



## ERIC Health and Retirement Committees

Wednesday, October 24, 2012

Noon - 4:15 p.m.

Covington & Burling

1201 Pennsylvania Avenue, Washington, DC • Tel: (202) 662-6000 Fax: (202) 778-5832

### Agenda

As of 10/22/12

11:30 a.m.-1:00 p.m.

11th Floor Conference Center, Room 1139

Registration

Noon-1:00 p.m.

11th Floor Conference Center

**Networking Lunch**

(Combined Health & Retirement Committees)

1:00-2:15 p.m.

11th Floor Conference Center

**I. “Ask the Regulators”– Departments of Labor, Health & Human Services, U.S. Treasury & EEOC**

- **Joe Canary**, Director, Office of Regulations and Interpretations  
Employee Benefits Security Administration, U.S. Department of Labor\*
- **Yvette Fontenot**, Deputy Director, Office of Health Reform  
U.S. Department of Health & Human Services
- **Kevin Knopf**, Attorney-Adviser, Office of Tax Policy  
U.S. Department of the Treasury
- **James A. Paretti, Jr.**, Special Assistant to Commissioner Victoria A. Lipnic  
U.S. Equal Employment Opportunity Commission

Come and listen first hand as key representatives of the agencies responsible for regulating retirement and health plans discuss current and future regulatory priorities. Take the opportunity to communicate your company’s thoughts directly to government representatives responsible for executing retirement and health policy objectives of the Obama Administration.

2:15-2:30 p.m.

*Committees divide into separate rooms.*

2:15-4:15 p.m.

**II. Health & Retirement Committee Meetings**

*See committee meeting agendas for details.*

*Health Policy Committee Meeting—Rooms 1209-1213*

*Retirement Policy Committee Meeting—Rooms 1215-1217*

6:15-8:00 p.m.

**ERIC Networking Reception**

*All attendees and their guests are invited.*

**Del Frisco Grille**

*1201 Pennsylvania Avenue NW, Washington, DC (in the lobby of Covington’s building)*

\*Invited

# ERIC Health & Retirement Committees

## *Concurrent Meetings*

Wednesday, October 24, 2012

2:15 p.m.-4:15 p.m.

### Agendas

(As of 10/22/12)

#### **Health Policy Committee**

Room 1209-1213

2:15-3:15 p.m.

#### **II. Welcome, Overview of the Meeting & Introductions**

- **Jacquelyn Abbott**, ExxonMobil  
Chair, Health Policy Committee
- **Gretchen Young**, Senior Vice President, Health Policy  
ERIC

#### **III. Review of important topics raised during the “Ask the Regulators” panel and overview of recent regulatory developments under the Affordable Care Act**

- **Jeffrey D. Munn**, Vice President  
Fidelity Investments

This session will include a brief review and discussion of the interesting, intriguing, and/or important comments (in the health arena) made by speakers on the previous panel. In addition, as time permits, our speaker will also review late-breaking regulatory developments with respect to the Affordable Care Act.

3:15-4:15 p.m.

#### **IV. The impact of the Affordable Care Act on today’s workforce: Who’s in and who’s out of your health plan**

- **Tami Simon, JD**, Managing Director  
Knowledge Resources, Buck Consultants
- **Rich Stover, FSA**, Principal and Consulting Actuary  
Buck Consultants

Employee segmentation is a complex subject for employers in the wake of the Affordable Care Act, and many are asking questions for which there are no simple answers. This session will explore several of these issues. For example, how should employers address the health plan eligibility of particular employee populations, including part-time employees? Should employers consider new workforce strategies, such as increasing leased, contract, seasonal, and outsourced workers? Also, when may it be more efficient to encourage participation in an Exchange plan? ERIC members will be encouraged to share their comments and perspectives on these issues.

#### **Retirement Security Committee**

Room 1215-1217

2:15-3:15 p.m.

#### **II. Welcome, Overview of the Meeting & Introductions**

- **Steve Kronheim**, TIAA-CREF  
Chair, Retirement Security Committee
- **Kathryn Ricard**, Senior Vice President, Retirement Policy  
ERIC

#### **III. Overview of Administration’s Regulatory Agenda & Legislative Issues – Spotlight on Recent Department of Labor & Treasury Guidance**

Kathryn Ricard will provide a brief overview of recent legislative and regulatory projects related to retirement security. Member discussion of practical implications of recent regulatory guidance.

3:15 p.m.–4:15 p.m.

#### **IV. Lame Duck Outlook: Are Retirement Benefits in the Line of Fire?**

Immediately after the election, Congress will be back in lame duck session facing the “fiscal cliff.” During November and December, Congress will need to consider major policy decisions related to Bush tax cuts, the extension of the payroll tax, sequestration issues, and more. Retirement benefits will likely be in the line of fire. A panel of Washington “insiders” will discuss various legislative scenarios related to retirement benefits and tax incentives during the 2012 lame duck session of Congress.

- **Dena Battle**, Principal, Capitol Counsel



## **ERIC Membership Meeting**

***Thursday, October 25, 2012***

***8:30 a.m. – 3:30 p.m.***

***Rooms 1211-1217***

**Covington & Burling**

1201 Pennsylvania Avenue, Washington, DC • Tel: (202) 662-6000 Fax: (202) 778-5832

### **Agenda**

*as of 10/22/12*

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|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8:30-9:30 a.m.   | <b>Breakfast</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 9:00-9:15 a.m.   | <b>Welcome &amp; Introduction</b> <ul style="list-style-type: none"><li>• <b>Jeanne Denz</b>, Director, Global Employee Benefits, General Mills, Inc. &amp; ERIC Chair</li><li>• <b>Scott Macey</b>, President &amp; CEO, ERIC</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 9:15-10:15 a.m.  | <b>I. Prospects for fundamental tax reform and beyond:<br/>Scrutinizing the post-election landscape for changes affecting employee benefits</b> <p>This session will focus on the upcoming tax and other legislative changes that could significantly alter the rules affecting employee benefits in the Lamé Duck session of Congress at the end of 2012 and in the new session of Congress starting in 2013. Our speakers will be two preeminent Congressional staffers, one Democrat and one Republican, who will provide us with an insider's view of what may be in store for employee benefits in a post-election Congress.</p> <ul style="list-style-type: none"><li>• <b>Russ Sullivan</b>, Staff Director, Senate Finance Committee</li><li>• <b>Greg Dean</b>, Chief Counsel/Pension Policy Director, Senate HELP Committee</li></ul> |
| 10:15-11:15 a.m. | <b>II. The changing landscape of retiree benefits: Challenges and solutions for large employers</b> <p>This session will feature a panel of ERIC members who are currently developing and implementing strategies to address the rising costs of benefits for employers as well as for their retirees. The panel will address both the retirement arena, where some large employers have pursued a cash-out policy for their retiree pension benefits, and the health arena, where many employers are considering the advantages of the Exchanges for their retirees.</p> <ul style="list-style-type: none"><li>• <b>Rick Jones</b>, Senior Partner &amp; Leader, National Retirement Practices, Aon Hewitt</li><li>• <b>Janet Boyd</b>, Director, Government Relations Tax and Benefits, The Dow Chemical Company</li></ul>                    |
| 11:15-11:30 a.m. | <b>Break</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

11:30 a.m.-12:30 p.m. **III. From the government's perspective**

This session is an opportunity for members to hear how a top governmental official from the Department of Labor perceives the important issues currently affecting employee benefit plans. ERIC members will be given time to pose their pressing benefits questions.

**Hon. Phyllis Borzi**

Assistant Secretary of Labor, Employee Benefits Security Administration, Department of Labor

12:30-1:00 p.m. **Lunch**

1:00-1:45 p.m. **IV. Luncheon Speaker: "The Road Ahead for Health Care Reform"**

**Mark McClellan**

Director of the Engelberg Center for Health Care Reform, The Brookings Institution

One of the most sought-after speakers in the field of health care reform, Dr. McClellan served as Commissioner of the FDA under President George W. Bush from 2002 through 2004 and as administrator of CMS from 2004 through 2006. He holds M.D. and M.P.A. degrees from Harvard as well as a Ph.D. in economics from MIT.

Dr. McClellan will offer his perspective on the future of health care reform and what to expect over the next several years, regardless of the outcome of the November elections.

1:45-3:30 p.m. **V. Leveraging the power of large employers to effect health care cost containment**

**The role for employers:**

**Suzanne F. Delbanco**

Executive Director, Catalyst for Payment Reform

Ms. Delbanco will review the work she and her organization have done to pursue discrete payment reform measures to lower national health care costs.

**Panel discussion:** This session will feature a discussion by ERIC members of how ERIC can leverage the ability of large employers to influence/push for measures that would reduce national health care costs. The goal of the discussion will be to identify several specific measures within the purview of large employers that can have a real impact on the costs of health care in this country.

**Moderator: Anna Fallieras**, Program Leader, Health Care Initiatives, General Electric Company

*\*Invited*