



The ERISA Industry Committee

The Only National Association Advocating Solely for the Employee Benefit and Compensation Interests of America's Largest Employers

1400 L Street, NW, Suite 350, Washington, DC 20005 // (202) 789-1400 // www.eric.org

ERIC Spring Committee & Membership Meetings

Offices of Covington & Burling

850 Tenth Street, NW

10th Floor

Washington, DC 20001-4956

Dress is business casual.

Agenda for Tuesday, May 3, 2016

Covington & Burling WiFi:

CovGuest

Password: Cov0850!

8:00 – 8:30 a.m.
Burling Room – G

Financial Wellness Task Force Breakfast

8:30 – 11:30 a.m.
Burling Room – G

Financial Wellness Task Force Meeting

Registration for the Spring Committee & Membership Meetings Opens at 11:00 a.m.

11:45 – 12:45 p.m.
Burling Room – I

Networking Lunch (*All ERIC members and guests*)

12:45 – 1:00 p.m.
Burling Room – H

Welcome

Annette Guarisco Fildes, President and CEO, ERIC
Reminder of Antitrust Statement*

1:00 – 1:45 p.m.
Burling Room – H

Keynote

Introduction by *Jaime Erickson*, Executive Director, Financial Health Benefits, Comcast Corporation

James Capretta, Senior Fellow, Ethics and Public Policy Center; Visiting Fellow, American Enterprise Institute

Six years after passage, there continues to be interest in Congress in repealing and replacing the Affordable Care Act (ACA). House Speaker Paul Ryan (R-WI) has created a Health Care Reform Task Force to create a replacement plan. Mr. Capretta, who has had a long career in health policy, will discuss possible ideas for ACA replacement and discuss the implications for large employers. He will also discuss the possibility for repeal of the tax exclusion for employer-provided health care in health care reform proposals.

1:45 – 2:45 p.m.

Session I. Ask the Regulators

Burling Room – H Introduction by *Gretchen Young*, Senior Vice President, Health Policy, ERIC
 Moderated by *Michael Rosner*, Chair of the ERIC Health Policy Committee, and Senior Legal
 Counsel for The Goodyear Tire & Rubber Company

Chris Bone, Director of Policy, Research, and Analysis Department, PBGC
Robinsue Frohboese, Principal Deputy Director, Office of Civil Rights, HHS
Rob Neis, Tax Counsel, U.S. Department of Treasury
Stephen Tackney, Deputy Associate Chief Counsel, IRS

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.

2:45 – 3:00 p.m. Committees divide into separate rooms during break

3:00 – 5:00 p.m. **Health & Retirement Committee Meetings**
 See committee meeting agendas below and on next page for details and antitrust reminders.

<u>Health Policy Committee</u> Burling Room – H	<u>Retirement Policy Committee</u> Burling Room – G
<p>3:00 – 4:00 p.m. A. Welcome & Overview of the Meeting/Introductions & Antitrust Reminder* <i>Michael Rosner</i>, Corporate Counsel, The Goodyear Tire & Rubber Co., Chair, ERIC Health Policy Committee <i>Gretchen Young</i>, Senior Vice President, Health Policy, ERIC</p> <p>B. Assessment of Ask the Regulators Panel and Discussion of Member Health Policy Priorities <i>Andy Anderson</i>, Partner, Morgan Lewis & Bockius LLP Andy will highlight interesting and/or intriguing comments made during the previous “Ask the Regulators” panel. He will also lead a discussion of new and lingering issues with the ACA, the challenges of consumer-based designs under the ACA, and (if published) the final EEOC regulations on wellness, among others. As time permits, Andy will touch on ground-breaking guidance from the state of New York on gender equity, especially transgender benefits.</p> <p>4:00 – 5:00 p.m. C. The Everlasting Concern: What Can Be Done to Reduce the Costs of Health Care? <i>Todd Bisping</i>, Chief Strategy Officer, Health Transformation Alliance <i>Dr. Tevi Troy</i>, Executive Vice President for Public Policy, Health</p>	<p>3:00 – 3:30 p.m. A. Welcome & Overview of the Meeting/Introductions & Antitrust Reminder* <i>Michael Wise</i>, Senior Corporate Counsel, Compensation & Benefits, Caterpillar, Inc., Chair, ERIC Retirement Policy Committee <i>Will Hansen</i>, Senior Vice President, Retirement Policy, ERIC</p> <p>B. Discussion on Member Priorities on Regulations and Legislation <i>James Brandell</i>, Government Policy Advisor, Dykema <i>Will Hansen</i>, Senior Vice President, Retirement Policy, ERIC</p> <p>3:30 – 4:15 C. Conversation with the Internal Revenue Service <i>Kyle Brown</i>, Division Counsel, TE/GE, IRS <i>Lou Leslie</i>, Senior Technical Advisor to the Director, TE/GE, Employee Plans, IRS Seth Tievsky, Senior Technical Advisor to the Director, TE/GE EP Rulings and Agreements, IRS</p> <p>In January 2016, the IRS released guidance that eliminates renewal of determination letters for individually designed plans. The IRS has requested feedback on the impact these changes will have on plan sponsors. In addition, the IRS is</p>

<p>Transformation Alliance <i>Jonah Houts</i>, Vice President, Corporate Government Affairs, Express Scripts <i>James Gelfand</i>, Senior Vice President, Health Policy, ERIC</p> <p>For years, employers have been frustrated by the rising costs of health care. Although the ACA has driven down the ranks of the uninsured, it would seem that employers have yet to benefit from any decrease in the costs of providing health care to their employees.</p> <p>During this session, James Gelfand will offer a brief overview of current Congressional proposals to repeal and replace the ACA. In addition, Todd Bisping and Tevi Troy will discuss the approach of the Health Transformation Alliance (HTA) to transforming the corporate health care system. Jonah Houts, Express Scripts, will review efforts to address the skyrocketing costs of prescription drugs, especially with reference to specialty drugs.</p> <p>Audience members will be asked to play a role here as well: we ask each of you, to the extent you are comfortable doing this, to come to the session prepared to discuss your key concerns with respect to this issue. In particular, we would like to know what you perceive to be the biggest health care cost drivers for your company and what role you think ERIC could play to address these costs.</p>	<p>seeking recommendations on circumstances in which a determination letter request should be allowed to proceed from a plan sponsor. Please come prepared with questions and comments on this important compliance program.</p> <p>4:15 – 5:00 p.m. D. Discussion on De-risking <i>Elizabeth Drake</i>, Member, Miller & Chevalier Chartered <i>Peggy McDonald</i>, Senior Vice President & Actuary, Prudential Financial, Inc.</p> <p>Congress continues to increase pension premiums despite the fact the single-employer system is solvent for the foreseeable future. Any further increase may cause employers to consider an exit from the defined benefit market. This panel will provide an update on regulatory actions that must be considered if an employer were to amend their defined benefit plan to commence an exit from this type of benefit.</p> <p>In addition, the panel will discuss best practices from companies that have implemented changes to their defined benefit plan and what to do with assets left by former plan participants no longer with the company.</p>
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**Reception Honoring Gretchen Young and Welcoming Will Hansen and James Gelfand
Immediately Follows Committee Meetings**

(All are welcome and encouraged to attend – Please take the elevator or the stairs to the rooftop lounge)

Location: Rooftop of the Offices of Covington & Burling

850 Tenth Street, NW
Washington, DC 20001-4956
Dress is business casual.



Don't forget... Come see a sneak peek of ERIC's newly launched
State Mandate Action Program™
TOMORROW, MAY 4 at 8:30 a.m.

Breakfast will be available to all members at 8:00 a.m.



***ERIC Antitrust Statement:** As a reminder, all ERIC meetings and activities are to be conducted in full compliance with the ERIC Antitrust Policy. The antitrust laws prohibit competitors from agreeing on prices to be charged or otherwise taking steps that harm free and fair competition among them. While ERIC's primary mission and activities are entirely consistent with the antitrust laws, if you have any concerns about a particular topic or discussion, please raise it with ERIC staff.

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