



## 22<sup>ND</sup> ANNUAL FLEXIBLE BENEFIT ADMINISTRATORS' SYMPOSIUM

### Stayin' Alive Through Change

July 29-31, 2009 Crowne Plaza St. Paul, MN

## Employers Council on Flexible Compensation 22nd Annual Flexible Benefit Administrator's Symposium Agenda

### Pre-conference Events

#### Tuesday July 28, 2009

1:00 p.m.	<p><b>Inaugural Foundation for Future Leadership Golf Tournament</b>  <b><u>Separate registration required.</u></b>          Call Janet at 904-886-3443 to register or go onto the ECFC web site at <a href="http://www.ecfc.org">www.ecfc.org</a> (have your Personal Username &amp; Password (PUP) ready.)</p>
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#### Wednesday, July 29, 2009

9:00 a.m.	<p><b>Decision Makers' Meeting</b>  <b><u>Separate registration required.</u></b>          Call Janet at 904-886-3443 to register or go onto the ECFC web site at <a href="http://www.ecfc.org">www.ecfc.org</a> (have your Personal Username &amp; Password (PUP) ready.)</p> <p><u>Agenda:</u></p> <ul style="list-style-type: none"> <li>• What's up on the hill...lobbying and legislative update</li> <li>• ECFC Board Update. ECFC committees work for you</li> <li>• ECFC Ahead. Ready and moving forward as an organization. Of special note: ECFC's voice heard in Healthcare reform debate.</li> <li>• Your ECFC: Input and feedback from you!</li> </ul>
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### Conference Agenda Wednesday, July 29, 2009 (Conference Start)

11:00 a.m.	<p>Conference Lunch in Exhibit Hall (Exhibit Hall Opens)          Conference Registration Begins</p>
1:00 p.m.	<p><b>Welcome and Introduction</b></p> <ul style="list-style-type: none"> <li>• Jody L. Dietel, CFCI, Compliance Officer, WageWorks, Inc. and Conference Chair</li> </ul>
1:15 p.m.	<p><b>State of ECFC</b></p> <p>How far has The ECFC progressed in the last year, and what is on the horizon for the upcoming 12 months</p> <ul style="list-style-type: none"> <li>• Dennis Triplett, Chairman, ECFC Board of Directors</li> <li>• David Carver, CFCI, Executive Director, ECFC</li> </ul>
1:30 p.m.	<p><b>Life is a Verb: 37 Days to Wake Up, Be Mindful, and Live Intentionally</b></p> <p>In changing times we should all be reminded to Live Intentionally. What would you be doing if you only had 37 days to live?</p> <p>Patricia is a co-founder of <u>The Circle Project</u>, a consulting firm that partners with organizations and the people in them to help them work more effectively and authentically together across difference.</p> <ul style="list-style-type: none"> <li>• Patricia Digh</li> </ul> <p>2 CE Credits</p>
2:45 p.m.	<p>Refreshment Break in Exhibit Hall</p>



**Wednesday, July 29, 2009 (Continued)**

3:00 p.m.	<p><b>Health Care Reform and Its Impact on Flex: What's in Store for 2010 and beyond</b></p> <p>Mehlman, Vogel, Castagnetti explain the logistics and behind-the-scenes workings of Congress and what's on the horizon for healthcare reform. Additionally, hear about the broad coalition efforts of several TPAs to augment ECFC efforts and broaden individual impact.</p> <ul style="list-style-type: none"> <li>• Colette Desmarais, Mehlman, Vogel, Castagnetti</li> <li>• Cindy Brown, Principal, Mehlman, Vogel, Castagnetti</li> <li>• Joe Jackson, CEO, WageWorks, Inc.</li> </ul> <p>2 CE Credits</p>
3:45 p.m.	<p><b>Stayin' Alive in 2009: The Flex Year in Review</b></p> <p>What have Congress and the agencies been up to? New rules and regulations that affect administrators and their business.</p> <ul style="list-style-type: none"> <li>• John Hickman, Esq. Alston &amp; Bird LLP</li> <li>• Ashley Gillihan, Esq. Alston &amp; Bird LLP</li> </ul> <p>2 CE Credits</p>
6:15 p.m.	<p>ECFC All Attendee Reception</p> <p>A great opportunity to meet your peers and network with others to find out how they are handling health care changes and Stayin' Alive!</p>

**Thursday, July 30, 2009**

	Fundamental 8	Survival Techniques	Practice Showcase
7:00 a.m.	Continental Breakfast In Reception Hall		
8:00 a.m.	<p style="text-align: center;"><b>Legal Requirements</b></p> <p>This session provides a "teach to the test" approach for understanding the legal requirements for cafeteria plans.</p> <ul style="list-style-type: none"> <li>• Cindy L. Davis, Esq. Anderson, Helgen, Davis &amp; Nissen, LLC.</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>Administration in Troubled Economic Times</b></p> <p>This session explores bankruptcies: employer, participant and even TPA's and financial hardship. What can you do?</p> <ul style="list-style-type: none"> <li>• Cheryl Hughes, Esq. Groom Law Group Chartered</li> <li>• Dan Brandenburg, Esq. Saul Ewing LLP</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>Wellness and Chronic Disease Management</b></p> <p>This session will explore how wellness and chronic disease management can positively impact a plan's costs AND show you how to incorporate wellness into your FSA and HRA.</p> <ul style="list-style-type: none"> <li>• Chris Ryan SHPS, Inc.</li> </ul> <p style="text-align: center;">1 CE Credit</p>
9:00 a.m.	<p style="text-align: center;"><b>Documentation and Filing Requirements</b></p> <p>This session provides a "teach to the test" approach for understanding the documentation and filing requirements for cafeteria plans.</p> <ul style="list-style-type: none"> <li>• Sandy Gleason, CFCI MHM Resources LLC</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>State Laws and the TPA</b></p> <p>TPA licensing, bonding, flex mandates...how do you keep up? Is it just in your state, or where you have clients? Or, is it wherever there are participants?</p> <ul style="list-style-type: none"> <li>• Andrew Haynes, Esq. Haynes Benefits</li> <li>• Martha Sewell, Esq. Kilpatrick Stockton</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>Let's get an elevator speech together</b></p> <p>Working session to hone your sales pitch and to bring out the value of your ECFC credentials.</p> <ul style="list-style-type: none"> <li>• Jan LeTourneau, CFCI MHM Resources LLC</li> <li>• Melanie Hallenbeck, CFCI WageWorks, Inc.</li> </ul> <p style="text-align: center;">1 CE Credit</p>



**Thursday, July 30, 2009 (Continued)**

	Fundamental 8	Survival Techniques	Practice Showcase
10:00 a.m.	Refreshment Break in Exhibit Hall		
10:15 a.m.	<p style="text-align: center;"><b>Plan Discrimination</b></p> <p>This session provides a "teach to the test" approach for understanding the nondiscrimination tests required for cafeteria plans and their components.</p> <ul style="list-style-type: none"> <li>Mark Stember, Esq. Kilpatrick Stockton</li> <li>Robert M. Richter, J.D., LL.M. SunGard Relius</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>Claims we hate to see</b></p> <p>Develop a practical decision grid to address the really tough claims. Wii Fit, breast pumps, incontinence products—what's a claim adjudicator to do?</p> <ul style="list-style-type: none"> <li>Susan Monkmeyer, Esq. Thomson Reuters/EBIA</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>When cards go wrong...forced posts, identity breach, card breach and fraud...</b></p> <p>What's the liability and where does it land? Everything you wished you knew....before the breach.</p> <ul style="list-style-type: none"> <li>Dennis Triplett, UMB Bank</li> <li>Joan Christensen, First Data Corp.</li> </ul> <p style="text-align: center;">1 CE Credits</p>
11:15 a.m.	<p style="text-align: center;"><b>Flexible Spending Accounts</b></p> <p>This session provides a "teach to the test" approach for understanding the basics of Flexible Spending Accounts.</p> <ul style="list-style-type: none"> <li>Ron Jerzak, CFCI Paychex, Inc.</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>To trust or not to trust</b></p> <p>FSA and COBRA trust and funding requirements. When do general assets become plan assets?</p> <ul style="list-style-type: none"> <li>Ashley Gillihan, Esq. Alston &amp; Bird LLP</li> <li>Dan Brandenburg, Esq. Saul Ewing LLP</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>Health Reform: What can I do/What are others doing?</b></p> <p>This workshop will bring together several professionals in a facilitated workshop to provide toolkits for practitioners to get staff, client and participant involvement in the debate. This is a hands on, nuts and bolts workshop.</p> <ul style="list-style-type: none"> <li>Jody L. Dietel, CFCI WageWorks, Inc.</li> </ul> <p style="text-align: center;">1 CE Credit</p>
12:15 p.m.	Luncheon in the Exhibit Hall		
1:30 p.m.	<p style="text-align: center;"><b>Claims Management and Payment Cards</b></p> <p>This session provides a "teach to the test" approach for understanding eligible expenses and the use of debit cards for flexible spending accounts.</p> <ul style="list-style-type: none"> <li>Teresa Cutler, CFCI Employee Benefits Corporation</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>Reducing risk of loss: What works, what doesn't and what's legal?</b></p> <p>This session explores risk management techniques for a variety of issues facing plan sponsors, participants AND TPAs.</p> <ul style="list-style-type: none"> <li>Andrew Haynes, Esq. Haynes Benefits</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>Nondiscrimination: Advanced Applications</b></p> <p>What can you do to apply creative design and still pass the tests? This session shows you how.</p> <ul style="list-style-type: none"> <li>Mark Stember, Esq. Kilpatrick Stockton</li> <li>Robert M. Richter, J.D., LL.M. SunGard Relius</li> </ul> <p style="text-align: center;">1 CE Credit</p>
2:30 p.m.	<p style="text-align: center;"><b>HIPAA/COBRA</b></p> <p>This session provides a "teach to the test" approach for understanding COBRA and HIPAA requirements applicable to Health Care Spending Accounts and HRAs.</p> <ul style="list-style-type: none"> <li>Connie Gilcrest, CFCI, Infinisource, Inc.</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>Election Change Toughies...including ones most popular in 2009: Significant reduction in hours, furlough and layoffs. What are the legal and practical issues?</b></p> <p>Join us to explore this timely topic.</p> <ul style="list-style-type: none"> <li>Sharon Cohen, Esq. Watson Wyatt Worldwide</li> <li>Mr. Roger Abramson, JD, SPHR AmeriFlex, LLC</li> </ul> <p style="text-align: center;">1 CE Credit</p>	<p style="text-align: center;"><b>The Electronic Age</b></p> <p>Plan Documents/SPDs distribution, online enrollment, ERISA requirements for electronic forms (claims, enrollment etc.), document retention.</p> <ul style="list-style-type: none"> <li>Scott Sims, J.D., LL.M. Hewitt Associates</li> <li>Pradeep Goel, CEO, Consumer Health Technologies</li> </ul> <p style="text-align: center;">1 CE Credit</p>



**Thursday, July 30, 2009 (Continued)**

	Fundamental 8	Survival Techniques	Practice Showcase
3:30 p.m.	Refreshment Break in Exhibit Hall		
3:45 p.m.	<p><b>Consumer Driven HealthCare (HRAs and HSAs)</b> This session provides a "teach to the test" approach for understanding Consumer Driven Health Care, HDHPs and the use of HSAs and HRAs.</p> <ul style="list-style-type: none"> <li>Sue Sieger, CFCI General Manager Benefits Design Group, Inc. 1 CE Credit</li> </ul>	<p><b>Mergers and Acquisitions</b> How come benefit issues are always the last to be discussed, if at all? How to handle and work with your clients on M&amp;A activities.</p> <ul style="list-style-type: none"> <li>Cheryl Risley Hughes, Esq. Groom Law Group Chartered 1 CE Credit</li> </ul>	<p><b>HRA and MSP CMS Reporting</b> It's true...no relief. How to prepare and get the data this year so you can comply next.</p> <ul style="list-style-type: none"> <li>Kathryn Bakich, Esq. The Segal Company 1 CE Credit</li> </ul>
4:45 p.m.	<p><b>Transit &amp; Parking Plans</b> This session provides a "teach to the test" approach for understanding Transit and Parking Accounts, the 1% rule and transit passes.</p> <ul style="list-style-type: none"> <li>Dan Corbett, WageWorks, Inc.</li> <li>Larry Filler, TransitCenter, Inc. 1 CE Credit</li> </ul>	<p><b>Mini-meds</b> Benefits Lite doesn't mean compliance lite...</p> <ul style="list-style-type: none"> <li>Ashley Gillihan, Esq. Alston &amp; Bird LLP 1 CE Credits</li> </ul>	<p><b>HIPAA</b> HIPAA under ARRA...just a bad dream? Covered entity obligations for Business Associates. What happened to the good old days?</p> <ul style="list-style-type: none"> <li>John R. Hickman, Esq. Alston &amp; Bird LLP</li> <li>Kathryn Bakich, Esq. The Segal Company 1 CE Credit</li> </ul>
6:00 p.m.	A Special Evening on the River in St. Paul - Bus to and Board the Riverboat. A great opportunity to meet your peers and network with others to find out how they are handling health care changes and Stayin' Alive!		
6:30 p.m.	Wine & Cheese Reception on the River		
7:30 p.m.	Dinner & Music while cruisin' aboard the Riverboat		
9:30 p.m.	Return to the Crowne Plaza, St. Paul via Bus		

**Friday, July 31, 2009**

7:30 a.m.	Continental Breakfast in Exhibit Hall		
8:30 a.m.	<p><b>Difficult Expenses: The IRS Answers the Tough Questions on Section 21 and Section 213 Eligibility</b></p> <ul style="list-style-type: none"> <li>Donna M. Crisalli, Office of the Associate Chief counsel – Income Tax &amp; Accounting, Internal Revenue Service 2 CE Credits</li> </ul>		
10:30 a.m.	Refreshment Break in Exhibit Hall		
10:45 a.m.	<p><b>Putting it all together:</b> Technical Advisory Committee (John Hickman, Esq., CFCI, Chair) 2 CE Credits</p>		
Noon	Conference Concludes		