ERIC

Speaker Biographical Summaries

ERIC Membership Meeting

Thursday, April 10, 2014

Congressional Panel

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

Kara Getz is Tax Counsel for the U.S. Senate Finance Committee under Chairman Ron Wyden (D-OR), where she works on taxation and pension issues.

Prior to joining the Finance Committee, Getz worked in the office of Congressman Richard Neal (D-MA) where she served as tax counsel and legislative director, advising the congressman on taxation, pension and budget issues. Prior to joining Congressman Neal's office, Getz was Chief Counsel for the Senate Special Committee on Aging for former Chairman Herb Kohl (D-WI). Before that, she served as tax counsel for Senator Gordon Smith (R-OR) for almost four years.

Getz also has worked as the Director of Congressional Affairs for ASPPA and as a Senior Manager in the National Compensation and Benefits Group of Ernst & Young's Human Capital practice.

Martin Reiser
Professional Staff, Committee on Ways & Means, Subcommittee on Health
U.S. House of Representatives

Marty Reiser serves as a professional staff for the House Ways and Means Subcommittee on Health (Majority). In this role, he focuses on health care issues impacting employers, the economy, and jobs.

Previously, Reiser served as a manager of government policy for Xerox Corporation, and specialized in benefit and economic issues. He also has served as a Chief of Staff for Representative Dan Miller (R-FL) and as Representative Miller's associate to the House Budget Committee. Mr. Reiser began his career at the U.S. Department of Commerce.

He holds a law degree from George Mason University and a Master's degree in International Affairs from George Washington University. He earned a B.A. from Holy Cross.

Kate Coler
Vice President, Federal Government Relations
Safeway

Kate Coler joined Safeway in April 2011 and is based in Washington, D.C to serve as the company's primary contact with Congress and federal regulatory agencies. Safeway Inc. is a Fortune 100 company and one of the largest food and drug retailers in North America based on sales.

Prior to joining Safeway, Kate served as Senior Policy Director (Minority Staff) of the Senate Committee on Agriculture, Nutrition and Forestry. Kate also served as Deputy Under Secretary for Food, Nutrition, and Consumer Services (FNCS) at the United States Department of Agriculture (2002-2007). As Deputy Under Secretary, Kate was responsible for the policy direction and implementation of 15 federal domestic nutrition assistance programs with a combined annual budget over $60 billion.

Prior to joining the Administration, Kate served as Director of Government Relations for the Food Marketing Institute, a trade association representing grocery stores. Other positions include Federal Legislative Representative for the American Bankers Association, Legislative Director to U.S. Congressman Tom Latham of Iowa, Legislative Assistant to U.S. Congressman Tom Ewing of Illinois, and Research Associate for the Illinois General Assembly.

The Regulatory Process and the Role of Large Employers

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

Judy Mares became EBSA's Deputy Assistant Secretary in October 2013. She joined EBSA after retiring from an extensive corporate career. Most recently, she was the Chief Investment Officer of Alliant Techsystems, Inc., where she managed the investments of the pension, savings, and VEBA plans (a total of $4.2 billion in assets) for seven years. She also served as the CIO of Ameritech Corporation for five years, and the Director of Benefit Finance at General Mills for 12 years. In addition, Mares was the President of Mares Financial Consulting for 13 years.

Prior to joining EBSA, Mares was the Defined Contribution Committee Chair of the Committee on the Investment of Employee Benefit Assets (CIEBA), and a member of the Plan Sponsor Advisory Committee of the Defined Contribution Institutional Investment Association (DCIIA). Mares was previously the Chair of the ERISA Advisory Council and a loaned executive to President Carter's Commission on Pension Policy. She earned a Bachelor's Degree in Mathematics from Purdue University and an MBA from the University of Illinois.

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

In his current role, Erik is responsible for the design, governance, administration and compliance of PepsiCo's U.S. benefit programs as well as oversight of retirement design changes globally for PepsiCo.

He began his career at PepsiCo in 1996 and served various roles in the Compensation and Benefits groups at both PepsiCo and its affiliate, The Pepsi Bottling Group. In these roles he was responsible for the design, administration and financial management of Pepsi's retirement, health & welfare and executive compensation programs.

Prior to coming to PepsiCo, Erik was a Consulting Actuary at Mercer Consulting. At Mercer he provided consulting serves for retirement and retiree medical programs regarding design and financial management.

Erik is an Enrolled Actuary under the Joint Board of Enrolled Actuaries and a member of the American Academy of Actuaries. He was a founding Board member of the Global Health Benefits Institute and the Institute on Obesity of the National Business Group on Health.

Erik is active in his community as a former Board member of the Clearpool Education Center and is a current Board Member of Green Chimneys. He serves as the current Chair of the Performance Improvement Committee at Green Chimneys.

He has a BS in Mathematics from Manhattan College. Erik lives in Yorktown Heights with his wife, Dee, and his two sons, Douglas and Timothy.

Mike Wise
Senior Corporate Counsel, Compensation and Benefits
Legal Services Division
Caterpillar Inc.
Chair, ERIC Retirement Security Committee

Michael J. Wise is Caterpillar's senior in-house employee benefits counsel, leading the Company's Compensation and Benefits Practice Group within the Legal Services Division. He advises Caterpillar Inc. and its domestic subsidiaries regarding the design, documentation, implementation and administration of qualified and non-qualified retirement plans, welfare benefit plans and executive compensation programs. He also provides advice regarding all areas of compliance with the requirements of ERISA.

Before joining Caterpillar, Mr. Wise practiced exclusively in the area of employee benefits and executive compensation with a large law firm, where he represented diverse clients ranging from not-for-profits, professional corporations and closely held businesses to large, publicly traded corporations.

Impact of Recent Litigation on Benefit Strategies of Large Employers

Joan Disler
Member of the Firm & Chair of the National Employee Benefits Steering Committee
Epstein Becker Green

Joan A. Disler is a Member of the Firm and Chair of the National Employee Benefits Steering Committee. Ms. Disler directs a national practice that provides strategic and practical counsel to the firm's clients on complicated issues relating to employee benefits.

Ms. Disler's practice focuses on all aspects of employee benefits law, including pension and welfare plans under ERISA and the Internal Revenue Code. Ms. Disler counsels a broad range of clients on employee benefit issues, with respect to mergers and acquisitions, qualified and non-qualified plans, deferred compensation and executive bonus plans, plan and trust documents, administrative services agreements, and plan terminations and reversions.

Ms. Disler designs, implements and terminates employee benefits plans, including defined benefit pension, 401(k), supplemental executive retirement, cafeteria and medical plans; consults on administration with emphasis on IRS filings, summary plan descriptions, reporting and disclosure requirements and ERISA fiduciary duties; advises on employee benefit issues in corporate mergers and acquisitions; advises clients on a broad range of employee benefits matters, including qualified plan design, welfare plan design, employee benefit plan compliance issues, and employee benefit plan funding requirements; and advises plan trustees and committees with respect to fiduciary issues. She counsels clients regarding non-qualified deferred compensation plans and other executive programs as well as multiple employer pension plan issues and multi-employer pension plan issues. Additionally, she counsels a variety of clients on employee benefit matters relating to corporate transactions and restructuring and bankruptcy proceedings. She represents clients before the Internal Revenue Service, with respect to applications for determination letters and corrections under the Employee Plans Compliance Resolution System as well as the U.S. Department of Labor, with respect to audits and applications for advisory opinions, and also before the Pension Benefit Guaranty Corporation, regarding defined benefit plan termination issues.

Ms. Disler lectures regularly around the country on varied employee benefit issues and developments, and has authored articles on various topics of ERISA and employee benefits law. She is an Executive Editor of the Benefits Litigation Update and also contributes to the Executive Women's Networking Blog.

Ms. Disler was named in Chambers USA (2007-2012) among the "Leaders in Their Field" for Employee Benefits and Executive Compensation. Chambers ranked her in Band 1 in 2011 and 2012, and quotes clients saying she is a "very talented" employee benefit and executive compensation attorney and her "quality of knowledge and technical expertise really stands out." She was also selected for inclusion in The Best Lawyers in America (2013) and New Jersey Super Lawyers (2005, 2006, 2008, 2009, 2011, 2012, 2013).

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

Jeffrey Lieberman is a Member of the Firm in the Employee Benefits practice, in the firm's New York office. He has more than 25 years of experience advising a broad range of clients on ERISA, employee benefits, and executive compensation matters. He counsels on the design and operation of compensation and benefit arrangements (including incentive compensation, bonus, stock option, restricted stock, and other equity-based arrangements) and on issues under IRS Code Sections 280G, 162(m), 409A, and 457A. He advises on employee benefits and ERISA issues in mergers and acquisitions and other corporate transactions and drafts and negotiates employment, consulting, change-of-control, and severance arrangements.

He counsels investment advisors, plan sponsors, plan administrators, hedge and private equity fund sponsors, and other fiduciaries and service providers on compliance with ERISA's Title I fiduciary requirements (including venture capital operating companies and real estate operating companies), advises on plan compliance, corporate governance, and reporting matters, provides advice on capital markets transactions, securitizations, credit facilities, note issuance programs, and security offerings, provides support for ERISA controversies and litigation

Prior to joining Epstein Becker Green, Mr. Lieberman served as a partner of the ERISA and Executive Compensation practice of a major international law firm. Mr. Lieberman is a member of the Board of Trustees of YAI Networks for People with Developmental Disabilities, a past Chairman of the American Bar Association Tax Section's Employee Benefits Subcommittee on Mergers & Acquisitions, and a member of the Editorial Board of the Journal of Deferred Compensation and the Journal of Pension Planning & Compliance.

Mr. Lieberman regularly authors articles and presents on such topics as executive compensation, fiduciary requirements, incentive programs, and the structuring of plan investments in light of ERISA's "plan asset" rules. From 2006 through 2012, Mr. Lieberman was selected for inclusion in New York Super Lawyers – Metro Edition. He also has been recognized for many years by Legal 500 United States, with the 2012 edition pointing out that Mr. Lieberman is "noted for his ERISA expertise."

The ACA Cadillac Tax in 2018: Time to Get Our Heads Out of the Sand!

Tamara M. (Tami) Simon, JD
Managing Director, Knowledge Resources Group
Buck Consultants, A Xerox Company

Tami Simon is Managing Director of the Knowledge Resources group, which is responsible for Buck Consultants' national multi-practice legal analysis and publications, government relations, research, surveys, training, and knowledge management. Tami is an employee benefits attorney and serves as a national resource on issues affecting employers' health and welfare benefits such as traditional health plans, wellness programs, consumer-directed health plans (e.g., health savings accounts), cafeteria plans, employee and educational assistance programs, health and dependent care flexible spending accounts, disability plans, on-site clinics and fringe benefit programs.

Ms. Simon specializes in health and welfare benefits and provides advice on benefit design and compliance with relevant federal and state laws and regulations, including health care reform, HIPAA (privacy, security and portability), Medicare, ERISA, COBRA, the Internal Revenue Code, USERRA, ADA, FMLA, mental health parity, and GINA. Along with conducting compliance audits, Ms. Simon has also assisted government contractors comply with wage and hour laws (e.g., the Service Contract and Davis-Bacon Acts) and has extensive experience helping clients implement wellness programs and on-site clinics. Ms. Simon also consults on legislative developments and proposals related to health care and serves as a spokesperson, senior thought-leader and project manager on numerous corporate initiatives (e.g., HIPAA privacy/security; health care reform) requiring intellectual capital development, training programs, sales and marketing plans, and model documents.

Ms. Simon is an accomplished public speaker and regularly invited to present on various topics around the country. In addition to conducting client seminars, she has served as a faculty member for the following programs: the American Law Institute/American Bar Association (ALI/ABA) Pension, Profit-Sharing, Welfare, and Other Compensation Plans; Health Enhancement Research Organization (HERO) Think Tank meeting; International Society of Certified Employee Benefit Specialists, Benefit Basics; ALI/ABA Employee Benefits Law and Practice Update; Employee Benefits Institute Annual Conference; the EBIA's national web seminar Wellness Programs Checkup: A Clean Bill of Health; the Worldwide Employee Benefits Network's DC chapter Benefits Boot Camp; the ALI/ABA presentation COBRA Requirements: New Rules, New Questions; and the National Consumer Driven Healthcare Summit.

In addition to authoring hundreds of white papers, Ms. Simon has written numerous articles in leading industry publications, including the *Benefits Law Journal*, *Employee Relations Law Journal*, and *Employee Benefits Journal*.

Ms. Simon is on the advisory board of BNA Tax Management's Compensation Planning Journal and the steering committee of the Worldwide Employee Benefits Network's DC chapter. She is also a member of the American Bar Association. Before joining Buck Consultants, Ms. Simon worked for Mercer, the law firm of McDermott, Will & Emery, Hewitt Associates and the Illinois Attorney General's Office; she also served as a judicial intern for the Iowa District Court. Ms. Simon received her bachelor's degree from the University of Illinois at Urbana/Champaign and her law degree, with distinction, from the University of Iowa, College of Law, where she was an associate editor of the Law Review. She is a member of the Illinois Bar.

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

Mr. Bertheaud is the Finance Director responsible for worldwide financial planning and actuarial policy for employee and retiree benefits. Mr. Bertheaud joined DuPont in 1976 and has been in actuarial assignments most of that time, but at various times has had responsibility for benefits planning at a subsidiary, defined contribution plan recordkeeping and served as a Six Sigma Master Black Belt and Champion for the Finance Six Sigma program. Mr. Bertheaud has served on a number of ERIC committees and task forces and is currently a member of ERIC's Board of Directors. Mr. Bertheaud is an enrolled actuary and a Fellow in the Conference of Consulting Actuaries.

He holds a Bachelor's degree from the University of Pennsylvania's Wharton School in Actuarial Science. Mr. Bertheaud is married and resides just outside Wilmington, Delaware.

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

Mr. Eickelberg is currently General Dynamics Corporation's Vice President, Human Resources & Shared Services. He is responsible the corporation's shared services center that performs a variety of payroll, payroll tax, travel expense reimbursements, and accounting functions. Mr. Eickelberg is also responsible for the design, administration and compliance of General Dynamics' numerous defined benefit pension plans, 401(k) plans, and health and welfare programs. In the area of mergers and acquisitions, Mr. Eickelberg has been directly responsible for negotiating the benefits and administrative aspects of over 60 major acquisitions and divestitures that General Dynamics has conducted during Mr. Eickelberg's tenure.

Outside of General Dynamics, Mr. Eickelberg is a frequent writer and speaker on a variety of human resources-related issues. He is an adjunct professor of law in the LL.M. program at the Georgetown University Law Center, where he teaches graduate level legal courses in the areas of employee benefits in bankruptcy and mergers and acquisitions, as well as ERISA litigation.

Mr. Eickelberg is the Employer Co-Chair for the International Associations of Machinists & Aerospace Workers National Pension and 401(k) Plans. He is a fellow and member of the Executive Committee for the American College of Employee Benefits Counsel. Mr. Eickelberg is a member of the Board of Directors of Deallawyers.com, which is a website dedicated to the lawyers in corporate mergers & acquisitions.

Mr. Eickelberg has testified before the Pension Benefit Guaranty Corporation, the U.S. Senate Finance Committee and the House Ways and Means Committee on Select Revenue Matters concerning pension security and funding. His testimony was given on behalf of the U.S. Chamber of Commerce, Financial Executives Institute, the Business Roundtable, the American Benefits Council, the ERISA Industry Committee and other related organizations.

Prior to joining General Dynamics, Mr. Eickelberg was a partner at Jenner & Block in Chicago, Illinois specializing in ERISA and employee benefits law. Mr. Eickelberg also spent nine years as a benefits consultant with William M. Mercer, Inc., a world-wide benefits consultancy. Mr. Eickelberg is a Certified Public Accountant (Illinois) and licensed to practice law in the District of Columbia (active) and the States of Florida (inactive) and Illinois (inactive).

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

Frank Gottschall is the Vice President of Benefits, HRIS and Payroll for FirstGroup America, Inc., in Cincinnati, Ohio, a position he has held since March 2009. Prior to that, Frank worked in public accounting, the wholesale pharmaceutical industry and retail holding various positions with finance and payroll responsibilities.

Frank holds a bachelor's degree in Accounting from the University of Cincinnati and both Certified Public Accountant and Certified Payroll Professional certifications.

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

Vickie is a General Manager with Delta Air Lines and has responsibility for all health and welfare benefits. She has been with Delta Air Lines for more than 18 years. Her benefits experience started in May of 1997, and spans the world, as she has managed not only domestic benefits, but also the international benefit plans and policies for all Delta employees globally.

Her current responsibilities include managing all domestic medical, dental, vision, FSA, HSA, optional life insurances, as well as overseeing all employee wellness programs and initiatives. Over the past six years she has successfully led the implementation of consumer driven health plans at Delta, opened an onsite fitness center, clinic and pharmacy at the Delta World Headquarters and most recently implemented an incentive-based rewards program. Vickie has a B.A. in marketing from Auburn University.