



Benefits, Beyond the Basics

March 2, 3 & 4, 2021 Virtual Seminar

Join us for a full program addressing in-depth aspects of group benefits plans, current trends and emerging issues. This virtual seminar will provide a comprehensive framework that will enhance your understanding of benefits, act as a primer for the CEBS program, and offer valuable continuing education credits for the Insurance Council of Saskatchewan. Ten minutes will be allotted at the end of each session to ask questions and virtually network with fellow participants and event speakers. Attendees will also receive a certificate of completion.

AGENDA

Tuesday, March 2, 2021

8:30am

Log In

8:35-8:45am

Opening Remarks and Introductions

8:45-10:15am

Session 1: Roles and Responsibilities

This session examines the roles and responsibilities of insurance carriers, employers, and employees. You will be provided with information on what your rights and expectations are as the policyholder, administrator, employee. The focus will be on what's in (or not included in) the insurance contract and why those provisions are there. This presentation will set the stage for the rest of the seminar.

Speaker: **Alana Shearer-Kleefeld**, Director, Employee Benefits, 3sHealth

10:15-10:45am

Break and Stretch

10:45-12:15pm

Session 2: Claims Administration

This session provides an overview of claims administration for all product lines: life insurance, short/long term disability, and health and dental. What happens when a plan member makes a claim? What technological advances have been made? How can claim administration be made more efficient? The session will also outline the plan member's experience, the plan sponsor's expectations, who is paid and when, and how carriers protect the future of the plan and control costs.

Speaker: **TBD**

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Wednesday, March 3, 2021

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Session 3: Flex Benefits: The Past, Present & Future

This session will focus on the fundamentals of flexible benefits including details on considerations in the design, administration, and pricing of flexible arrangements. The session will include a discussion on an array of design options in adding flexibility to a plan, including flexible spending accounts, modular plans and cafeteria style plans.

Speaker: **Jenny Hart**, President and Employee Benefit Advisor, Core Benefits

10:00-10:30am

Break and Stretch

10:30-12:00pm

Session 4: Funding

How are premiums set? What is the role of a group's experience rating? How is a plan's cash flow monitored? How is the insurance company selected? What criteria should be employed? When should the plan sponsor self-insure? This session examines these and other issues relating to the financial management of benefits plans.

Speaker: **Ryan Duesing**, Partner, Mercer

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Thursday, March 4, 2021

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Session 5: Emerging Issues

Absenteeism, presentism, mobile technology, wellness programs, millennials, managed drug formularies... the buzz words surround us. But what does that mean for the world of benefits? Are we headed for a benefit meltdown or what will the next 5 years bring? This provocative session will kick start your thinking as we look into the future.

Speaker: **Debra L. Wieggers**, Benefits Consultant, Wieggers Financial & Benefits

10:00-10:30pm

Break & Stretch

10:30-12:00pm

Session 6: Total Compensation/Total Rewards

What are total rewards and why they are important to organizations? This presentation will answer these questions, explore the types of total rewards models, and discuss how to implement a program that aligns with market conditions.

Speaker: **Shannan Corey**, Consultant

12:00-12:15pm

Closing Remarks

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