strauss successfully implemented a women's health solution, including early utilization trends and outcomes, and gain practical guidance for building programs that deliver meaningful impact for employees and employers.

Jennesa Atherton, Head of Clinical Affairs, **Bloom**

Melody McClain, Director of Benefits Programs, **Levi Strauss and Company**

2:20 – 3:00 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.

Michelle Gregor, Global Head of Talent Experience, **DRW**

Katie Lynch, Founder and CEO, **ApiaryLife**

Katie Scheininger, Director of Benefits, **Apollo Global Management**

San Diego

What's Working, What's Not: AT&T on Building a Sustainable, Quality-First Health Care Cost Strategy

Health care spend is up. CFOs are asking tough questions. And the strategies you thought would work — like narrow networks — aren't delivering the quality improvements you expected. In this candid session, AT&T will share why the telecom giant — with more than 420,000 members — has made quality the cornerstone of their long-term health care strategy. You'll learn how AT&T has created a proven path to sustainable cost management by defining quality through clinical certainty and by navigating the tension between what members think they want and what actually drives better health outcomes. We'll also uncover the importance of explaining the "why" behind provider recommendations and how AI can enrich the member experience through transparent, personalized guidance that leads to increased engagement and adherence. You'll hear actionable lessons from the front lines on how to stay committed to your North Star even as financial pressures mount.

Ben Jackson, Vice President of Global Benefits, **AT&T**

Nupur Srivastava, Chief Operating Officer, **Included Health**

2:20 – 3:00 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.

Jennifer Jones, Clinical Solutions Director, **Noom Health**

New York

Anna Threadcraft, MS, RDN, LD, Food Policy and Wellness Manager, **Delta Air Lines**

San Diego

Renee Schwanke, Benefits Program Manager, **GoDaddy.com**

2:20 – 3:00 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

New York

Kimberly Csan, CEBS, Corporate Director, Benefits Strategy & Engagement, **HII**

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

San Diego

Carey Shore, Wellness Program Manager, **Heidelberg Materials**

Tim Weed, VP Client Growth and Strategy, **Teladoc Health**

3:00 – 3:30 p.m.

Refreshment Break

Hosted by:



3:30 – 4:10 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.

Emily Maher, Director, Total Rewards, **Land O'Lakes**

New York

Tom Carter, Senior Director, **WTW**

San Diego

Kate Scherckenbach, CEBS, SVP, Total Rewards Manager – Benefits, **Baird**

3:30 – 4:10 p.m. **Concurrent G2**

Seeing Clearly: Optimizing Value through Price Transparency

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

New York

Heather Denkert, Sr. Manager, Health & Wellness Programs, **United Airlines**

San Diego

Michelle Pisani, Director, Benefits and Recognition, **Blue Shield of CA**

3:30 – 4:10 p.m. **Concurrent G3**

New York

How 3 Employers are Separating Hype from Impact

Health care is overflowing with buzzwords and flashy promises — “AI-powered,” “consumer-centric,” “personalized care”...the list goes on. When it comes to finding digital health solutions that actually work, how do you separate substance from sales pitch? In this session, we’ll get down to brass tacks:

- How to use data to identify what your workforce actually needs (and avoid investing in what it doesn’t)
- How to vet vendors based on the evidence, not the marketing material
- How to build data-centric partnerships that continuously track meaningful metrics and hold vendors accountable

This will be a facilitated debate with benefits leaders from Wayfair, Holman, and Koch that have pushed beyond participation rates to define what “engagement” and “effectiveness” really looks like. You will walk away with practical approaches to vendor selection and assessment, new ways to measure outcomes that matter, and a framework for how to turn wellness program benefits from a box-checking exercise to an engine for measurable impact.

Danielle Barrieau, Director - Analytic Consulting, **Artemis by Nomi Health**

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

David Roth, Sr. Benefits Manager, **Wayfair**

John Senay, Manager - Benefits, Wellness, and Leaves, **Holman**

San Diego

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 Medtronic 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

Kristen Chan, Global Benefits Analyst, **Qualtrics**

Lisa Gross, Chief People Officer, **Headspace**

Jeanne Hermes, Benefits Consultant, **Medtronic**

3:30 – 4:10 p.m. **Concurrent G4**

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.

New York

Toni Fritz, VP Total Rewards, Technology & People Services, **Chobani**

Amanda Giglio, Benefits Analyst, **SeatGeek**

Kathleen Harris, Head of Consultant Relations and Strategic Programs, **Forma**

Tracey Larios, Director of Benefits, **Instacart**

San Diego

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

Sheril Perez, Director, Global Benefits and Mobility, **Samsara**

Dominique Schroeder, Senior Benefits Program Manager, **Guild**

Cindy Silva, Global Benefits Director, **New Balance**

3:30 – 4:10 p.m. **Concurrent G5**

New York

The Employee Experience People Trust in Complex Moments

Having benefits is not the same as having support. When employees face something stressful, confusing, or time-sensitive, what really matters is whether they know where to turn and whether they trust what happens next. From everyday questions to moments that are genuinely life-changing, panelists will share how employee expectations, workplace culture, and the realities of high-pressure roles shape the way people actually engage with their benefits. Panelists will discuss how employee behavior and feedback, not just benefit design, continue to influence how their approach evolves over time.

Alisa Beckman, Director of Benefits & Operations, **Bridgewater Associates**

Paul Mele, Global Head of Benefits, **The D. E. Shaw Group**

Jessica Spiegel, Chief Client Officer, **Summus Global**

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 stream 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.

3:30 – 4:10 p.m. **Concurrent G6**

New York

The ROI of Empathy: How Bread Financial Maximizes Benefits Through Human-Centered Personalization

The pressure on benefits leaders is immense: control rising healthcare costs while maximizing employee well-being and driving real engagement. Relying on passive, one-size-fits-all benefits communication is no longer an option. This session unpacks a case study on how Bread Financial created an all-in-one, highly personalized benefits experience for their members — seamlessly integrating virtual care, AI-powered guidance, and wraparound clinical support. By blending algorithmic efficiency with emotional intelligence (EQ), they're delivering the right care, at the right time, via the right human connection. Discover how this integrated approach to personalization drives tangible impact:

- **Cost Management:** Directing employees to high-quality, high-value care options for virtual and in-person settings
- **Actionable Engagement:** Moving beyond awareness to measurable behavior change, with over 80% of households engaged
- **Proactive Support:** Personalized, goal-driven support for members with complex health needs, with over 80% of high-cost members engaged
- **Maximized Value:** Ensuring every dollar spent on benefits is optimized for impact.

Benefits leaders will walk away with actionable insights and proven strategies from the Bread Financial experience on building a trustworthy partnership to transform their own benefits programs from expensive necessities into strategic tools for engagement and cost control.

Eileen Brown, Sr. Manager, Benefits, **Bread Financial**

Trish King, Director, Benefits, **Bread Financial**

Craig Root, Chief Commercial Officer, **Included Health**

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.

Lisa Noles, Vice President, Benefits & LOA Administration, **iHeartMedia**

3:30 – 4:10 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.

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

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

Nicole Hernandez, Sr Director, Benefits, **Workday**

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

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

Stephanie Porrino, SPHR, SHRM-SCP, CHVA, Director of Human Resources, **Hendry Marine Industries**

3:30 – 4:10 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.

Tammy Fennessey, Sr. Director of Benefits, **DICK'S Sporting Goods, Inc.**

James Garvie, SVP Total Rewards & HR Technology, **Southern Company**

Sara Richards, Director of Benefits, **Red Bull North America**

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

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.

Dan Gibbons, MBA, Senior Director, Self-Funded Health Plans, **University of California Office of the President**

Gary Robinson, VP Client Health Plan Design Strategy, **HealthEquity**

3:30 – 4:10 p.m. **Concurrent G9**

New York

When 'Fine' Isn't Fine: Spotting and Addressing Employee Distress Early and the Cost of Overlooking Early Warning Signs

Burnout, absenteeism, and disengagement are no longer exceptions, they're becoming the norm. For employers, this means supporting well-being must go beyond crisis response to understanding how employees truly feel day-to-day and intervening earlier. This session will explore how organizations can recognize early warning signs, address the full spectrum of mental health needs, and create cultures where proactive care is the standard, unlocking stronger engagement and measurable cost savings.

Dena Andre, Head of Global Benefits, **Zelis Healthcare**

Lori Janjigian, VP of Client Success, **Modern Health**

4:25 – 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.

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

5:15 – 6:15 p.m.

Cocktail Reception

Hosted by:

 amazon pharmacy

 fireflyhealth

 LANTERN

 MedImpact

 Quest Diagnostics*

 verily

 win

 wtw

DAY TWO

Wednesday, March 18 – New York

Friday, April 17 – San Diego

7:15 – 8:00 a.m.

Continental Breakfast

Hosted by:



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.

New York

Michelle Acciavatti, NA Health, Wealth & Career Leader, **WTW**

Myoung Cha, Chief Product Officer, **Verily**

Dr. Jeff Levin-Scherz, Managing Director, H&B, **WTW**

San Diego

Eddie Gammill, Senior Director, H&B, **WTW**

Regina Ihrke, **ASA**, **MAAA**, Managing Director, Health, Equity & Wellbeing Leader – North America, **WTW**

Dr. Carolyn Jasik, Associate Chief Clinical Officer, **Verily**

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.

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

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

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.

New York

Lauren DeClue, Manager, Total Rewards, **Accenture**

James Sharpe, Vice President, Global Benefits and Wellbeing, **BMS**

San Diego

Chris Gaither, Head of Global Benefits, **Flowserve**

Heather Ostrowski, Director, Global Benefits,

Keysight Technologies, Inc.

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.

Kim Duck, VP, Global Benefits, **News Corp**

David Liu, Senior Manager, Global Benefits, **Applied Materials**

Ryan Ramsey, SVP, Growth & Strategic Alliances, **Espresa**

Laura Robbins, Manager of Well-being & Recognition Programs, **MaineHealth**

San Diego

When 'Fine' Isn't Fine: Spotting and Addressing Employee Distress Early and the Cost of Overlooking Early Warning Signs

Burnout, absenteeism, and disengagement are no longer exceptions, they're becoming the norm. For employers, this means supporting well-being must go beyond crisis response to understanding how employees truly feel day-to-day and intervening earlier. This session will explore how organizations can recognize early warning signs, address the full spectrum of mental health needs, and create cultures where proactive care is the standard, unlocking stronger engagement and measurable cost savings.

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

Dr. Jessica Watrous, Chief Clinical Officer, **Modern Health**

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.

Janine Gianfredi, Chief Marketing Officer, **Transcarent**

New York

Beth Barrett, Associate Director of Benefits, **Teva Pharmaceuticals**

San Diego

Corey Gilchrist, Vice President of Total Rewards & HRIS, **Shamrock Foods Company**

For sponsorship opportunities, please contact gmauro@tcb.org

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

New York

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

Sari Kalin, Director, Health and Benefits Strategy, **Thermo Fisher Scientific**

San Diego

Ben Isgur, VP Fidelity Health Thought Leadership, **Fidelity Investments**

Bryan Jendretzke, Health and Wellbeing Director, **The Dow Chemical Company**

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.

Princess Little, Director, Benefits and Welfare, **Marriott International**

Gerry Stanley, MD, P-CEO, Chief Medical Officer, **Express Scripts PBM by Evernorth**, the health services business for The Cigna Group

New York

Colin McDonald, Chief Human Resources Officer, **Cross Country Healthcare**

San Diego

Samantha Crockett, Sr. Benefit Manager, People-HR, **J.B. Hunt**

Gerry Stanley, M.D., P-CEO, Chief Medical Officer, **Express Scripts PBM by Evernorth**, the health services business for The Cigna Group

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

New York

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

Leah Fulwood, Senior Benefits Analyst, US Benefits Team, **Global Payments Inc.**

San Diego

Paulo da Costa, COO and Co-Founder, **Commons Clinic**

Sidney DiDomenico, Director of Employee Benefits, **PRISM**

Carly Winokur, VP, Commercial Growth, **Carrum Health**

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.

Elaine Murphy, Sr. Vice President, General Manager, **Rx Savings Solutions**

Candace Shaffer, Associate Vice President, Benefits & Payroll, **Purdue University**

San Diego

Finding Impactful Cost Savings in the Age of GLP-1s: A Case Study with a Nationally Ranked Hospital Network

U.S. health care costs continue to rise, driven in large part by increasing pharmacy costs and a persistent variation in clinical quality. A new approach to benefits strategy is changing that, led by quality-driven incentivization and a focus on physician performance data. By directing members to high-performing providers, supported by clear incentives, transparent quality signals, and simple navigation, organizations can shift cost control from restriction to performance while preserving care access. In this session, you'll hear how a leading Texas-based health system reimagined their own benefits strategy and designed a flexible, impactful program to simultaneously deliver better care access and cost mitigation.

Evan Coglizer, VP of Sales, **Embold Health**

Danita Streight, Manager of Employee Benefits, **Houston Methodist**

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.

Martinique Smith, Senior Director, Benefits, Global Payments

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.

New York

Sattara Lenz, Vice President, Benefits Design and Strategy, JPMorganChase

Chris DeStasio, Senior Analytic Advisor, Truven by Merative

San Diego

Bea Capistrant, Vice President, Healthcare Data Scientist & User Researcher, Morgan Health

Katherine Shanahan, Senior Pharmaceutical Analytic Advisor, Truven by Merative

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 MGM Resorts International is embedding wellbeing into the design of work to reduce risks, strengthen culture, and unlock performance.

Heather Hatchett, Sr. Manager, Wellbeing Benefits, MGM Resorts International

David Pawlowski, Chief Operating Officer, CuraLinc Healthcare

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.

Rebecca Bosley, Sr. Manager, HR Communications, Charter Communications

Veeneta Lakhani, Chief Operating Officer, Vida Health

Sharon Samson, DC, Sr. Manager, Benefits, Charter Communications

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.

New York

Jennifer Dowd, Regional Vice President, UHC National Accounts

Cynthia Williamson, Head of Total Rewards, North America, Ralph Lauren

San Diego

Joe Cannizzo, Regional Vice President, UHC National Accounts

Robyn Jordan, Head of People, DriveTime

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.

Mindy Christopher, Benefits Manager, The RealReal

Dr. Fahimeh Sasan, Founding Physician and Chief Innovation Officer, Kindbody

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.

Corey Gilchrist, VP of Total Rewards & HRIS,
Shamrock Foods Company

Caroline Savello, President, **Color**

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

Josh Dunsby, Enterprise Partnerships Leader,
Amazon One Medical

New York

Ted Barrall, Director of Compensation and Benefits,
The Friedkin Group

Mandy Maxwell, Health Management Consultant, **WTW**

San Diego

Tanner Brunsdale, Director of Benefits and Mobility, **Lyft**

Regina Ihrke, ASA, MAAA, Managing Director, Health, Equity & Wellbeing Leader – North America, **WTW**

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.

Sarah Hawkins, Senior Manager, Employee Well-being,
AdventHealth

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

San Diego

How Koch 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.

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

Kevin Knight, Chief Marketing Officer, **Sidecar Health**

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 PEP. No implementation fees. Just proven ROI: clinically rigorous and financially risk-free.

Rob LaHayne, Chief Commercial Officer, **Leap**

Kristine Karnath, GVP, Total Rewards, **Moog**

San Diego

Igniting HSA Adoption: Turning Passive Benefits Into Active Health and Financial Drivers

Discover how the HR teams at three large employers reimaged their HSA programs to ignite change across employee engagement, education, and financial literacy. This session uncovers what's driving (or stalling) employee participation, from limited understanding to lack of confidence, and what employers can do about it. Learn practical, proven tactics to increase activation, strengthen health and financial education, and drive long-term value for both employees and the organization.

Matt Elsier, Sr. Total Rewards Specialist,
Foundation Risk Partners

Becky Gutwein, Global Director, Benefits, **Inotiv**

Kristi L. Stone, Benefits Manager, **Balance of Nature**

Shobin Uralil, Co-founder and COO, **Lively**

10:50 – 11:20 a.m.

Refreshment Break

Hosted by:



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.

Heather Dunn, VP, Global Total Rewards, HR Analytics & Operations, **Brown-Forman**

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.

Cody Adams, Rewards Partner, **Genentech**

Haleigh Tebben, Chief Growth Officer, **Lantern**

Frankie Yazdian, Director, North American Health and Welfare, **Sysco Corporation**

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.

Jeff Jacques, MD, Chief Medical Officer, **Personify Health**

Bryan Jendretzke, Health and Wellbeing Director, **The Dow Chemical Company**

Sarah Van Orman, MD, MMM, FACHA, FACP, Vice President and Chief Campus Health Officer, Clinical Professor of Family Medicine, Division Head College Health Keck Medicine, **USC**

Tracy Tillery, AVP, Total Rewards, Human Resources Strategy, **GM Financial**

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

New York

Addressing Hidden Costs That Derail Employee Financial Wellbeing

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.

Aaron Brown, Senior Vice President, Total Rewards, **Synchrony**

Brandon Werber, CEO & Founder, **Airvet**

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.

Michael Costello, Total Rewards Commercial Strategy Director, **NextEra Energy**

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

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 wellbeing. 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.

Chris Mosunic, Chief Clinical Officer, **Calm**

Dorothea Scattaglia, Sr. Director, Emotional Wellbeing, **Comcast NBCU**

San Diego

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

Shifting demographics, lifestyle factors, and access gaps are

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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

Trudy McKanna, Senior Field Medical Director, **GRAIL**

Melissa Real, CCP, PHR, Senior Director Benefits & Wellbeing, **Qualcomm**

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

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

Marta Bralic Kerns, CEO & Founder, **Pomelo Care**

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.

Jennifer Courville, Senior Vice President, Business Development, **WIN**

Caroline Selsnik, Sr. Manager, Benefits, **BD**

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

New York

The Power of Personalization: From Fragmented to Force Multiplier

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.

Stephanie A. John, MS, LMFT, LMFT-S, LAC, Director, Team Member Well-being, **Prisma Health**

Matt Percia, Strategic Advisor, **Navigate Wellbeing**

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.

Josh Bruno, Co-Founder & CEO, **Rula Health**

Kristen Strobel, Senior Director Global Benefits, **BD**

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 reimaged 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

Kelly Deutsch, Senior Manager, Benefits, **Baker Tilly Vantagen**

Michael Walsh, CEO, **Cariloop**

San Diego

Long-Term Cost Savings, Life-Saving Care: How Hendry Marine Reinvested Health Plan Savings to Improve Access to High-quality Care

When escalating costs pushed Hendry Marine Industries to evaluate alternative health plan options, the company implemented a cost containment strategy that delivered meaningful savings which created space to step back and ask a more important question: what are our employees actually missing? The data made the answer clear. Too many employees were not using primary care at all. Hendry Marine reinvested the savings and launched an onsite primary care clinic designed around how and where its workforce actually lives and works. In this session you'll learn how the organization used claims data to identify this gap across a complex, hands-on workforce and redirected health care dollars to fundamentally change access to care. You'll learn about their results – stronger engagement, earlier identification of serious health conditions, and health outcomes employees credit with literally saving lives. This case study offers practical lessons for employers looking to move beyond cost reduction alone and use health plan savings to drive meaningful, measurable health impact while strengthening recruitment and retention.

Stephanie Koch, Director of Human Resources,
Hendry Marine Industries

Chris Schutt, Senior Vice President, Consultant Partnerships,
Imagine360

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.

New York

Todd Granger, Northeast Region Leader, **WTW**

San Diego

Jill McLaughlin, Southeast Region Leader, H&B, **WTW**

Adam Eichstadt, Central Region Leader, H&B, **WTW**

WHOM YOU WILL MEET

Corporate executives from:

- Human Resources
- Benefits
- Total Rewards
- Employee Wellbeing
- Talent Management
- Organizational Development

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.

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.

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.

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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

- [Book Here](#)

Marriott Marquis San Diego Marina

- Cut-off Date: Tuesday, March 24, 2026
- Rate: \$349 per night
- [Book Here](#)

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