ERIC Spring Committee & Membership Meetings
Wednesday, April 9, 2014

Covington & Burling, LLP
1201 Pennsylvania Avenue, NW, 12th Floor, Washington, DC

ERIC Health and Retirement Committees
Agenda
(as of 4/8/14)

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. **"Ask the Regulators"**

George Bostick, Benefits Tax Counsel, U.S. Department of the Treasury

Joe Canary, Director, Office of Regulations and Interpretations
Employee Benefits Security Administration, U.S. Department of Labor

Michael Hash, Director, Office of Health Reform, U.S. Department of Health and Human Services

Alan Tawshunsky, Deputy Associate Chief Counsel (Employee Benefits),
Internal Revenue Service

Amy Turner, Senior Advisor, Office of Health Plan Standards and Compliance Assistance,
Employee Benefits Security Administration, U.S. Department of Labor

Come and listen firsthand 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. This panel will be moderated by *Maria Krogue Christensen (DMBA*), Chair of the ERIC Health Policy Committee.

2:15–2:30 p.m. Committees divide into separate rooms.

2:30–4:15 p.m. **Health & Retirement Committee Meetings**
See committee meeting agendas on next page for details.

6:00–8:00 p.m. **ERIC Networking Reception**

Catch 15 Restaurant & Oyster Bar
1518 K Street, NW, Washington, DC 20005 (between 15th & 16th Streets on the south side of K Street)

All attendees and their guests are invited.

ERIC Health & Retirement Committees

Concurrent Meetings

Wednesday, April 9, 2014
2:30–4:15 p.m.

Agendas

Health Policy Committee
Room 1209-1213

2:30-3:15 p.m.

A. Welcome, Overview of the Meeting & Introductions

Maria Krogue Christensen, Chair, ERIC Health Policy Committee

Gretchen Young, Senior Vice President, Health Policy, ERIC

B. Challenges in the Understanding and 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, focusing especially on the interesting, intriguing, and/or important comments highlighted by government speakers in the preceding session. If time permits, we will have a brief roundtable conversation addressing current challenges for employers in the health benefits arena.

3:15-4:15 p.m.

Shared Responsibility and Reporting the Results under the ACA

- *Alden Bianchi*, Member, Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.
- *Richard D. Stover*, FSA, Principal and Consulting Actuary, Health and Productivity, Buck Consultants, a Xerox Company

This session will provide a brief overview of the final shared responsibility and 6055/6056 reporting regulations under the ACA, highlighting the troublesome areas for large employers. Time will be reserved for tricky/difficult questions from the audience.

Retirement Policy Committee
Room 1215-1217

2:30-3:00 p.m.

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 Regulators in the "Ask the Regulators" Panel

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

D. Tax Reform

E. Legislative Initiatives

F. Regulatory Initiatives of Department of Labor, Treasury & Pension Benefit Guaranty Corporation

3:00-4:00 p.m.

New Participant and Plan Sponsor Advocate

- *Connie Donovan* Participant and Plan Sponsor Advocate, Pension Benefit Guaranty Corporation
- *Leslie Kramerich*, Chief Policy Officer, Pension Benefit Guaranty Corporation

Come meet the new Participant and Plan Sponsor Advocate of the Pension Benefit Guaranty Corporation ("PBGC"). This position was created as part of the modifications to PBGC governance under MAP-21. Ms. Donovan started at the PBGC in December 2013 and is interested in hearing from large plan sponsors regarding priority issues before the Agency. Ms. Donovan will be joined by Leslie Kramerich of the PBGC and is looking forward to an active dialogue regarding plan issues.

4:00-4:15 p.m.

Wrap-Up

ERIC

THE ERISA INDUSTRY COMMITTEE

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

ERIC Membership Meeting

Thursday, April 10, 2014
8:30 a.m.–3:00 p.m.

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

Agenda

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. **Congressional Panel**

Kara Getz, Tax Counsel, U.S. Senate Committee on Finance

Marty Reiser, Professional Staff, U.S. House Committee on Ways & Means

Democrats and Republicans from both the House and the Senate will address ERIC members and field our pressing questions. This will be a great chance to ask those intricately involved in the process to comment on the impact of current legislative discussions on the future of employee benefits. This panel will be moderated by *Kate Coler*, Vice President of Federal Government Relations with Safeway.

10:15–10:30 a.m. Break

10:30–11:30 a.m. **The Regulatory Process and the Role of Large Employers**

Judy Mares, Deputy Assistant Secretary, Employee Benefits Security Administration, U.S. Department of Labor

Erik A. Sossa, Vice President, Global Benefits & Wellness, PepsiCo, Inc.

Mike Wise, Senior Corporate Counsel, Compensation and Benefits, Legal Services Division, Caterpillar Inc.

Meet the new Deputy Assistant Secretary for EBSA at the Department of Labor. In her new position, Ms. Mares is focusing on retirement policy issues. Previously serving as the Chief Investment Officer at various large companies, Ms. Mares has practical experience and insight regarding the important role that large employers play in the retirement arena. Ms. Mares will be joined by member company representatives for a conversation regarding the regulatory process and the role of large companies.

**Invited*

11:30–12:30 p.m. **Impact of Recent Litigation on Benefit Strategies of Large Employers**

Joan A. Disler, Member of the Firm, Epstein Becker Green
Jeffrey A. Lieberman, Member of the Firm, Epstein Becker Green

This session will explore the consequences for the health and retirement plans of large companies of a few of the most significant recent judicial decision. The goal will be to drill down into the "real world" impact of these cases on plan design, administration and communication rather than a legal discussion of their conclusions.

The panel will discuss recent post-*Windsor* guidance applicable to retirement plans.

12:30-1:30 p.m. **Lunch and Annual Meeting**

1:30–1:45 p.m. Break

1:45–3:00 p.m. **The ACA Cadillac Tax in 2018: Time to Get Our Heads Out of the Sand!**

Moderator: *Tami Simon*, Managing Director, Knowledge Resources, Buck Consultants, a Xerox Company

Panelists:

Vickie Strickland, General Manager, Health Plans, Delta Air Lines, Inc.

Henry C. Eickelberg, Vice President, Human Resources & Shared Services,
General Dynamics

Frank Gottschall, Vice President, Benefits/HRIS/Payroll, FirstGroup America

Edmond P. Bertheaud, Jr., Director, Global Benefits Financial Planning, DuPont Company

This session will explore how large employers are preparing for the implementation of the ACA Cadillac tax in 2018. The session will include an overview of the applicable ACA rules as well as an explanation of what some companies are doing now to prepare for the impact. Panelists from ERIC member companies will describe how the upcoming imposition of the tax affects their current benefit and communications strategies. This session may also provide a roadmap to be used in seeking legislative and/or regulatory changes to the tax.

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