

CONCURRENT SESSIONS**Compliance/Regulatory Update**

Speaker: Ian Dingwall, CPA, Chief Accountant, Office of the Chief Accountant, Pension and Welfare Benefits Administration, U.S. Department of Labor, Washington, D.C.

The Symposium again offers Department of Labor experts who will provide the latest information and clarification on a variety of current compliance and regulatory issues.

Pharmacy Benefit Trends and Innovative Solutions

Speaker: Donald M. Lea, CEBS, President, AEL Rx, Lake Oswego, Oregon

This presentation will cover pharmacy benefit costs today, why costs are trending so rapidly, and what can be done about it. Other items of discussion include the current role and impact of the drug manufacturers in pharmacy benefit management and innovative trends in direct relationships between employers and drug manufacturers.

When Your Employee's Private Life Becomes Your Business: HIPAA and Other Hot Issues

Speaker: Cynthia Marcotte Stamer, Partner, Locke Liddell & Sapp LLP, Dallas, Texas

Dealing with the private lives of employees and their families can be a dicey, but often unavoidable task for employers and employee benefits professionals. Recently released federal health care privacy regulations complicate matters by exposing employers, plan administrators, insurers, and their staff members to criminal prosecution, significant civil damages or both for improper disclosure or use of sensitive health and other plan information. The discussion will include privacy obligations and provide tips for managing these exposures.

Cyber-Transactions in Employee Benefits Administration

Speakers: Donald C. Harris, CEBS, Vice President, Director, Corporate Projects, TIAA-CREF, New York, New York

James E. Gagne, CEBS, Second Vice President, Regional Office Manager, TIAA-CREF, Boston, Massachusetts

This session will examine many issues surrounding the technical and legal challenges of cyber-transactions including the use of electronic signatures for benefit plan administration, alternative approaches and related legislative developments. Representatives from TIAA-CREF will share their experience in implementing electronic signature authentication and demonstrate the solutions they've developed to capitalize on the benefits of e-signature technology.

11:00 a.m.-12:15 p.m.

CONCURRENT SESSIONS**Integrated Disability and Absence Management**

Speaker: Daniel P. Day, CEBS, Director, Group Insurance, Prudential,

Calendar
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 Add to
 Marking
 Sept 9-12, 2001
 Boston, MA
 ISCEBS
 Employee Benefits
 Symposium

SPECIAL INSTRUCTIONS - Cynthia Marcotte Stamer

The session you are scheduled to present is:

"When Your Employee's Private Life Becomes Your Business: HIPAA and Other Hot Issues"
Wednesday, Sept. 12, 9:30-10:45 a.m.

Moderators

Your session moderator will be introducing you at the start of your session. All moderators have earned the CEBS designation and most serve on ISCEBS Committees. They are very knowledgeable about the audience, their needs and expectations. Please feel free to ask them questions or use them as a sounding board.

Frequent Suggestions Made By Past Attendees

Although the "overall" reaction to the past years Symposiums were very positive, there were certain requests made more often:

1. "Speakers need to **stay within the topic as outlined in the brochure**. Too many sessions differed in content from what was advertised."
2. "Presentations should **not** be too basic;"
3. "Speakers should be **more specific** on their topics versus generalizing;"
4. "Speakers should address fewer issues allowing time to be **more detailed** and thorough on **a few of the more important areas;**"
5. "Presentations should be **more technical** with supporting information;"
6. "Background information should be **limited;**"
7. "**Every** speaker should have at **least an outline** in the program book. This is particularly helpful when trying to determine which concurrent session to attend;"
8. "**Handout materials** that can be used for **future reference and guidelines** are particularly valuable;"
9. "**Hard copy** should be provided of **all** slides and overheads."

WEDNESDAY, SEPTEMBER 12

7:00 a.m.	REGISTRATION	Liberty Foyer
7:00-8:00 a.m.	CONTINENTAL BREAKFAST	Constitution Ballroom
8:00-9:15 a.m.	WHAT'S IN STORE ON CAPITOL HILL? <i>(Tab 12)</i>	Grand Ballroom
	<i>Moderator:</i> James O. Wood, CEBS, CCP, CBP, SPHR	
	<i>Speaker:</i> James A. Klein	

9:30-10:45 a.m.

CONCURRENT SESSIONS

COMPLIANCE/REGULATORY UPDATE <i>(Tab 13A)</i>	Commonwealth
<i>Moderator:</i> David B. Cooke, CEBS	
<i>Speakers:</i> Ian Dingwall, CPA Philip Tanner, CEBS	
PHARMACY BENEFIT TRENDS AND INNOVATIVE SOLUTIONS <i>(Tab 13B)</i>	Independence Ballroom
<i>Moderator:</i> Scott Nilsen, CEBS	
<i>Speaker:</i> Donald M. Lea II, CEBS	
WHEN YOUR EMPLOYEE'S PRIVATE LIFE BECOMES YOUR BUSINESS: HIPAA AND OTHER HOT ISSUES <i>(Tab 13C)</i>	Gardner
<i>Moderator:</i> Marybeth Snyder, CEBS, CLU	
<i>Speaker:</i> Cynthia Marcotte Stamer	
CYBER-TRANSACTIONS IN EMPLOYEE BENEFITS ADMINISTRATION <i>(Tab 13D)</i>	Fairfax
<i>Moderator:</i> Kevin L. Barger, CEBS	
<i>Speakers:</i> Margaret Byrne Donald C. Harris, CEBS	

(Continued)

WEDNESDAY, SEPTEMBER 12

9:30-10:45 a.m.

CONCURRENT SESSIONS (Continued)

When Your Employee's Private Life Becomes Your Business: HIPAA and Other Hot Issues

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Partner, Locke Liddell & Sapp LLP,
Dallas, Texas

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CONCURRENT SESSIONS

Integrated Disability and Absence Management

Speaker: Daniel P. Day, CEBS, Director,
Group Insurance, Prudential, Atlanta, Georgia

This session will show actual trends, illustrate an incremental approach to adopting IDM programs, show data using some larger case studies, provide examples of the different models available and outline the different hurdles to be overcome.

Creating Commitment: How to Attract and Retain Talented Employees by Building Relationships That Last

Speaker: Michael N. O'Malley, Ph.D., Principal,
William M. Mercer, Incorporated,
New York, New York

Our presenter will include strategies for fostering solid employee/employer relationships that last, roles played by factors such as compatibility, trust, etc., why organizations fail when they attempt to buy employee commitment, specific attitudes and behaviors that either encourage or discourage commitment, and steps to take to find and hire employees who are compatible with your corporate culture.

Reviewing Total Plan Costs

Speaker: Tim Murphy, Consultant,
Hewitt Associates, Lincolnshire, Illinois

Plan sponsors and consultants are often frustrated with the task of ensuring that quotes from potential defined contribution plan providers are compared on a level playing field. This discussion will compare the total plan cost of each provider based on the fee quote provided, include an analysis of number of current participants and assets, analyze costs over the next five years, analyze investment return information and calculate the total benefit (total return minus total cost) of each provider.