

ERIC Spring 2018 Policy Conference

April 11-12, 2018 Office of Morgan Lewis 1111 Pennsylvania Ave. NW, Washington, DC

Wednesday, April 11

- 11:30 a.m. **Networking Lunch** (*All ERIC members and guests*)
- 12:00 12:15 p.m. **Welcome**
- 12:15 12:45 p.m. Keynote Address: Senator Bill Cassidy (R-LA)

12:45 – 1:00 p.m.

1:00 – 1:45 p.m. Prescription Drug Cost Efforts at the Federal and State Level

Break

There are many efforts in both the states and DC that could move forward in 2018. Panel experts will discuss what that could mean for employers, and how industry is expected to react.

1:45 – 2:30 p.m. State Threats to ERISA Preemption

Reinsurance programs, state retirement plans, fair share premiums, etc., States and localities are aggressively attempting to regulate employee benefits and obtain revenue from self-insured plans. This panel will address the latest threats and what ERIC and large employers can do to combat them.

2:30 – 2:45 p.m.

Break

2:45 – 3:30 p.m. BACK TO BACK BREAKOUT SESSIONS

Breakout Session 1: Delivery System Reform: What's Next in the Journey from Volume to Value?

This panel will explore health care delivery system reform, including increased telemedicine implementation, with views from innovative employers in the thick of it, as well as regulators trying to move the ball forward.

OR

Breakout Session 2: Lifetime Income

The panel will discuss policies to promote lifetime income products within retirement plans and whether such policies will move the needle in increasing access to such products.

3:30 – 4:15 p.m. BREAKOUT SESSIONS

Breakout Session 1: Executive Compensation – 162(m)/Other Impacts of Tax Reform on Executive Benefits

This panel will discuss recent changes to executive compensation plans due to tax reform, with a focus on best practices and trends now that it has been several months since the implementation date of the new law. In addition, members can provide feedback on a comment letter we will provide to Treasury on possible guidance to be released later in the year.

OR

Breakout Session 2: Farewell Individual Mandate: How the New Individual Market Realities Will Affect Large Employers

Join us for discussion with a panel of experts who will discuss the likely effects this will have on your company's health plan, your workforce, and how to prepare.

4:15 – 4:30 p.m. Break

4:30 – 5:15 p.m. Defined Benefit Grab Bag

Tom Reeder, Director of the PBGC, will provide updates on a variety of topics impacting defined benefit plans. In addition, other expert panelists will discuss missing participants, de-risking activities, pension funding trends, and other important defined benefit plan issues.

5:30 – 7:30 p.m. **Rooftop Reception** (All ERIC Members and Guests)

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ERIC Spring 2018 Policy Conference

Thursday, April 12

7:30 a.m. Breakfast (All ERIC members and guests)

8:00 – 8:05 a.m. Welcome

8:05 – 8:45 a.m. Paid Leave in the 21st Century

Varying paid leave laws and proposals are emerging across the country. Panelists will consider the myriad and conflicting leave rules and explore the likelihood that federal preemption will exist in the near future to put an end to the burdensome patchwork.

8:45 – 9:30 a.m. Litigation Update: What's Happening in the Courts

An ERISA attorney will walk us through the biggest cases affecting plan sponsors, and the health and retirement plans they provide to workers and families across the country.

9:30 – 9:45 a.m.

Break

- 9:45 10:45 a.m. Stu Rothenberg 2018 Election Update
- 10:45 11:30 a.m. Breakout Sessions
- Breakout Session 1: Tax Reform Trends

How are employers adapting to changes tax reform made to fringe benefits and executive compensation? In addition, the panel will review other compensation trends in the wake of the corporate rate tax cut.

OR

Breakout Session 2: Plan Audits – How Can You Prepare?

Overly broad rules were proposed by the American Institute of Certified Public Accountants (AICPA) that call into question the ability to use limited scope audits. Panelists will discuss additional reporting requirements that could create unnecessary tension between auditors and plan sponsors and make it more difficult for plan sponsors to work with regulated service providers such as insurance companies and bank collective trusts.

- 11:30 a.m. Noon **Networking Lunch** (*All ERIC members and guests*)
- 12:15 12:45 p.m. Keynote Address: Preston Rutledge, Assistant Secretary, EBSA, Department of Labor
- 12:45 1:30 p.m. Creating Viable Coverage Options Outside of the Large Employer Market

This panel will discuss the pros and cons for employers of legislative proposals, including ones that would allow employees aged 50-64 to enroll in Medicare.

1:30 – 2:15 p.m. Total Wellbeing – What Large Employers are Doing to Promote Wellness and Financial Security

Beyond health wellness programs and retirement security plans, employers are aggregating the programs into overall total wellbeing efforts. Panelists will discuss what is working and what policies are needed to ensure these programs can work.

2:15 – 2:30 p.m. Raffle

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