ERIC Fall Committee & Membership Meetings
Wednesday, October 15, 2014

Bank of America
10th Floor
730 15th Street, NW, Washington, DC 20005-1012

ERIC Health and Retirement Committees
Agenda
As of 10/14/14

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. **Session I. "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

Izzy Goldowitz, Chief Counsel, Office of Chief Counsel, Pension Benefit Guaranty Corporation

Jim Paretti, Special Assistant to Commissioner Victoria A. Lipnic, U.S. Equal Employment Opportunity Commission

Alan Tawshunsky, Special Counsel in the Office of Benefits Tax Counsel, U.S. Department of the Treasury

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

Jeff Turner, Deputy Director, Office of Regulations and Interpretations, 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 *Michael Wise (Caterpillar*), Chair of the ERIC Retirement Policy Committee.

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

2:30–5:30 p.m. **Session II. Health & Retirement Committee Meetings**
See committee meeting agendas on next page for details.

6:00–8:30 p.m. **ERISA 40th Anniversary Party**

iCi Urban Bistro at The Sofitel Hotel
806 15th Street, NW, Washington, DC 20005
(Located one block north of Bank of America between H & I Streets.)

ERIC Health & Retirement Committees

Concurrent Meetings

Wednesday, October 15, 2014
2:30 p.m. – 5:30 p.m.

Agendas

Health Policy Committee

10th Floor Penthouse

2:30-3:15 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. 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.
Session III. The Future of CDHC

- *Paul Fronstin*, Director, Health Research Program, Employee Benefits Research Institute
- *David Grasso*, Corporate Counsel - Compensation and Benefits, Pfizer Inc.
- *Westley K. Hutcherson*, HR General Director of Benefit Compliance, Union Pacific
- *Shirah Metzigian*, Sr. Manager, Health & Welfare and Workers Compensation, Visteon Corporation

This session will address the current challenges facing Consumer Directed Health Care. Paul Fronstin of EBRI will describe his latest research with respect to company use of CDHC, new designs, and satisfaction with these arrangements. Then panelists from ERIC member companies will discuss what they are thinking and doing with respect to CDHC and what challenges or obstacles they see down the road, such as the ACA Cadillac tax. We also hope to hear from panelists or audience members who have chosen not to take the CDHC route to outline the factors that enter into this decision-making.

Retirement Policy Committee

9th Floor President's Room

2:30-3:30 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 in the "Ask the Regulators" Panel

This session will include a discussion of regulatory projects highlighted by the government representatives in the "Ask the Regulators" panel. Discussions will include any follow up steps for ERIC related to specific policy issues raised by government officials.

C. Overview of Current Legislative and Regulatory Initiatives

Kathryn Ricard will provide an overview of legislative actions in Congress as well as regulatory activity by Department of Labor, the Treasury Department and Internal Revenue Service, and the Pension Benefit Guaranty Corporation of significance for major employers. We will also have a brief roundtable conversation addressing current challenges for employers in the area of retirement benefits.

3:30 – 4:15 p.m.
Session III. Review of Final Cash Balance Regulations

- *Richard Shea*, Covington & Burling
- *Robert Newman*, Covington & Burling

Richard and Robert, who have worked on all of ERIC's comment letters and communications with the Treasury Department and Internal Revenue Service relating to cash balance regulations, will provide a summary of the new cash balance regulations. They will highlight issues of particular concern for large employers sponsoring cash balance plans and discuss any relevant next steps for compliance with the regulations.

4:30-5:30 p.m.
Session IV. Shared Responsibility and Reporting 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 focus on helping ERIC members understand their ACA reporting responsibilities under sections 6055 and 6056 of the Code. In particular, we will examine the areas that are especially troublesome for large employers, including those involving the definition of a full-time employee under the shared responsibility regulations. Time will be reserved for tricky/difficult/preposterous questions from the audience.

4:15-5:15 p.m.
Session IV. "White Labeling" Investments in Defined Contribution Plans: the New Trend?

- *Winfield Evens*, CFA, Director of HRO Investment Solutions & Strategies, Aon Hewitt

Aon Hewitt recently issued a survey of 75 large employers showing that nearly 25% have shifted to using a "white label" approach to labeling defined contribution investment options.

Join in on the discussion led by Winfield Evens of Aon Hewitt regarding the benefits of implementing a white labeling strategy in a defined contribution plan. Discussion will include the impact on investment diversification, vendor management, and participant communication as a result of this new trend in managing investment options.

ERIC Membership Meeting

Thursday, October 16, 2014
8:30 a.m. – 3:00 p.m.

Bank of America
10th Floor
730 15th Street, NW, Washington, DC 20005-1012

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. **Session I. A. ERISA: Development of a Blockbuster Benefits Law**

Moderator: *Ian Lanoff*, past Administrator, Pension and Welfare Benefit Programs, U.S. Department of Labor

Panelists:

Frank Cummings, past Chief of Staff to Senator Jacob Javits

Bill Posner, past Pension Trust Branch, National Office, IRS, and Deputy Executive Director and Chief Operating Officer at PBGC

Henry Rose, former general counsel of the PBGC

Session I. B. ERIC: Development of a Blockbuster Trade Association -- a Brief History

Scott Macey, President & CEO, ERIC

10:15–10:30 a.m. Break

10:30–Noon **Session II. The Impact of ERISA on Employee Benefits and Workforce Strategies**

Moderator: *Joe Schiffhouer*, Corporate Vice President, Tax and Employee Benefits Law, FedEx Corporation

Panelists:

Anthony Shelley, Member, Miller & Chevalier Chartered

Marty Webb, Vice President, Benefits, AT&T, Inc.

Sally Welborn, Senior Vice President, Global Benefits, Walmart Stores, Inc.

Mildeen Worrell, past Benefits Tax Counsel/Staff Director of the Select Revenue Measures Subcommittee at the U.S. House of Representatives

Cliff York, Director, Retirement Programs, BP America, Inc.*

Noon – 12:30 p.m. **Lunch**

12:30 p.m.–1:30 p.m. **Session III**. **From the Government's Perspective**

Hon. Phyllis Borzi, Assistant Secretary of Labor, Employee Benefits Security Administration, U.S. Department of Labor

Mark Iwry, Senior Advisor to the Secretary and Deputy Assistant Secretary for Retirement and Health Policy, U.S. Department of the Treasury

1:30–1:45 p.m. Break

1:45–3:00 p.m. **Session IV. The Future of Benefits in a Post-ERISA World**

Moderator: *Amy Bergner,* Managing Director, Human Resource Services, PricewaterhouseCoopers

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

Susan Perkins, Global Benefits Design Manager, Exxon Mobil Corporation

Dave Repko, Director-Health and Welfare Programs, United States Steel & Carnegie Pension Fund

Alan Sefcik, Vice President, Corporate Total Rewards, L'Oreal

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