

# REGISTRATION

**Yes!** I want to attend CBIA's "Compensation & Benefits Conference," on April 19, 2005, in Cromwell.

Name/Title \_\_\_\_\_

Company \_\_\_\_\_

E-mail Address \_\_\_\_\_

Address \_\_\_\_\_

City/State/ZIP \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

Additional Attendees: \_\_\_\_\_

Please select the breakout sessions you would like to attend:

## MORNING SESSIONS:

### 9:30 - 10:30 a.m.

- Session A:** Consumerism and Its Impact on Benefits: An Overview (Part One)
- Session B:** Market Analysis of the Major Carriers in Connecticut
- Session C:** Recent Deferred Compensation Legislation and Its Impact

### 10:45 - 11:45 a.m.

- Session D:** COBRA/FMLA Update
- Session E:** Significant Trends in Executive Compensation
- Session F:** Consumer-Directed Health Plans: Tactical Decisions (Part Two)

## AFTERNOON SESSIONS:

### 1:30 - 2:30 p.m.

- Session G:** Strategies in Curtailing Benefit Costs
- Session H:** Keeping Your Benefit Objectives in Sync with Your Company's Philosophy — In the World of Account-Based Health Care
- Special Track:** Compensation and Benefits for the HR Generalist (Please note, this session runs until 3:45 p.m.)

### 2:45 - 3:45 p.m.

- Session I:** Dealing with Your Fiduciary Duties
- Session J:** Compensation Trends in the Era of the 3% Merit Increase

**Special thanks** to the following companies for sponsoring this year's Compensation & Benefits Conference:

C.M. SMITH AGENCY, INC.



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## CONFERENCE FEES:

Because of the generosity of our sponsors, we are able to offer this conference at a reduced rate:

- **CBIA-member companies** ..... \$99
- **Nonmember companies** ..... \$130

Payment required with registration. (Please include 6% sales tax.)

- Payment enclosed
- Please charge my:
  - VISA     Mastercard     American Express

Account#: \_\_\_\_\_

Signature \_\_\_\_\_ Expiration Date \_\_\_\_\_

CANCELLATION POLICY: Registrants who do not cancel four business days prior to the program date and do not attend will be liable for the full seminar fee. Please send completed form and your check, payable to CBIA, to: Registrar, CBIA, 350 Church St., Hartford, CT 06103-1126.

**E-MAIL** registrar@cbia.com    **FAX** 860-278-8562  
**PHONE** 860-244-1900    **INTERNET** cbia.com

# CBIA

Connecticut **Business & Industry** Association  
350 Church St., Hartford, CT 06103-1126  
860-244-1900

**Tuesday,  
April 19, 2005**  
8:15 a.m. - 3:45 p.m.  
The Radisson Hotel  
& Conference Center,  
Cromwell

# CBIA's COMPENSATION & BENEFITS Conference

## FEATURING:

- **Bradford Campbell, deputy assistant secretary of labor for policy, U.S. Department of Labor**
- **Special track for HR generalists**
- **A low price of just \$99 for CBIA members, thanks to our sponsors**

C.M. SMITH AGENCY, INC.



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# CBIA's COMPENSATION & BENEFITS Conference

## Strategies and solutions for compensation and benefits professionals.

The world of employee compensation and benefits continues to be of extreme concern to companies. This one-day conference will offer you innovative solutions in addressing your compensation and benefits concerns.

Experts from some of the leading companies in the compensation and benefits fields will provide information helpful to both large and small companies so they can create reward packages that attract and motivate employees.

### Special track for HR generalists:

From 1:30 - 3:45 p.m. you can attend this special two-hour presentation, which will provide you with an overview of the key aspects of benefits and compensation that are important in your role as the coordinator of rewards systems in your company. This session will cover the administration and structure of your benefits and compensation plans, getting the best from your broker relationship, and regulatory issues.

### Who should attend

This program should be attended by benefit and compensation professionals looking to keep abreast of their field, CEOs and CFOs trying to get a handle on the reward issues facing their companies, and human resource generalists responsible for administering their company's compensation and benefits programs.

# PROGRAM

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7:45 - 8:15 a.m.

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## Registration and Continental Breakfast

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8:15 - 8:30 a.m.

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### Welcome and Introduction

Randy Johnson, *president, Randy Johnson and Associates, and northeast regional vice president, WEB*

Dee Dunn, *director of marketing, Hooker & Holcombe, and president, Greater Hartford WEB Chapter*

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8:30 - 9:15 a.m.

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### Keynote Address

Bradford Campbell, *deputy assistant secretary of labor for policy, U.S. Department of Labor*

An overview of the direction of the Bush administration's health policy initiatives

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9:15 - 9:30 a.m.

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### Break

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9:30 - 10:30 a.m.

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### Breakout Sessions

#### ■ SESSION A: Consumerism and Its Impact on Benefits: An Overview (Part One)

Peter Pavolacci, *senior vice president, Marsh USA Inc.*

#### ■ SESSION B: Market Analysis of the Major Carriers in Connecticut

John O'Connell, *CEBS, CLU, president, C. M. Smith Agency*

#### ■ SESSION C: Recent Deferred Compensation Legislation and Its Impact

Bruce Barth, *partner, Robinson & Cole LLP*

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10:30 - 10:45 a.m.

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### Break

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10:45 - 11:45 a.m.

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### Breakout Sessions

#### ■ SESSION D: COBRA/FMLA Update

Jean Tomasco, *attorney, Robinson & Cole LLP*

#### ■ SESSION E: Significant Trends in Executive Compensation

Stuart Herskowitz, *CRC, senior vice president, Hooker & Holcombe;*

Paul Dorf, Ph.D., *principal, H&H/Compensation Resources Inc.*

#### ■ SESSION F: Consumer-Directed Health Plans: Tactical Decisions (Part Two)

Steve Kaczmarek, *FSA, MAAA, consulting actuary, Milliman*

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Noon - 1:15 p.m.

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### Lunch

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1:30 - 2:30 p.m.

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### Breakout Sessions

#### ■ SPECIAL TRACK: Compensation for the HR Generalist (Part I)

Cynthia Christie, *attorney, Robinson & Cole;*

John O'Connell, *CEBS, CLU, president, C. M. Smith Agency;*

Suzanne Odaynik, *vice president, Marsh USA Inc. ;*

Jeff Beligotti, *consultant, Milliman USA; Paul Dorf, Ph.D.,*

*principal, H&H/Compensation Resources Inc.*

#### ■ SESSION G: Strategies in Curtailing Benefit Costs

William Thompson, *FSA, MAAA, consulting actuary, Milliman USA*

#### ■ SESSION H: Keeping Your Benefit Objectives in Sync with Your Company's Philosophy — In the World of Account-Based Health Care

John O'Connell, *CEBS, CLU, president, C. M. Smith Agency*

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2:30 - 2:45 p.m.

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### Break

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2:45 - 3:45 p.m.

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### Breakout Sessions

#### ■ SPECIAL TRACK: Benefits for the HR Generalist (Part II) (See presenters above)

#### ■ SESSION I: Dealing with Your Fiduciary Duties

Stuart Herskowitz, *CRC senior vice president, Hooker & Holcombe;*

Edward Piombino, *senior account executive, Hooker and Holcombe*

#### ■ SESSION J: Compensation Trends in the Era of the 3% Merit Increase

Bob Lesuer, *principal, Mercer; Ed Conway, consultant, Mercer*

For a summary of each breakout session, please visit [cbia.com/hr/compbene.htm](http://cbia.com/hr/compbene.htm)