ERIC

THE ERISA INDUSTRY COMMITTEE

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

ERIC Fall Committee & Membership Meetings
Wednesday, October 16, 2013

Covington & Burling, LLP
1201 Pennsylvania Avenue, N.W., 12th Floor, Washington, DC

ERIC Health and Retirement Committees

Agenda

As of 10/15/13

11:00 a.m.–1:00 p.m.	**Registration**
Noon–1:00 p.m.	**Networking Lunch** *(Combined Health & Retirement Committees)*
1:00–2:15 p.m.	**Session I. Roundtable Discussion with ERIC Board and Committee Chairs** Come and listen firsthand as ERIC Board members and Committee Chairs— *John Hickey*, Alcatel-Lucent, *Steven Kronheim*, TIAA-CREF, *Susan Perkins*, Exxon Mobil, and *Erik Sossa*, PepsiCo—discuss current and future employee benefit challenges and priorities. We will also hear from *Maria Krogue Christensen* (Deseret Mutual Benefit Administrators), Chair of the ERIC Health Policy Committee, and *Michael Wise* (Caterpillar), Chair of the ERIC Retirement Policy Committee.
2:15–2:30 p.m.	Committees divide into separate rooms.
2:30–4:15 p.m.	**Session II. Health & Retirement Committee Meetings** *See committee meeting agendas on next page for details.*
6:00–8:00 p.m.	**ERIC Networking Reception – Hosted by Miller & Chevalier Chartered** *(All members & trial members are invited.)*

MILLER CHEVALIER
Miller & Chevalier Chartered

Law offices of Miller & Chevalier
Suite 900, 9th Floor
Building entrances at:
1450 G Street, N.W. between 14th & 15th Street &
655 15th Street, N.W. at G Street
Washington, DC

ERIC Health & Retirement Committees

Concurrent Meetings

Wednesday, October 16, 2013
2:30–4:15 p.m.

Agenda

As of 10/15/13

Health Policy Committee

Rooms 1209-1213

2:30-3:00 p.m.

Session II

A. Welcome, Overview of the Meeting & Introductions

Maria Krogue Christensen, Chair,
ERIC Health Policy Committee

Gretchen Young, Senior Vice President, Health Policy, ERIC

B. Thorny Issues in the Implementation of the Affordable Care Act

- *Andy R. Anderson, Partner, Morgan, Lewis & Bockius LLP*

This session will include a discussion of some specific regulatory topics that have been uniquely problematic in implementing the ACA. To the extent possible, Andy will share with us interesting, intriguing, and/or important comments highlighted by government speakers over the last few weeks. If time permits, we will have a brief roundtable conversation addressing current challenges for employers in the health benefits arena.

3:00-4:15 p.m.

Session III. Private Exchanges

Paul Fronstin, Director, Health Research Program, at the Employee Benefits Research Institute, will describe key elements of Private Exchanges and address some of the tax and other considerations that affect participation in a Private Exchange.

Following Paul's remarks, four panelists from major consulting firms who are members of ERIC will answer questions about their work in this area and discuss some of their key value propositions.

- *Mike Christie*, Senior Vice President, National Health Care Exchange Sales, Aon Hewitt
- *Sherri Bockhorst,* Principal and Leader, RightOpt Health Exchange Solution, Buck Consultants
- *Eric Grossman,* Senior Partner, Mercer
- *Dave Osterndorf,* Chief Health Care Actuary, Towers Watson

Retirement Policy Committee

Rooms 1215-1217

2:30-3:15 p.m.

Session II

A. Welcome & Overview of the Meeting/Introductions

Michael Wise, Chair, ERIC Retirement Policy Committee

Kathryn Ricard, Senior Vice President, Retirement Policy, ERIC

B. Review of Issues Raised by Board and Members in the "Ask the Board" Panel

C. Overview of Recent Retirement Policy Issues – Legislative & Regulatory

3:15-4:15 p.m.

Session III. Complying with the ACA and the Impact on Retirement Plans

Michael Francese, Partner, Covington & Burling

Highlights of the discussion include:

- Revisiting part-time employee eligibility
- Early retirements
- Impact on 401(k) contributions

ERIC Membership Meeting

Thursday, October 17, 2013
8:30 a.m.–4:00 p.m.

Covington & Burling LLP
1201 Pennsylvania Avenue, N.W.,12th Floor, Washington, DC

Agenda

As of 10/15/13

8:30–9:30 a.m. **Breakfast**

9:00–9:15 a.m. **Welcome & Introduction**

Jeanne Denz, Director, Global Employee Benefits, General Mills, Inc. & ERIC Chair

Scott Macey, President & CEO, ERIC

9:15–10:15 a.m. **Session I. Fiscal Challenges & The Impact on Employee Benefits**

G. William Hoagland, Senior Vice President, Bipartisan Policy Center, and a former director of Budget and Appropriations in the Office of the Senate Majority Leader Bill Frist, M.D. (R-TN), will address the serious fiscal and budget issues facing this country, with a particular emphasis on those affecting the retirement and health benefits of large employers.

10:15–10:30 a.m. Break

10:30 a.m.–Noon **Session II. The Impact of the Defense of Marriage Act (DOMA) on Employer-Sponsored Benefit Plans: Updated Analysis and Company Reactions**

Joan Disler and *Jeff Lieberman*, members of the firm of Epstein Becker Green, will address the impact of the U.S. Supreme Court's decision on DOMA and review key regulatory and judicial developments that affect both health and retirement benefits. Following their presentation, a panel of ERIC member companies—*Glenn Butash*, Alcatel-Lucent, *Kelli Christenson*, Kraft Foods, and *Tim Graumann*, Union Pacific—will describe their companies' reactions to the DOMA decision and discuss how this decision and the regulatory aftermath have affected their benefits and workforce strategies for the future.

Noon–12:45 p.m. **Networking Lunch**

12:45–1:45 p.m. **Session III. Better Participant, Fiduciary, and Compliance Outcomes in DC Plans**

Elizabeth Drake, Member, Miller & Chevalier

Matt Clink, CFA, Partner, Hewitt EnnisKnupp (an Aon Company)

Robert Wilen, FSA, EA, CFA, Partner, Hewitt EnnisKnupp (an Aon Company)

Plan sponsors are addressing new and different ways to produce better retirement readiness, as well as improved fiduciary and compliance control. This includes use of various best practice approaches designed to produce better investment results, greater fiduciary control and management, and minimized risk with plan qualification requirements. Aon Hewitt will share its experience in this evolving space for both DB and DC plans, with a highlight on the newest activities in the DC space, and Miller & Chevalier will address key legal and fiduciary issues.

1:45–2:00 p.m. Break

2:00–3:00 p.m. **Session IV. The Affordable Care Act at a Crossroads: Will Health Care Reform Sink or Swim in 2014?**

Karen Ignagni, President and CEO of America's Health Insurance Plans (AHIP), will discuss the outlook for health care reform in 2014 and the near-term future, focusing in particular on whether the Exchanges and other elements of the Affordable Care Act will actually be up and running in 2014.

3:00–4:00 p.m. **Session V. Continuing the Conversation—Concurrent Roundtables**

Join us for an extended discussion of the issues raised during our committee and membership meetings—ask questions, share your thoughts and insights, and engage with the discussion leaders. Leading the discussion roundtables will be:

Impact of the Defense of Marriage Act (DOMA) on Employer-Sponsored Benefit Plans

- *Jeff Lieberman*, Member, Epstein Becker Green

Complying with the ACA and the Impact on Retirement Plans

- *Michael Francese*, Partner, Covington & Burling

Better Participant, Fiduciary, and Compliance Outcomes in DC Plans

- *Elizabeth Drake*, Member, Miller & Chevalier
- *Matt Clink*, CFA, Partner, Hewitt EnnisKnupp (an Aon Company)
- *Robert Wilen*, FSA, EA, CFA, Partner, Hewitt EnnisKnupp (an Aon Company)

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