Discovering the Value of Benefits

SPRING SEMINAR

Wednesday, May 12, 2010

Oregon Convention Center
777 NE Martin Luther King Jr. Blvd.
Portland, OR 97232

KEYNOTE SPEAKER

Thomas Perry
President, Integrated Benefits Institute

Health and Productivity as a Business Strategy

In the news almost daily, we hear how businesses are struggling with rising healthcare costs. Perceived solutions typically focus on shifting costs to employees or reducing healthcare coverage. The healthcare cost burden is evident. Typically, employers track, analyze and scrutinize payments for coverage. As this expense rises, alarms go off and senior management tasks financial teams and benefits managers to develop ways to rein in the payout. But what if, instead, employers assessed the value of healthcare to the business? The presentation will focus on how we can effectively move from a narrow focus on healthcare costs to a more meaningful focus on increased productivity and the value returned to the business in clear, measurable terms.

LUNCH SPEAKER

Ruth Carey, RD, CSSD
Ruth Carey Consulting

7 Habits of Highly Effective Nutrition

Ruth will address eating healthfully for weight control, sports and fitness and/or disease prevention in an easy to understand, motivational manner. Ruth is the sports nutritionist for the Portland Trail Blazers and a national speaker and media spokesperson for many companies. She counsels individuals of all ages and works with groups in her Portland practice.

EVENT SCHEDULE

7:30	**Continental Breakfast and Registration**
8:00	**Welcome and Keynote**
9:45	**Morning Workshops**
12:15	**Lunch with Speaker**
1:45	**Afternoon Workshops**
4:00	**Hosted Bar and Reception**

Details inside >>

WP&BC
WESTERN PENSION & BENEFITS CONFERENCE
Portland

Discovering the Value of Benefits

Registration table opens; light breakfast available.

8:00 WELCOME AND KEYNOTE SPEAKER

9:45 BREAKOUT SESSIONS

1. **Know the market in 2010**
   Speaker: Darin Richards, CFA
   AKT Wealth Advisors
   2010 is full of hopeful predictions and forecasts for stock market and economic recovery. Every stage of the economy has certain sectors and investments performing well and others declining. What has 2010 brought year to date and what more could 2010 possibly bring? Will the housing market bounce back? Will interest rates rocket? What about discretionary spending and stock market forecasts in general? Gain insight in these topics and a whole lot more from an expert.

2. **The Changing Landscape of Employer Health Plans**
   Speaker: Tom Kramer
   Bullard Smith Jernstedt Wilson
   New federal laws and regulations have required changes to employers' health plans (including cafeteria plans) and more changes will be required. This session will look at changes to employers' health and cafeteria plans required by the new health care reform bills, the Mental Health Parity regulations, the Genetic Information Nondiscrimination Act, Michelle's Law and the HEART Act (and other new laws and regulations issued before the Spring Seminar).

3. **Managing Fiduciary Risk: Preparing plan sponsors, advisors and service providers for the impacts of financial regulation**
   Speaker: MacGregor Hall, CIMA
   Deschutes Investment Advisors
   In today's volatile investment climate, plan fiduciaries face a dynamic and challenging environment. Plan sponsors need to pay particularly close attention to their fiduciary responsibilities. Personal liability, complex laws and regulations, lack of fee transparency, conflicts of interest, and increased scrutiny by participants and regulators represent just a few of the trends that must be addressed. Learn how the economic events in the last several years have affected fiduciary risks, review the proposed financial reforms that will affect retirement plans, plan sponsors, advisors and other services providers and take this opportunity to refresh your understanding of the responsibilities of plan fiduciaries, and determine what plan sponsors and professionals should be focusing on going forward to mitigate financial risk.

11:00 BREAKOUT SESSIONS

4. **IRS Update: The Latest IRS Developments in Retirement Plans**
   Speaker: Colleen Patton
   EP Area Exam Manager in Pacific Coast
   Here you'll learn directly from the IRS about new programs, recent guidance, and the latest issues that may affect you and your clients.

5. **Prescription Drug Management Costs and What You Need to Know —Panel Discussion**
   Chris Brown, *Payless*
   Helen Noonan-Harnsberger, Pharm.D.,
   Providence Health System
   Scott Haas, *Wells Fargo Insurance Services*
   Prescription Benefit Managers (PBMs) are a vital component in the administration and delivery of healthcare services within both private and public health plans. However, many PBMs are engaged in pricing practices that add tremendous hidden cost to the purchasers of prescription drugs. This session will address the impact PBMs have in the overall cost basis of healthcare services and will discuss various models available in the market as employed by various health plans. Discussion includes:
   - Basic pricing practices that are affecting the cost of generic, brand and specialty drugs at the retail and mail order point of purchase
   - Different PBM delivery models that have been developed by health insurance carriers, self-insured health plan sponsors and public entities
   - Future trends that will impact the cost of prescription drugs and their delivery to the market by PBMs

6. **Exploring Oregon's Rest Laws**
   Speaker: Marion Rice, Ed.D.
   Nursing Mothers Counsel of Oregon
   Participants will gain an understanding of the rationale and easy steps to compliance with both the State of

Oregon's Worksite Rest Breaks for Breast Milk Expression Law (ORS 653.077) that became effective January 2008 and the just-enacted workplace breastfeeding support provisions of The Patient Protection and Affordable Care Act (H.R. 3590), signed by President Obama on March 23, 2010. Participants will learn how employers benefit from worksite lactation programs through lower health care costs, less absenteeism and turnover, improved morale, higher job satisfaction and higher productivity.

12:15 LUNCH WITH SPEAKER

1:45 BREAKOUT SESSIONS

7. DOL Update
Speakers: Terri Olson and Andy Cameron
US Department of Labor; Employee Benefits Security Administration (EBSA)
This session will focus on the latest in pension enforcement issues, health plans, and voluntary compliance efforts.

8. So Why All The Controversy About Healthcare Reform?
Speaker: David Axene
Axene Health Partners, LLC
The US health care system provides some of the best, if not the best, health care in the world. However, the cost of that system continues to be the most expensive with overall health care expenditures exceeding 17% of GDP in 2009. The conundrum we face is how to reduce the cost of the system while maintaining its quality. The latest reform has become highly politicized, perhaps understandably, but so unfortunate. We will step back, take a closer look at some of the key issues and discuss why American health care reform is so essential.

9. Fundamentals of Asset/Liability Modeling (ALM) – How pension plan sponsors are using ALM to understand risk and establish strategic asset allocations
Speaker: Dave Dougherty
Dave Dougherty, LLC
This session will look at how/why ALM has become a valuable tool in pension planning and funding, what goes into the building of an ALM study, and how sponsors are using ALM results. Case studies will be used as illustrations.

3:00 BREAKOUT SESSIONS

10. The Latest and Greatest for Defined Contribution (DC) Plans
Speaker: Amy Cavanaugh
PensionPodcasts.info
The defined contribution landscape is ever changing. There are not only increased investment and plan design opportunities, but also increased risks including fee and stock drop lawsuits. This session evaluates the current trends, opportunities, challenges, legislative action, and legal issues regarding defined contribution plans. Attending this session will provide attendees with valuable insights on DC trends that will help you manage your DC plans going forward.

11. Healthcare Legislation Update
Speaker: Representative TBD
US Senator Ron Wyden's Office
A representative from Ron Wyden's office will discuss the Healthcare Reform Act and its affect on the nation, state, and local area.

12. Benchmarking Fees AND Value for your 401(k) Plan
Speaker: Matt Golda, CFA
Fiduciary Benchmarks, Inc
ERISA section 404(a)(1)(a) requires that plan fiduciaries make sure the fees they pay are no more than reasonable. But that is easier said, than done. The myriad of fee structures that exist in the retirement industry have more variations than a Rubik's cube. And as some simple mathematics will demonstrate, ignoring value components of participant success measures for the sake of lower fees is a serious mistake. This Session will be an interactive exercise in how to benchmark your retirement plan. It will answer a number of questions such as - How do you build an apples to apples comparison group? What is the proper way to benchmark fees? What value measures for sponsors and participants should be compared to those fees?

4:00 HOSTED BAR AND RECEPTION

We would like to thank the following organizations for their support:

The Standard

Milliman

Moss Adams
Certified Public Accountants | Business Consultants

Miller Nash LLP
Attorneys at Law

AKT Retirement Plan Services LP
Personal. Local. Global.

Saalfeld Griggs PC

Mercer
Marsh Mercer Kroll
Guy Carpenter Oliver Wyman

InFocus

Becker Capital Management

Jensen Investment Management®

Vigilant™
counsel for employers

Garvey Schubert Barer

Davis Wright Tremaine LLP
Defining Success Together

Stoel Rives LLP
Attorneys at Law

Wells Fargo
Insurance Services

delap

Towers Watson