San Francisco Chapter
SPRING CONFERENCE

Wednesday, May 13, 2015
8:00 a.m. - 12:30 p.m.
Hyatt Regency, Embarcadero, San Francisco

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CONFERENCE SCHEDULE AT A GLANCE			
8:00 – 8:45	Registration and Hosted Continental Breakfast		
8:30 – 8:45	Welcome & Opening Remarks		
8:45 – 10:00	**Keynote: Peter Neuwirth, FSA, EA, Senior Consultant, Towers Watson** **"What's Your Future Worth?"**		
10:00 – 10:15	BREAK		
	Track A	Track B	Track C
10:15 – 11:15	**Executive Compensation** **Fred Whittlesey** **Principal Consultant, Compensation Venture Group**	**DOL Update** **Klaus Placke** **Deputy Regional Director for the San Francisco Regional Office of the U.S. Department of Labor, Employee Benefits Security Administration**	**Health & Welfare** **Julie Burbank** **Senior Counsel, Employment & Corporate Services Law Group, Chevron Corporation** **Brian Gilmore** **Lead Benefits Counsel, ABD Insurance and Financial Services** **Cindy Pulido** **Program Manager, Facebook**
11:15 – 11:30	BREAK		

11:30 – 12:30	**Retirement Readiness and Investments** **Grace Lattyak** **Associate Partner, Aon Hewitt** **Brian Montanez** **Principal, Multnomah Group**	**Legal Update – Recent Developments Regarding Fiduciaries and Fees** **Jason Flaherty** **Partner, Orrick, Herrington & Sutcliffe, LLP** **Patricia Anglin** **Senior Attorney, Orrick, Herrington & Sutcliffe, LLP**	**International Benefits** **Karine Desruisseaux** **Principal, Mercer International Consulting Group** **Thomas Seiter** **Principal, Mercer San Francisco**

2015 SPRING CONFERENCE PROGRAM DETAILS

8:45 a.m. – 10:00 a.m.
KEYNOTE ADDRESS
What's Your Future Worth?

Peter Neuwirth, an actuary, has worked in both the insurance and the pension's world and has written a book he believes is worth talking about!

The book is called "What's Your Future Worth?" and it deals with how to balance time, risk and value to make better decisions – not just financial decisions, but life decisions as well.

In his book, he provides an accessible, step-by-step guide to using the powerful concept of Present Value—which allows individuals to determine the value today of something that might happen in the future—to evaluate all of the outcomes that might arise from choosing one path as opposed to another. There are examples that anyone can relate to, and the book walks you through the process of making those choices. Your old refrigerator doesn't work as well as it used to—should you buy a new one right away or muddle through for a while? You're offered a great discount on a service you don't need at the moment but eventually will—buy the service now or wait?

With just a little math and some common sense, you can compare future costs and benefits with present costs and benefits and make "apples to apples" comparisons. Mr. Neuwirth believes that this book will be indispensable for anyone who has ever had to figure out whether to stick with an awful job or follow his or her bliss, fix that old car or buy a new one, increase 401(k) contributions or keep the same take-home pay, and a thousand other decisions.
Speaker:
Peter Neuwirth, FSA, EA, Senior Consultant, Towers Watson

Moderator:
Justin Chilcote, Transamerica Retirement Solutions

10:15 a.m. – 11:15 a.m.
BREAKOUT SESSIONS

Track A:
Executive Compensation: It's Time to Show Your Compensation Plan Who's Boss!

From Oscar acceptance speeches to headlines regarding Walmart raising minimum hourly wages to socio-political issues from Union labor forces to activist investors - there's a fascinating confluence of issues and forces affecting corporate compensation. The rapid changes in market practices will affect every company's compensation and benefits program, and put new pressure on professionals to understand and address the dynamics. Please join us for an insightful session from the renowned expert Fred Whittlesey who will discuss what this means for you and your stakeholders, trends to consider, and how to address this with your particular compensation plan.

Speaker:
Fred Whittlesey, Principal Consultant, Compensation Venture Group, a Certified B Corporation

Moderator:
Karen Casillas, CAPTRUST

Track B:
DOL Regulatory and Enforcement Update

Mr. Placke will provide the latest DOL EBSA regulatory news as of May 2015.

With regard to current enforcement issues, he will also discuss some significant operational changes in how EBSA is being measured in accomplishing its strategic goals with a shift from the number of enforcement cases completed to timeliness of completed cases, working major cases, obtaining significant protections, and administrative reforms, and restoring losses to the Plan in terms of real money into the pockets of participants.

These changes have far-reaching impacts in terms of how EBSA expends its resources, identifies potential targets, and decides which areas of plan administration to focus on. Mr. Placke will discuss these operational changes in addition to EBSA's enforcement priorities which remain the five national projects – ESOPs, REACT, Health Benefits Security Project, Fiduciary Service Provider Compensation Project, and the Contributory Plans Criminal Project.

Speaker:
Klaus Placke, Deputy Regional Director for the San Francisco Regional Office of the U.S. Department of Labor, Employee Benefits Security Administration (EBSA)

Moderator:
Saswati Paul, Tobin Law Group

Track C:
Health & Welfare – Industry Hot Topics

The panel of ERISA attorneys and plan sponsor representatives will discuss the latest hot topics in the health and welfare side of the practice. Such topics will include:

<u>Pay or Play:</u>
- Full-time employee measurement methods
- Temps and interns
- Outside staffing firms

<u>Section 6055/6056 Reporting:</u>
- Final instructions and Forms 1094-C/1095-C
- Vendor considerations

<u>Cadillac Tax</u>:
- New IRS Notice 2015-16 initiates regulatory process
- Likely included and excluded coverage
- Implications for account-based plans

<u>Wellness Programs:</u>
- Industry uncertainty persists from EEOC's failure to issue ADA regulations

<u>HIPAA Issues:</u>
- ERISA fiduciary considerations in light of the Anthem mega-breach

<u>Nontraditional H&W Benefits:</u>
- Innovative and fashionable benefits gaining traction
- E.g., sabbatical, pet insurance, surrogacy, adoption assistance, infertility, gym, on-site clinics

Speakers:
Julie Burbank, Senior Counsel, Employment & Corporate Services Law Group, Chevron Corporation
Brian Gilmore, Lead Benefits Counsel, ABD Insurance and Financial Services
Renee Albert, Manager, America's Benefits, Facebook

Moderator:
Robert Gower, Trucker♦Huss

11:30 a.m. – 12:30 p.m.
BREAKOUT SESSIONS

Track A:
Retirement Readiness and Investments

In this session, Grace Lattyak will discuss retirement income adequacy studies and employee perceptions. Brian Montanez will provide insights into how to help participants through investment menu designs.

Speakers:
Grace Lattyak, Associate Partner, Aon Hewitt
Brian Montanez, Principal, Multnomah Group

Moderator:
Janelle Ong, FSA, EA, Altman & Cronin Benefit Consultants

Track B:
Legal Update: Recent Developments Regarding Fiduciaries and Fees

- Fiduciary Breach Settlements
- Administrative Red Flags
- Re-proposed Fiduciary Rules

ACA News

- Employer Payment Plans
- Cadillac Tax
- SCOTUS Hears King v. Burwell
- SBC Update
- 2015 Poverty Level
- Final Forms and Instructions for Health Coverage Information Reporting
- Windsor Guidance
- Consolidated and Further Continuing Appropriations Act of 2015

Executive Compensation

- SEC Proposed Rule for Hedging Disclosure

Speakers:
Jason Flaherty, Partner, Orrick, Herrington & Sutcliffe LLP
Patricia Anglin, Senior Attorney, Orrick, Herrington & Sutcliffe LLP

Moderator:
Claire Eyges, QPA, QKA, Towers Watson

Track C:
International Benefits

This event is geared towards employers in the early stages of global expansion and offers the opportunity to learn about latest trends and best practices.
Our discussion will focus on:

- Global Benefits Strategy and Governance – do it right from the start
- New country expansion – setting up benefits for small local national headcounts
- Legislative updates – recent benefit-related legal developments that will impact programs for local and/or expatriate employees

Speakers:
Karine Desruisseaux, Principal, Mercer International Consulting Group
Thomas Seiter, Principal, Mercer San Francisco

Moderator:
Mike Zelda, Moss Adams

2015 Spring Conference Committee

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