

AGENDA

The Shifting Landscape of Employee Benefits—Imperatives for 2013

Thursday, April 18, 2013, New York, NY

TIME	TOPIC
8:30 am - 9:30 am	The Affordable Care Act—Cost Saving Strategies for Employers
	Employers need to focus on how they will cope with the looming changes which will soon confront them in connection with the new healthcare rules that become effective in 2014. We will discuss alternatives that employers may adopt, from restructuring their workforce to the redesign of their healthcare offerings, in order to prepare for the cost of healthcare in 2014 and beyond.
9:30 am - 10:30 am	Best Practices for Navigating 401(k) Fiduciary Challenges
	Recently the DOL and IRS have imposed new obligations on 401(k) plan fiduciaries, especially in connection with investment oversight and the fees being charged to plan participants. The government has also provided many new tools to monitor plans. Our attorneys will guide you through the steps to take to meet these obligations. The discussion will focus on how fiduciaries can establish procedures which will withstand scrutiny from governmental agencies, plan participants and outside auditors. Our guidance will include how to best draft plan documents, committee charters, minutes, reports, investment policy statements and self-audit checklists.
10:30 am - 10:45 am	Break
10:45 am - 11:45 am	ERISA's Duty to Disclose: Navigating the Minefield of Benefits Communications in a Changing Legal Landscape
	In the wake of the United States Supreme Court's decision in <i>Cigna Corp v. Amara</i> (2011), employer/plan administrators face increasing risks of fiduciary liability when communicating with their workforce about ERISA benefits. In this session, we will discuss practical steps that employer/plan administrators should consider and implement to reduce these risks and the cost of ERISA litigation.
11:45 am - 12:45 pm	Executive Compensation—What Still Works to Attract, Compensate and Retain Valuable Executive Talent?
	With the economic recovery continuing, it is likely that good executive talent will find itself in a seller's market. At the same time, changes in the economic and regulatory environment may be perceived as having severely hampered companies' ability to compensate their executives. We will discuss various ways that executive compensation can be structured effectively through the use of deferred compensation plans and supplemental retirement plans, equity-based compensation, and long-term retention programs.
12:45 pm - 2:00 pm	Lunch
2:00pm - 3:00 pm	Ethical Issues for Benefits Practitioners
	In this session, we will address some of the ethical issues that benefits practitioners confront when advising plans and their fiduciaries. In particular, we will discuss the parameters of the fiduciary exception to the attorney-client privilege, which has recently received significant attention from the courts.