

## Pre-Conference Agenda

### MONDAY August 8, 2011 (Pre-Conference Event)

3:00 p.m.	<b><u>ECFC Board Meeting – Nipmuc Room</u></b>
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### TUESDAY August 9, 2011 (Pre-Conference Event)

7:00 a.m. – 10:30 a.m.	<b><u>ECFC Board Meeting – Nipmuc Room</u></b>
11:00 a.m. – 7:00 p.m.	<p><b><u>Leave the Main Entrance of the Mohegan Sun via bus for The John J. Robbins Sr. Memorial Golf Tournament</u></b>  <b>This year’s golf tournament will be held at the beautiful, picturesque and prestigious Fox Hopyard Golf Club in East Haddam, Connecticut. A limited number of golf slots are available on a first come, first served basis. Don’t delay and miss out on this special golf outing and fun 19<sup>th</sup> Hole reception.</b></p> <p><b>The event benefits the Foundation for Future Leadership, which is a 501c3 organization.</b></p> <p><b><u>Separate registration required.</u></b></p>

### WEDNESDAY, August 10, 2010 (Pre-Conference Event)

9:00 a.m.	<p><b><u>Decision Makers’ Meeting – Schaghticoke Room</u></b></p> <p><b><u>Separate registration required.</u></b></p> <p><u>Agenda:</u></p> <ul style="list-style-type: none"> <li>• Where is Washington DC on implementing Healthcare reform and the repeal of Use or Lose?...An essential lobbying and legislative update</li> <li>• ECFC Board committee updates</li> <li>• ECFC Ahead--Ready and moving forward as an organization.</li> <li>• Meet Plexus: Our new management partner!</li> <li>• Roundtable: Making a difference in your organization: share with your peers.</li> <li>• Your ECFC: Input and feedback from you!</li> </ul>
10:00 a.m.	<p><b><u>Legislative Priorities Committee Meeting – Schaghticoke Room</u></b></p> <p><b><u>Separate registration required.</u></b></p> <p><u>Agenda:</u>  Join ECFC Lobbyists and Legislative Committee members for a special meeting discussing ECFC’s legislative priorities for the coming year. Repeal of “Use or Lose,” Permanent Transit Parity, HRA exclusion from PPACA, and the Cadillac Tax—these AND our primary objective to preserve and expand tax-advantaged employee benefit plans will be discussed.</p>
11:00 a.m.	<p><b><u>Transit Committee Meeting – Schaghticoke Room</u></b></p> <p><b><u>Separate registration required.</u></b></p> <p><u>Agenda:</u>  Join others on the Transit Working Group for a special meeting discussing ECFC’s priorities for the permanent extension of the transit limits and other legislation that have been introduced. In addition, discussion of ECFC educational efforts on transit benefits and how they work will be discussed.</p>

## Agenda (Wednesday)

**August 10, 2011 (Conference Begins)**

11:00 a.m.	<b>Conference Registration Begins</b> (Exhibit Hall Opens) – <b>Lobby of Salon C Ballroom</b>
1:00 p.m.	<p><b>Welcome and Introduction – Salon B Ballroom</b></p> <p><i>Jody L. Dietel, CFCI, Chief Compliance Officer, WageWorks, Inc., SIGIS Association President and ECFC Conference Chair</i></p>
1:05 p.m.	<p><b>State of ECFC</b></p> <p>How far has ECFC progressed in the last year? What is on the horizon for the upcoming 12 months?</p> <p><i>Dennis Triplett, Chairman, ECFC Board of Directors</i></p>
1:15 p.m.	<p><b>Keynote Address: Chad Varga, Founder and President, InspireNow</b></p> <p>Chad Varga, former Dallas Mavericks NBA star, began to feel that there was a different purpose for his life and that he had more to offer than just shooting a jump shot or dunking a basketball. Chad made the ultimate decision to give up what he had worked for his whole life in order to make a difference in other people's lives. Chad founded InspireNow, a non-profit organization established to develop within students the building blocks for their full potential—character development, a commitment to excellence and personal responsibility.</p> <p>2 CE Credits</p>
2:45 p.m.	<b>Refreshment Break in Salon C Ballroom</b> Generously sponsored by TSYS Corporation
3:00 p.m.	<p><b>Alpha and Omega or It’s all Greek to Me...Lobbying Update</b></p> <p>The “little general” and her officers update us on the behind-the-scenes workings of Congress and what’s in play with the Affordable Care Act and other important industry initiatives.</p> <ul style="list-style-type: none"> <li>• Colette Desmarais, Principal, Mehlman, Vogel, Castagnetti</li> <li>• Cindy Brown, Principal, Mehlman, Vogel, Castagnetti</li> <li>• Brian Wild, Principal, Mehlman, Vogel, Castagnetti</li> </ul> <p>1 CE Credit</p>
3:45 p.m.	<p><b>ABC, It’s As Easy As 1, 2, 3, Do, Re, Mi</b></p> <p>A deep dive on the acronyms passed in the last year and how their regulations affect FSAs, HRAs, HSAs, and their administrators and custodians. Understanding the alphabet and phonics is the first step to comprehension.</p> <ul style="list-style-type: none"> <li>• John Hickman, Esq., CFCI, Alston &amp; Bird LLP</li> <li>• Ashley Gillihan, Esq., Alston &amp; Bird LLP</li> </ul> <p>3 CE Credits</p>
6:30 p.m.	<p><b>ECFC All Attendee Reception, Dinner &amp; Entertainment in Exhibit Hall</b> <b>Peace and Love: Flashback or Future State? — Salon C Ballroom</b></p> <p>A great opportunity to network with others—let’s play a little. Building blocks provided! Remember when? Relive your “hippie” days with a trip down memory lane—rock to the oldies in a casual environment (jeans definitely OK). Music, memories and plenty of “peace and love” to go around.</p> <p>Dinner generously sponsored by Visa. Entertainment generously sponsored by AmeriFlex</p>

## Agenda (Thursday)

August 11, 2011

	Fundamental 8	COBRA Certification	The Long and Winding Road	Lean on Me
<b>7:00 a.m.</b>	<b>Continental Breakfast In Salon C Ballroom</b> Generously sponsored by Aetna			
<b>8:00 a.m.</b>	<b>Legal Requirements</b> This session provides a “teach to the test” approach for understanding the legal requirements for cafeteria plans.  <b>Cindy L. Davis, Esq, Anderson, Helgen, Davis &amp; Nissen, LLC</b>  <i>1 CE Credit</i>	<b>COBRA Whoville</b> Who must comply, who is exempt and who is eligible  Employee count <ul style="list-style-type: none"> <li>• Who do you and do not include in the count</li> <li>• Foreign employees</li> <li>• Qualified Beneficiary vs. Covered Individual</li> <li>• U.S. Borders and U.S. Territories</li> <li>• Churches and Federal Government</li> </ul> <b>Bart McCollum, J.D. AmeriFlex</b>  <i>1 CE Credit</i>	<b>State Laws and the TPA</b> 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?  <b>Roger Abramson, J.D., SPHR, AmeriFlex</b>  <i>1 CE Credit</i>	<b>Compliance Roundtable: Nuts and Bolts in a Black and White World That Is Sometimes Gray</b>  <b>Moderator: Jody L. Dietel, CFCI WageWorks, Inc.</b>  <i>1 CE Credit</i>  <b>Note:</b> This session is for attendees who have compliance responsibilities for their organization. It will be a facilitated roundtable to discuss best practices.
<b>9:00 a.m.</b>	<b>Documentation and Filing Requirements</b> This session provides a “teach to the test” approach for understanding the documentation and filing requirements for cafeteria plans.  <b>Andy Haynes, Esq., Haynes and Associates</b>  <i>1 CE Credit</i>	<b>COBRA Nuts and Bolts COBRA Basics</b> <ul style="list-style-type: none"> <li>• Events: Qualifying, Terminating, Secondary, Extensions, Time Frames</li> <li>• Open enrollment, Coverages to Offer and Required Notices</li> </ul> <b>Connie Gilcrest, CFCI Infinisource, Inc.</b>  <i>1 CE Credit</i>	<b>Show Me the Data</b> Save Smart Spend Healthy Study Visa FSA Consumer Study  <b>Stacy Pourfallah, Visa</b>  <b>Jody L. Dietel, CFCI, WageWorks, Inc.</b>  <i>1 CE Credit</i>	<b>For Sale?</b> Are you at a tipping point? Wondering how the competitive landscape is affecting your business? Just how do you explore what your business is worth or build real value?  <b>William Short, AmeriFlex</b>  <b>Michael Wilson, WageWorks, Inc.</b>  <i>1 CE Credit</i>
<b>10:00 a.m.</b>	<b>Refreshment Break in Exhibit Hall</b> Generously sponsored by FIS			

## Agenda (Thursday)

August 11, 2011

	Fundamental 8	COBRA Certification	The Long and Winding Road	Lean on Me
10:15 a.m.	<p><b>Plan Discrimination</b> This session provides a “teach to the test” approach for understanding the nondiscrimination tests required for cafeteria plans and their components.</p> <p><b>Darcy Hitesman, Esq., CFCI, Hitesman and Associates</b></p> <p>1 CE Credit</p>	<p><b>COBRA: Show Me the Money-- Premiums</b></p> <ul style="list-style-type: none"> <li>• Fully insured, Self-insured tie in with FSA and HRAs</li> <li>• 12 month determination period</li> <li>• Premium increases and reductions and short falls</li> <li>• HCTC/ARRA</li> </ul> <p><b>Carol Rito, CFCI Group Associates</b></p> <p>1 CE Credit</p>	<p><b>Health Status Improvement: Moving the Needle</b> This is a foundational session (first of two parts) on Wellness initiatives and what you can do in light of ADA, GINA, IRS, COBRA and HIPAA Privacy concerns.</p> <p><b>Mark Stember Esq., CFCI, Kilpatrick Stockton</b></p> <p><b>Martha Sewell Esq., Kilpatrick Stockton</b></p> <p>2 CE Credits</p>	<p><b>Account Based Plans: Is there Room in the Inn? (Exchanges)</b> <i>This session will provide an in-depth introduction to Exchanges, what roles may be available to Third Party Administrators and valuable insights about just where to start.</i></p> <p><b>Kathy Bakich, Esq., Segal</b></p> <p><b>Ashley Gillihan, Esq., Alston &amp; Bird</b></p> <p>1 CE Credit</p>
11:15 a.m.	<p><b>Flexible Spending Accounts</b> This session provides a “teach to the test” approach for understanding the basics of Flexible Spending Accounts.</p> <p><b>Darcy Hitesman, Esq., CFCI, Hitesman and Associates</b></p> <p>1 CE Credit</p>	<p><b>Don’t Overlook Consumer Driven Health Care (CDHC) with COBRA</b></p> <p>FSA’s and HRAs</p> <ul style="list-style-type: none"> <li>• FSA: Time frame, if exempt or not exempt from HIPAA</li> <li>• HRA: Offer regardless of balance at time of Qualifying Event</li> <li>• Offer COBRA for all Qualifying Events</li> <li>• Handling balances at the time of the qualifying event</li> <li>• Deductible issues</li> </ul> <p><b>Teresa Cutler, CFCI, Employee Benefits Corporation</b></p> <p>1 CE Credit</p>		<p><b>Getting It Right: Trust Issues</b> FSA and COBRA trust and funding requirements. When do general assets become plan assets?</p> <p><b>Andy Haynes, Esq., Haynes and Associates</b></p> <p><b>Dan Brandenburg, Esq. Saul Ewing</b></p> <p>1 CE Credit</p>
12:15 p.m.	<p><b>Luncheon in Salon C Ballroom</b> Generously sponsored by First Data</p>			

## Agenda (Thursday)

August 11, 2011

	Fundamental 8	COBRA Certification	The Long and Winding Road	Lean on Me
1:30 p.m.	<p><b>Claims Management and Payment Cards</b> This session provides a “teach to the test” approach for understanding eligible expenses and the use of debit cards for flexible spending accounts.</p> <p><b>Teresa Cutler, CFCI, Employee Benefits Corporation</b></p> <p><i>1 CE Credit</i></p>	<p><b>Come Together . . . Right Now</b> Business Reorganization &amp; Retiree issues</p> <ul style="list-style-type: none"> <li>• Stock/Asset sale</li> <li>• COBRA responsibilities</li> <li>• People on COBRA</li> <li>• Who must offer and who would need to be offered COBRA</li> <li>• Alternative coverage and when it is subject to COBRA for Retirees</li> </ul> <p><b>Cindy L. Davis, Esq, Anderson, Helgen, Davis &amp; Nissen, LLC</b></p> <p><i>1 CE Credit</i></p>	<p><b>Health Status Improvement: Moving the Needle</b> This second session (second of two parts) on Wellness will discuss actual achievable cost savings and how account-based plans (HRAs, FSAs and HSAs) enter the mix.</p> <p><b>Andy Haynes, Esq. Haynes and Associates</b></p> <p><i>1 CE Credit</i></p>	<p><b>Dodd, Frank and Durbin: A New Rock Group or Will It Rock Your World?</b> The Durbin amendment has far-reaching implications for benefit payment cards. What are those implications? The good, the bad and the ugly...</p> <p><b>Joan Christensen, First Data</b></p> <p><b>Dennis Triplett, UMB Bank</b></p> <p><b>Tom Torre, FIS</b></p> <p><i>1 CE Credit</i></p>
2:30 p.m.	<p><b>HIPAA/COBRA</b> This session provides a “teach to the test” approach for understanding COBRA and HIPAA requirements applicable to Healthcare Spending Accounts and HRAs.</p> <p><b>Connie Gilchrest, CFCI, Infinisource, Inc.</b></p> <p><i>1 CE Credit</i></p>	<p><b>COBRA Is Only the Beginning</b> COBRA and Other Laws</p> <ul style="list-style-type: none"> <li>• Medicare and MSP rules</li> <li>• Medicare as Qualifying Event, Secondary Event, Terminating Event and Extending Event</li> <li>• FMLA/USERRA</li> <li>• State Law and Worker’s Compensation</li> </ul> <p><b>Roger Abramson, J.D., CFC, SPHR, AmeriFlex</b></p> <p><i>1 CE Credit</i></p>	<p><b>Come Together: MSP CMS Reporting</b> This is a practical and hands on review of what you need to do to comply with these CMS rules.</p> <p><b>Kathy Bakich, Esq., Segal</b></p> <p><i>1 CE Credit</i></p>	<p><b>Mobile Platforms and Mobile Applications</b> Does Technology create a tipping point? Find out the latest initiatives and what surprising results have occurred.</p> <p><b>Karen Frost, Hewitt</b></p> <p><b>Bob Bugarino, First Data</b></p> <p><b>Jody L. Dietel, WageWorks, Inc.</b></p> <p><b>Eric Parsons, Lighthouse1</b></p> <p><i>1 CE Credit</i></p>
3:30 p.m.	<p><b>Refreshment Break in Exhibit Hall</b> Generously sponsored by MasterCard</p>			

## Agenda (Thursday)

August 11, 2011

	Fundamental 8	COBRA Certification	The Long and Winding Road	Lean on Me
3:45 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> <p><b>Dan Corbett, CFCI, WageWorks, Inc.</b></p> <p><b>Michelle Miele, Edenred</b></p> <p>1 CE Credit</p>	<p><b>Spenders and Savers: Building Medical Consumerism</b> It’s all in the numbers. See what trends emerge when consumers are engaged in their health costs.</p> <p><b>Todd Berkley, HSA Business Leader Optum Health Financial</b></p> <p><b>Dave Spalding, CEO SelectAccount</b></p> <p>1 CE Credit</p>	<p><b>Claims: New Tighter standards?</b> What’s the impact of external review and other claims and appeals requirements—A practical session to get you building the right structure.</p> <p><b>Cheryl Risley Hughes, Esq. Groom Law Group</b></p> <p><b>Jody L. Dietel, CFCI WageWorks, Inc.</b></p> <p>1 CE Credit</p>	<p><b>Voluntary Benefits Misunderstood? Key Drivers? Just how do they fit into the bigger picture and what role can you play?</b></p> <p><b>Robert Ferrone, AFLAC</b></p> <p>1 CE Credit</p>
4:45 p.m.	<p><b>Consumer Driven Healthcare (HRAs and HSAs)</b> This session provides a “teach to the test” approach for understanding Consumer Driven Healthcare, HDHPs and the use of HSAs and HRAs.</p> <p><b>Sue Sieger, CFCI, Benefits Design Group, Inc.</b></p> <p>1 CE Credit</p>	<p><b>Doing the Right Thing and Getting It Right! – Salon B Ballroom</b></p> <p>Keith T. Darcy is executive director of the Ethics and Compliance Officer Association (ECO). The ECOA is the largest association exclusively for ethics and compliance executives with over 1,300 members across six continents. Mr. Darcy also serves as president of the ECOA Foundation.</p> <p>Since 1994 Darcy has been teaching Ethics and Leadership in the Executive Programs at The Wharton School, University of Pennsylvania. He is Executive-in-Residence at Manhattanville College, Purchase, NY, where he serves as Executive Director of the Center for Business Ethics. Darcy is an Executive Fellow of the Ethics Resource Center in Washington, D.C., and an Executive Fellow (Emeritus) of the Center for Business Ethics at Bentley University in Waltham, MA. In March 2011 was named the first Provident Bank Charitable Foundation Chair of Corporate Responsibility at St. Thomas Aquinas College in Sparkill, NY. He is a member of the Global Anti-Corruption Council of the World Economic Forum headquartered in Davos, Switzerland, and serves on the Steering Committee of The Chair of Excellency in Law and Business Ethics at the Universite’ Cergy School of Law in Cergy du Pontois, France.</p> <p>Generously sponsored by MasterCard.</p> <p>1 CE Credit</p>		
6:00 p.m.	<p><b>Free Evening</b></p> <p><b>Dine Around Restaurant Reservations Available—register at the ECFC Registration Desk by Wednesday, 5:00 p.m.</b></p>			

## Agenda (Friday)

August 12, 2011

7:30 a.m.	<b>Continental Breakfast in Exhibit Hall</b> Generously sponsored by Wired Commute.		
8:30 a.m.	<b>Regulatory Update and a Deep Dive on Difficult FSA Expenses: The IRS Answers the Tough Questions on Code Section 21 and Code Section 213 Eligibility – Salon B Ballroom</b>  <i>Invited:</i> <i>Donna M. Crisalli, Office of the Associate Chief Counsel – Income Tax &amp; Accounting, Internal Revenue Service</i>  2 CE Credits		
9:45 a.m.	<b>Refreshment Break in Exhibit Hall</b> Generously sponsored by WageWorks, Inc.		
10:00 a.m.	<b>Putting It All Together: The Tower Is Built!</b> Oneida/Penobscot Rooms  <i>Technical Advisory Committee (John Hickman, Esq., CFCI, Chairperson)</i>  2 CE Credits	<b>FCS and CFC Study Session</b> ECFC Educational Committee Passamaquoddy/Brothertown Rooms  <i>Jan LeTourneau, CFCI, ECFC Educational Committee Chairperson</i> WageWorks, Inc.  2 CE Credits	<b>COBRA Study Session</b> ECFC Educational Committee Nehantic/Pequot Rooms  <i>Teresa Cutler, CFCI</i> Employee Benefits Corporation  <i>Connie Gilchrest, CFCI</i> Infinisource, Inc.  2 CE Credits
Noon	<b>Conference Concludes</b>		
1:00 p.m. – 4:00 p.m.	<b>FCS, CFC and COBRA Certification Proctored Exams</b> <b>Complimentary, but separate registration required with symposium registration.</b>		