



# THE ERISA INDUSTRY COMMITTEE

Advocating the Employee Benefit and Compensation Interests of America's Major Employers



## ERIC Membership Meeting

Wednesday, March 23, 2011

10:00 a.m.-4:30 p.m.

Covington & Burling  
1201 Pennsylvania Avenue, N.W., Washington, DC

### Agenda

*As of 3/3/11*

9:30 a.m.-10:00 a.m.

Breakfast

10:00 a.m.-10:15 a.m.

**Welcome & Introduction of Today's Theme**

10:15 a.m.-11:15 a.m.

**Tax Reform and Deficit Reduction: The Impact on Major Employers**

*Virtually every successful effort at tax reform and deficit reduction has had a significant impact on major-employer retirement and health plans. Both are now very much in play and ERIC members need to understand the implications for employer plans.*

**Maya McGuinness, President, Committee for a Responsible Federal Budget**

*Maya McGuinness has become one of the most influential commentators on the federal budget and efforts to reign in the federal deficit. She worked for the Brookings Institution, on Wall Street and is currently with the CRFB as part of the New America Foundation. Maya testifies regularly before Congress on the budget, writes regularly for national publications and has been called "an anti-deficit warrior" by The Wall Street Journal.*

**Judy Xanthopoulos, PhD., Managing Partner, Quantria Strategies, LLC**

*An economist developing simulation models for tax, pension, and health policy on behalf of both the government and private clients, including major corporations, Judy spent almost a decade with the Congressional Joint Committee on Taxation, which has preeminent influence over Congressional tax policy. She also worked with the National Center for Health Services and the Medicare Payment Advisory Commission on health-care cost modeling. She also developed pension modeling for ERIC and other employer organizations.*

11:15 a.m.-11:30 a.m.

Recess

11:30 a.m.-12:15 p.m.

**Hon. Phyllis Borzi, Assistant Secretary of Labor**

**Employee Benefits Security Administration** *(Tentative Acceptance)*

*Phyllis Borzi, confirmed as Assistant Secretary in 2009, last spoke with ERIC members in 2010 and has throughout her career over the last 25 years. She served as pension counsel to the House Education and Labor Committee, as a professor at George Washington University School of Public Health, and of counsel to a major Washington law firm on benefit issues. She is considered to be one of the country's foremost experts on benefits law, and has been engaged as a member of several organizations' boards of directors, as an author of numerous articles, and as a consultant on benefits issues.*

12:15 p.m.-1:00 p.m.

**“Meet Your Colleagues” Networking Lunch**

1:00 p.m.-2:00 p.m.

**Congressional Panel: What’s Really Going On?**

**Sarah Arbes**, Benefits Staff, Senate Minority Leader Mitch McConnell

**Marty Reiser**, Majority Staff, House Ways & Means Committee

**Tom Reeder**, Senior Benefits Counsel, Senate Finance Committee (Majority)

2:00 p.m.-3:00 p.m.

**Planning for Benefits in an ERA of Uncertainty—Part One**

*This panel will review the shifting regulatory environment affecting four key benefits issues:*

- Healthcare reform
- Wellness/prevention programs
- PBGC proposal for sponsor credit worthiness & risk related premiums
- Plans sponsor requirements for participant disclosure

**Kathryn Ricard**, Senior Vice President, Retirement Security, ERIC

**Gretchen Young**, Senior Vice President, Health Policy, ERIC

**Amy Moore**, ERIC Counsel, Covington & Burling

3:00 p.m.-3:15 p.m.

Recess

3:15 p.m.-4:30 p.m.

**Planning for Benefits in an ERA of Uncertainty—Part Two**

*ERIC members will continue a broader discussion of how each of the issues in the first panel has affected strategic benefit design and planning at their companies.*

**Jeanne Denz**, Director, Global Employee Benefits; General Mills & ERIC Chair

**Chantel Sheaks**, Principal; Buck Consultants

**Joseph Schiffhouer**, Corporate Vice President, Tax and Employee Benefits Law; FedEx & ERIC Vice Chair

Additional speaker to be announced.

4:30 p.m.

Adjournment

6:30 p.m.

**Membership Networking Dinner**

*Restaurant to be announced. Participants will be invoiced the cost of the dinner.*



## ERIC Health Policy Committee Meeting

Thursday, March 24, 2011

9:00 a.m.-1:30 p.m.

Covington & Burling  
1201 Pennsylvania Avenue, N.W., Washington, DC

### Agenda

*As of 3/3/11*

- 8:30 a.m.-9:00 a.m. Breakfast
- 9:00 a.m.-10:00 a.m. **“Ask the Government” Panel**  
*Joint session with Retirement Policy Committee*
- Lou Campagna\***, Division of Fiduciary Interpretations, Office of Regulations and Interpretations, Employee Benefits Security Administration, U.S. Department of Labor
- Joe Canary\***, Deputy Director, Regulations and Interpretations, Employee Benefits Security Administration, U.S. Department of Labor
- Daniel Maguire\***, Director, Health Plan Standards and Compliance Assistance, Employee Benefits Security Administration, U.S. Department of Labor
- Helen Morrison\***, Deputy Benefits Tax Counsel, U.S. Department of Treasury
- 10:00 a.m.-10:15 a.m. **Concurrent Committee Meetings & Welcoming Remarks**  
*Committees meetings will be held concurrently in separate rooms.*
- 10:15 a.m.-11:15 a.m. **Wellness Incentives in Employer-Sponsored Plans:  
What Works and What Doesn’t?**
- Roger Chizek**, Director, U.S. Benefits, Medtronics
- Ellen Collier**, Vice President, Compensation and Benefits, Eaton
- Sylvia Doss**, Design Analyst, Chevron
- Susan Long**, Senior Benefits Specialist, Unilever
- Christine Morris**, Benefits Strategy, Plan Manager Wellness, American Airlines
- Michael Taylor, MD**, Medical Director, Health Promotion, Caterpillar
- 11:15 a.m.-11:30 a.m. Break

*\*Invited*

11:30 a.m.-12:30 p.m.

**Moderated Discussion: The Continuing Challenges of PPACA Implementation**

**Melinda Grosskopf**, Senior Director, Global Health and Welfare Benefits, Tyco  
(Moderator)

**Maria Krogue Christensen**, Vice President, Client Services & Product Development, Deseret Mutual Benefits Administrators

**Allison Klausner**, Assistant General Counsel, Benefits, Honeywell

**Marsha Manning**, Manager, Health Care Initiatives and Public Policy, General Motors

**David Repko**, Director, Health & Welfare Programs, US Steel

12:30 p.m.-1:30 p.m.

**Lunch with Speaker**

**Joel Ario**, Director, Health Insurance Exchanges, Consumer Information and Insurance Oversight (OCIIO), U.S. Department of Health and Human Services

1:30 p.m.

**Adjournment**



## ERIC Retirement Security Committee Meeting

*Thursday, March 24, 2011*

*9:00 a.m.-1:30 p.m.*

Covington & Burling  
1201 Pennsylvania Avenue, N.W., Washington, DC

### Agenda

*As of 3/3/11*

- 8:30 a.m.-9:00 a.m. Breakfast
- 9:00 a.m.-10:00 a.m. **“Ask the Government” Panel**  
*Joint session with Health Policy Committee*
- Lou Campagna\***, Division of Fiduciary Interpretations, Office of Regulations and Interpretations, Employee Benefits Security Administration, U.S. Department of Labor
- Joe Canary\***, Deputy Director, Regulations and Interpretations, Employee Benefits Security Administration, U.S. Department of Labor
- Daniel Maguire\***, Director, Health Plan Standards and Compliance Assistance, Employee Benefits Security Administration, U.S. Department of Labor
- Helen Morrison\***, Deputy Benefits Tax Counsel, U.S. Department of Treasury
- 10:00 a.m.-10:15 a.m. **Committees Reconvene; Welcome, Overview of the Meeting & Introductions**
- 10:15 a.m.-10:45 p.m. **Overview of Legislative & Regulatory Issues Facing Major Employers**
- Kathryn Ricard, Senior Vice President Retirement Policy at ERIC will provide a brief overview of recent legislative and regulatory issues impacting large employers in the retirement policy area. We will review the discussions of the General Membership meeting’s panel of House and Senate staff as well as the joint committee’s panel on “Ask the Government.” This is an opportunity to participate in a discussion with your peers on issues currently facing your company and to help determine ERIC priorities going forward.*
- Issues to Watch:**
- Deficit Reduction & Tax Reform Efforts and the Related Impact on Retirement Plans and Tax Incentives
  - Department of Labor’s regulation on definition of fiduciary
  - Department of Labor’s regulatory projects involving 401(k) plan disclosure
  - Department of Labor’s RFI on Lifetime Income

*\*Invited*

10:45 a.m.-11:45 a.m.

### **Defined Benefit Plan “Tune-Up”: Top Priorities for Sponsors of Defined Benefit Plans**

*Whether you have an active or frozen defined benefit plan, companies must devote significant monetary and human resources to the oversight of their defined benefit plans. Come participate in a discussion led by a plan sponsor and consulting firm representative that reviews the “checklist” defined benefit management issues including controlling funded-status volatility; providing a company’s senior management and/or Board of Directors with a long-term pension strategy, asset-liability studies, “stress tests” of the portfolio, etc.*

Aon Hewitt and other panelists to be announced.

11:45 a.m.-noon

### **Break**

Noon-12:30 p.m.

### **Networking Lunch**

12:30 p.m.-1:30 p.m.

### **Defined Contribution “Tune-Up”: Review of Current Issues Facing Sponsors of Defined Contribution Plans**

*Fiduciary issues and other key issues continue to dominate defined contribution plan management priorities. Issues range from lessons learned from recent stock drop litigation, 401(k) disclosure requirements to due diligence with respect to investment offerings. Come listen to an overview by Covington & Burling on fiduciary issues facing defined contribution plans and a plan sponsor share its company’s priority projects related to 401(k) management. As always, there is an opportunity to share your company’s perspective, particular challenges and/or lessons learned from any recent activity.*

**Scott Macey**, Of Counsel, Covington & Burling and other panelists to be announced.

1:30 p.m.

### **Adjournment**