

THE 27<sup>TH</sup> ANNUAL

# IBI/Conference Board Health and Productivity Forum

October 16 – 17, 2025  
Marriott Marquis Chicago  
Chicago, IL

**Pre-conference Events:**  
October 15, 2025



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## PRE-EVENT ACTIVITIES

### Wednesday, October 15, 2025

1:00 – 5:00 p.m.

#### Special Pre-conference Seminar

##### The Latest Advancements, Challenges, and Opportunities in Workplace Health and Productivity

This seminar aims to bring together leaders, researchers, practitioners, and policymakers to discuss the latest advancements, challenges, and opportunities in the field of workplace health and productivity. You'll hear from subject matter experts on the following topics:

- How carriers use benchmarking for benefit plan design
- Mental health and the next-gen workforce
- Data-driven approaches to utilizing obesity treatment
- Building optimal staffing using integrated data
- Increasing return-to work (RTW) rates following disability claims

This special session is open to both employer and supplier attendees.

2:00 – 5:00 p.m.

#### Interactive Workshop

##### GLP-1s and Weight Management Approaches: Cost, Productivity, and Quality of Life Opportunities

To reduce the burden of disease on employees, it is important for employers to understand the impact of obesity on chronic conditions. We will explore how to align appropriate health care resources (internal and external), deliver support resources for the best employee experience, and maximizing improved health for business productivity. Join us to learn the most effective ecosystem of health plan design, support programs, workplace facilities, and operational impact. Special emphasis will be on how to identify the right type of resources needed based on employee sentiment, demographics, medical and pharmacy claims, and employee turnover.

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

5:00 – 7:00 p.m.

#### Early Registration Hospitality Suite & Cocktail Reception

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

### DAY ONE

### Thursday, October 16

7:15 – 8:00 a.m.

#### Continental Breakfast

Hosted by:



8:00 – 8:40 a.m. **General Session A**

#### Welcome and Opening Remarks

8:40 – 9:20 a.m. **General Session B**

#### Innovative Strategies to Manage Health Care Costs and Enhance Total Rewards

As medical and pharmacy experience near double-digit growth, what can employers do to mitigate future increases? This panel will discuss innovative strategies employers are adopting to manage high-cost claimants and reduce budget volatility, including ways in which organizations are:

- Using AI and machine learning to predict emerging risks
- Implementing cutting-edge clinical strategies and solutions to tackle high cost spend
- Collaborating with vendor partners to optimize existing care management programs to better serve members

Hear strategies employers are adopting to balance prudent cost management while providing top-tier Total Rewards offerings to their workforce.

9:20 – 10:00 a.m. **General Session C**

#### Resilience in Action: Practical Strategies for a Healthier Workforce

Today's workforce is navigating a unique set of challenges – new technologies, shifting workplace dynamics, and rising expectations. These rapid changes can fuel stress and uncertainty, leaving employees feeling disconnected and overwhelmed. This session will explore how leading companies are tackling these challenges and strengthening employee wellbeing in an increasingly complex work environment. From building psychological safety to equipping managers with the skills to navigate tough conversations and support teams under pressure, you'll gain actionable insights to keep your workforce productive, engaged, and resilient in the face of any challenge.

**Renee Albert**, Benefits & Well-Being, **Lyra**

**Rachel Edelman**, Director of Global Wellbeing, **Marriott International**

10:15 – 10:45 a.m.

#### Refreshment Break



10:30 – 11:10 a.m. **Concurrent D1**

## **Numbers Don't Lie: Real-World Heart Health Savings for Employers**

Cardiovascular disease (CVD) is a leading driver of employer health care costs – but how much of that spend is preventable? New third-party analyses and peer-reviewed research confirm that proactive heart health management doesn't just improve clinical outcomes – it delivers significant, measurable cost savings. In this session, we'll share real-world results from large employers who have reduced high-cost CVD claims. This discussion will highlight:

- How digital engagement reduces ER visits, hospitalizations, and costly interventions
- Case studies proving that better CVD management translates to lower health care spend
- Practical strategies for implementing evidence-based solutions in your benefits plan.

**Stephanie Campbell, RN, BSN, MBA**, Sr. Manager, Solutions Consulting, **Hello Heart**

**Hyun Gon Jung**, Director, Global Health, Insurance, and Mobility Benefits, **3M**

10:30 – 11:10 a.m. **Concurrent D2**

## **Are You Wasting GLP-1 Spend? How to Optimize Your Investments**

GLP-1s are here to stay. While they aren't the magic pill for weight loss that media and marketing campaigns often portray, they can deliver promising results when used appropriately. The question benefits leaders now face is, "How can we achieve the most, and lasting, impact from our GLP-1 investments?" During this session peers and industry leaders will share what you can do to avoid wasted spend and how to optimize the value of GLP-1s when taken.

10:30 – 11:10 a.m. **Concurrent D3**

## **Manager Enablement in Employee Mental Health**

A recent study found that managers have more impact on employee mental health than a therapist or doctor – and equal to that of a spouse. Frontline leaders often serve as the first point of contact for struggling employees but may lack the tools to respond effectively. This session explores strategies to empower managers to support their teams, foster open conversations, and create a culture of empathy and care. Attend this session and learn:

- How equipping managers with the right training and resources can normalize mental health conversations and foster a more empathetic workplace culture
- Tools and training programs to help managers recognize and respond to mental health challenges
- The role of empathetic leadership in fostering a mentally healthy workplace culture

11:25 a.m. – 12:05 p.m. **Concurrent E1**

## **The Budget Optimizer's Playbook: Maximizing Benefits Impact in Resource-Constrained Environments**

Economic pressures require strategic benefits approaches without sacrificing effectiveness. Discover how Lifestyle Spending Accounts (LSAs) can transform underutilized programs into flexible, cost-effective benefits rather than requiring new budget. Learn to conduct comprehensive benefits audits that identify consolidation opportunities and hidden costs. Walk away with strategies for reallocating resources from fragmented solutions to flexible frameworks, plus a methodology for presenting benefits optimization to leadership as an investment in organizational resilience.

11:25 a.m. – 12:05 p.m. **Concurrent E2**

## **Redefining Midlife Wellness: How Menopause Support Extends Careers and Boosts Productivity**

With global productivity losses due to menopause topping \$150B annually, benefits leaders see the urgent need to provide better support. But what does effective menopause and midlife health care actually look like? Join this session and learn how to build comprehensive menopause support for your employees. We'll look beyond basic solutions into truly holistic approaches that address every aspect of an employee's midlife health, from clinical care to emotional support. The impact of providing this care extends beyond health outcomes – it can also improve productivity, extend employees' career spans, and drive long-term ROI. During this session, you'll learn:

- The challenges faced by employees navigating menopause and midlife health
- What leading global companies are doing to prioritize menopause support
- The impact of comprehensive support on health and workplace outcomes

**Lauren Arias**, Wellbeing Consultant, **Zurich North America**

**Megha Budhrani**, Senior Client Success Manager, **Maven Clinic**

11:25 a.m. – 12:05 p.m. **Concurrent E3**

## **The Hidden Cost of Pain**

Employees who experience pain on a regular basis have to manage their symptoms day and night. Pain affects the workforce beyond high-cost claims. During this session, Hunter Douglas and UPS will discuss how chronic pain not only produces high cost and recurring claims, but can compromise retention attendance, productivity and even morale.

11:25 a.m. – 12:05 p.m. **Concurrent E4**

## **The N=1 Paradigm: Revolutionizing Employee Benefits Through Precision Analytics**

Imagine a health partner powered by AI, understanding your unique needs and delivering tailored support, motivation, and

education. The N=1 platform makes this a reality, further personalizing the experience with right-sized rewards to drive action. Learn how a major employer leverages this technology to analyze individual and population data, proactively connecting employees with relevant benefits and interventions, ultimately boosting engagement in their existing benefits strategy, one person at a time.

**Renya Spak**, MPH, Chief Growth Officer, **Well**

**Stephanie Turner, RN, MSN**, Vice President, Population Health Services & Clinical Operations, **UNC Health**

1:15 – 1:55 p.m. **General Session F**

### **Building a Wellbeing or Mental Health Champion Program: Lessons Learned From Large-Scale Implementations**

As you think about supporting the well-being of your employee population, will creating roles like “Champions” and “Advocates” help or hurt your goals? The answer may not be as obvious as it seems. In this session, we will cover best practices for implementing these programs, potential pitfalls, and situations where alternative options may produce better outcomes.

**Monica Fernandes, RN, COHC**, Occupational Medicine and Health/ESG – Environment, Social, Governance Americas, **Bayer**

**Fabio Moraes, MD, MPH**, Occupational Health & Industrial Hygiene Americas, **Bayer**

**Kenny Zuckerberg**, VP, Learning and Organizational Excellence, **ComPsych**

2:10 – 2:50 p.m. **Concurrent G1**

### **Future-Proofing Your Workforce: Fertility and Hormonal Health Benefits That Deliver**

As fertility and hormonal health benefits gain traction, employers are seeking solutions that go beyond cost coverage to drive real impact. With the right approach, these benefits can improve employee satisfaction, enhance productivity, and reduce high-cost claims. This session will explore how personalized care, proactive plan design, and holistic support – spanning fertility, menopause, and low T – can help organizations build a more resilient, competitive workforce. Attendees will leave with insights on aligning benefits strategy with business goals to maximize ROI.

2:10 – 2:50 p.m. **Concurrent G2**

### **Behavioral Science at Scale: Optimizing Workforce Health and Productivity Through Personalized Digital Solutions**

In today's dynamic work environment, optimizing workforce health and productivity requires a comprehensive approach that addresses the interconnectedness of physical, mental, and behavioral wellbeing. In this discussion, you will learn how evidence-based behavioral science, and personalized digital technology drive sustainable improvements. By preventing and

managing chronic conditions like obesity and diabetes through behavioral interventions, you'll learn how you can reduce health care costs and improve medication adherence. This session will provide actionable insights that can be integrated into existing workforce health strategies to achieve significant and measurable improvements in employee wellbeing and organizational productivity.

2:10 – 2:50 p.m. **Concurrent G3**

### **Unlocking the Power of Strategic Benefits Communication**

Go behind the scenes with a large employer for a look at the innovative benefits communications strategies they developed to encourage employee engagement and satisfaction. This session will provide actionable strategies for enhancing employee wellbeing and engagement, as well as valuable insights on:

- How to achieve higher enrollment rates and better-informed employees
- A look at the compelling recruiting techniques used to attract top talent
- The impact of communications on employee financial wellbeing

2:10 – 2:50 p.m. **Concurrent G4**

### **The Impact of Bereavement on Mental Health, Quality of Life, and Work Functioning of Parents**

Bereavement following the death of a child with a chronic illness is known to affect parents' mental and physical health, as well as their productivity. However, grief over time remains understudied, making it difficult to measure the long-term impact of grief on bereaved parents, and their needs for bereavement leave. This study assessed the long-term effects of bereavement on HRQoL, work productivity, and social connection in parents whose children died from spinal muscular atrophy (SMA) type 1.

3:05 – 3:45 p.m. **Concurrent H1**

### **The Art of Health Plan Mixology: IDEXX's Winning Recipe**

Many employers struggle to provide high-quality, affordable health care for a diverse workforce with varying needs. IDEXX addressed this challenge by implementing an alternative health plan tailored to a nationally distributed employee base, including frontline workers, frequent travelers, and those with non-traditional schedules. Learn how they achieved an 88% member satisfaction rate and made health care more affordable for 80% of their employees. Attendees will gain insights into the decision-making process, implementation tips, and measurement approaches used to assess the impact of this new plan on employee health and productivity.

**Michael Johnson**, Executive Vice President and Chief Human Resources Officer, **IDEXX**

**Fay Rotenberg**, President and Chief Executive Officer, **Firefly Health**

3:05 – 3:45 p.m. **Concurrent H2**

## Two Truths & a Lie: The Future of Plan Designs and the Role of Virtual Care

As businesses continue to adapt to evolving work environments, employee health care plans must also evolve to address the changing needs of the workforce. In the face of growing challenges like rising health care costs and limited access to care, virtual care has emerged as a key solution. Hear insights from a panel of benefits professionals who have grappled with solving barriers to care in order to improve wellbeing and productivity.

3:05 – 3:45 p.m. **Concurrent H3**

## Leading Through Crisis and Change: Strategies for Fostering Employee Mental Health and Wellbeing

Join industry leaders to discuss the impact of crisis and change on workforce health and learn effective approaches on how you can prepare, respond, and support your employees' mental health and well-being during times of uncertainty. You'll learn about the impact of uncertainty on mental and physical health, gain insight on how to proactively prepare your workforce to deal with crisis situations before they occur, and discover response strategies that can help support workforce mental health during and after critical events.

3:25 – 4:05 p.m.

## Refreshment Break

4:15 – 5:00 p.m. **General Session I**

## Vendor Showcase

Join us for a fun and lively interaction with 6 innovative vendors and learn about new and innovative products and services designed to improve your employees' health and wellbeing and reduce your health care spend. Each will have 3 minutes to pitch their product or service with Q&A, cocktails, hors d'oeuvres and networking following the pitches.

5:00 – 6:00 p.m.

## Cocktail Reception

Hosted by:

**AON**



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HEALTH

**Spring Health**

## DAY TWO

**Friday, October 17**

7:45 – 8:30 a.m.

## Continental Breakfast

Hosted by:



**MetLife**

8:30 – 9:10 a.m. **General Session J**

## From Cost to Competitive Advantage: Demonstrate True ROI You Can Depend on With Your Mental Health Solution

HR and benefits leaders see the impact that investing in mental health can have on employees. But how can you educate your organization's leaders that this is a strategic investment with business outcomes? And, once that investment is made, how can you show the ROI? In this session, Wellstar will give you an insider's look on how they've transformed mental health from a cost center to a true solution that drives value for their people and their bottom line.

**Sarah Bowe**, Senior Vice President, Customer Success, **Spring Health**

**Michele Harris**, Manager, Work Life Services, **Wellstar**

9:25 – 10:05 a.m. **Concurrent K1**

## Can You Really Optimize Costs and Experience? Getting Maximum Value from Your Benefits Ecosystem

Many organizations are facing what feels like a forced choice – reduce costs or deliver a better employee experience. But what if you could achieve both? The growing complexity around choice, multiple providers and varied experiences is profound. Employers spent an additional ~20% on employee programs since 2020, adding more solutions and more systems, yet utilization often averages less than 10%. Similarly, only 52% of employees say they have a good understanding of their total rewards, which leads to an impact gap in the outcomes realized versus the investment made. In this interactive session, we'll explore one organization's roadmap to help you unlock maximum value from your benefits ecosystem investments AND enhance the employee experience. You'll hear real-world strategies for optimizing employee engagement in wellbeing and demonstrating measurable ROI/VOI amidst evolving market pressures.

**Matt Bragstad**, CMO, **Alight**

**Gihan Ramanigathan**, VP Strategic Accounts, **Alight**

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

9:25 – 10:05 a.m. **Concurrent K2**

### **Metro Nashville Public Schools: Fixing the Silent GI Crisis to Reduce Absenteeism and Boost Productivity**

Digestive issues like IBS and GERD silently impact millions – and they're taking a toll on employee productivity, absenteeism, and costs. Metro Nashville Public Schools took proactive steps to support employees with chronic GI conditions, resulting in:

- 17% decrease in employee sick days
- 5:1 ROI, validated by the Johns Hopkins Bloomberg School of Public Health
- 78 Net Promoter Score

This session explores how employers can tackle the invisible burden of digestive health—and unlock measurable improvements in both employee wellbeing and organizational performance.

**David Hines**, Executive Director of Employee Benefits,  
**Metro Nashville Public Schools (MNPS)**

**Bill Snyder**, CEO & Founder, **Cylinder**

10:10 – 10:50 a.m. **Concurrent L1**

### **The Business Case for Caregiving: Lowering Costs with Meaningful Support**

Your employees are facing hidden battles – caring for aging parents, managing chronic conditions, and juggling family responsibilities alongside their roles at work. Supporting them requires more than policies; it takes a commitment to strengthening a culture of care.

In this session learn how Shaw Industries reinforced its people-first approach to deliver meaningful support and boost benefits adoption. You'll hear how they made caregiver support a business priority and built internal alignment to launch paid parental leave. Learn how investing in caregiver support isn't just the right thing to do – it's a strategy that drives retention, productivity, and long-term business results.

**Nikki Sharp**, Director of Health & Wellness Benefits,  
**Shaw Industries**

**Paul Fruhwirth**, Senior VP, **Aon**

**Michael Walsh**, Co-Founder and Chief Executive Officer,  
**Cariloop**

10:50 – 11:20 a.m.

### **Refreshment Break**

11:20 a.m. – 12:00 p.m. **Concurrent M1**

### **The Sleep-Health Connection: How Treating Sleep Disorders Improves Chronic Disease Management**

Sleep disorders don't exist in isolation – they fuel and exacerbate chronic conditions like diabetes, hypertension, and obesity, driving up health care costs and worsening employee health. We'll explore the bidirectional relationship between sleep and chronic disease, highlighting how a comprehensive sleep care solution can break this cycle.

**Diana Morgan**, Director, Well-being & Benefits,  
**Pilot Company**

**Heidi Riney, MD, D.ABPN**, Chief Medical Officer,  
**Nox Health**

11:20 a.m. – 12:00 p.m. **Concurrent M2**

### **Addressing Population Health Needs: How BNSF Ensures Access to Quality Health Care for a National Workforce**

National companies like Burlington Northern Santa Fe (BNSF) face unique challenges in ensuring equitable health care access for their employees. With a workforce spanning across rural and urban areas, and from corporate offices to the field, BNSF has learned how to design benefits that engage this dynamic workforce, improve health care outcomes, and drive smarter utilization. In this session, you'll learn best practices for tailoring benefits to different work environments, effective communication strategies, and how to reach employees – no matter where they live and work.

**Al Codalbu**, SVP Employer Sales, **Embold Health**

**Ashlee Glock**, Director, Medical Benefits & Communication,  
**BNSF**

**Manon Neu**, Client Executive, **Embold Health**

11:20 a.m. – 12:15 p.m. **Concurrent N**

### **Conference Wrap-Up & Prizes**

Recapping key conference topics and themes, this wrap-up session will bring major conference takeaways to life, providing you with a summary of all key-takeaways. You'll have the chance to win prizes.

## CONTINUING EDUCATION UNITS



Attendees will receive continuing education credits. The 2024 Health & Productivity Forum was approved for:

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

The pre-conference seminar and workshop were each approved for:

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

We anticipate the 2025 conference and workshop to be approved for approximately the same number of credits. Specific details will be available about a month before the event.

## WHOM YOU WILL MEET

Corporate executives from:

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

## 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 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. If you would like details on becoming a sponsor or want to check with us before you sign up, contact us at: [TTodorova@tcb.org](mailto:TTodorova@tcb.org).

## HOTEL INFORMATION

### Marriott Marquis Chicago

2121 South Prairie Avenue, Chicago, IL 60616

Reserve your room [here](#).

**Cut-off date:** Friday, September 22, 2025

**Rate:** \$369



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