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2019 Presentation Topics

Hill, Chesson & Woody, a Gallagher Company is pleased to provide the following list of topics for presentation.

Speakers are the subject matter experts. Bios are available upon request and confirmation of topic selection. All presentations have been submitted to HRCI for one (1) hour of General recertification credit. Some of these are already pre-approved. Presentations can be tailored to your time requirements if they fall outside of one hour.

Gallagher Benefit Services, Inc. is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. All presentations listed below are pending one (1) hour PDC approval.

The Medical Delivery System of the Future

Healthcare is evolving rapidly—How can an employer respond proactively to control costs and improve workforce health? The US healthcare and medical delivery system is one of the most advanced in the world—and with such advancements often comes huge price tags for essential and nonessential treatments. Employers need to stay aware of how the medical delivery system is changing in order to respond appropriately regarding plan design. The medical delivery system of the future will be heavily influenced by technological advancements, supply of medical professionals, demands of consumers and regulatory oversight. Employers and health plan designers will need to understand how the application of future trends can have a negative or a positive trend to their medical and pharmacy spend.

In this session, our speaker will provide a review of current trends in medical system delivery including what factors are influencing the trends. She will cover how advancements in diagnostic and therapeutic technologies are providing pin-point accuracy for high cost conditions such as cancer. Additionally, she will review how our medical delivery system is evolving to provide expertise, on demand, in real time to eliminate delays in care or inadequate treatment. We will highlight current-day solutions that have been developed by carriers and third party service providers that are providing the stepping stones to the medical delivery system of the future. Finally, Dr. Love will demonstrate how having a system to review your current and future medical/pharmacy trends may be able to identify pathways to controlling your future healthcare spend.

Pharmacy Benefits Management Review

Pharmacy costs have become front and center for many employers as they have seen their pharmacy costs rise at an alarming rate. In the last five years, pharmacy costs have skyrocketed and are on track to represent as much as 25% of the total healthcare spend for some employers. Having a basic understanding around PBM's and options employers have in the marketplace are more imperative now than ever for finance and HR professionals who want to manage their total healthcare spend. There are a wide variety of PBM's in the



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marketplace. While each carrier and Third-Party Administrator may use a different PBM they all function in a similar fashion and have similar characteristics. Depending on the size of your company and funding, you may have the option to carve out the pharmacy program and select the PBM of your choice. This program will give you the basics you need to know to better understand that process and areas you will want to focus on.

In this session, attendees will learn about the PBM industry, including what a PBM does, what is the PBM competitive landscape, how do PBM's manage pharmacy costs, how PBM's make money, the impact of specialty medications and considerations to take in account when evaluating your PBM. Participants will walk away with knowledge of the PBM landscape, and a better understanding of how PBM's operate. More importantly, they will understand options that they may have. This program is intended for employers that have over 100 employees and are self funded.

Understanding the Single-Payer System

For the last three decades, single-payer healthcare has been a topic of debate in the United States at the highest levels of government. While opinions tend to be strong on whether moving to this kind of system is good or bad idea, it is still a concept that is not widely understood. Single-payer healthcare is a system in which taxes guarantee payment for health services for the public, regardless of income. This system of delivering healthcare is popular throughout the world, however there are many misconceptions and misunderstandings.

PPACA Reporting: The New Normal

Now that Applicable Large Employers (ALEs) have three years of reporting under their belts, ACA reporting has become a standard year-end process for many employers. But with the IRS targeting employers who have failed to file and proposing penalties against others for noncompliance with the ACA's Employer Mandate, what steps should your organization take to mitigate your risk and ensure your reporting is completed timely and accurately?

Presenters will include a brief overview of the ACA reporting requirements for self-insured employers and ALEs, focusing on the practical problems many ALEs have encountered and how to solve them. In addition, they will cover what will change for the 2018 filing cycle, what the 2018 Forms 1094 and 1095 will look like, and how to avoid the reporting errors that have left some employers grappling with costly penalties. Finally, best practices for self-insured employers and ALEs to ensure future filing cycles proceed as smoothly as possible will be provided.



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Navigating High Cost Claimants: A Controlled Path to Better Outcomes

Moving from reactive to proactive management for greater cost control and improved health outcomes. High cost claimants represent between 1-5% of a plan's member but can generate between 30-60% of the cost. Employers are seeing the emergence of a new group of high cost claimants through the use of new medications for neurological and inflammatory conditions. Understanding the function of these medications and how they contribute to employee productivity and engagement can help offset the perspective of high cost. Cardiovascular disease, diabetes and obesity continue to plague employers with escalating costs related to procedures and hospitalizations. Complications from these conditions are to a great extent preventable with intensive management, mitigating costs in the short run. Traditional high cost conditions (such as cancer, organ transplants, newborn complications) are not necessarily preventable, yet the outcomes of care and the cost can be managed if the condition is recognized early in the course of treatment.

In this session our subject matter expert, Dr. Jenny Love, will detail strategies for employers to identify current and future high cost claimants. Dr. Love will demonstrate how understanding the context of the condition, identifying a prognosis and course of care can help employers to navigate renewal negotiations and keep their plan trend stable. Dr. Love will show how being vigilant to escalating claims or high risk conditions can allow employers to align specific programming and support to claimants. Additionally, Dr. Love will profile current carrier and third party service provider solutions that are allowing employers to navigate high cost claimants towards value-based care programs with better outcomes and better costs.

Using HR Technology to Help You Become a Destination Employer

With today's scarcity of talent, employers are competing to attract, engage and retain the right people to increase productivity and growth. HR technology is available to support all aspects of human capital strategy and management, but to get the most out of that technology you need to think about it as "how" not a "what."

We will discuss how HR technology can help you become a destination employer. Key program points will include what's new and exciting in the HR technology sector, insights into how to buy HR technology, how to govern the relationship with your HR technology provider, and what you need to know when you're ready to change HR technology platforms. Case studies will illustrate lessons learned and best practices.



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Competing as a Destination Employer

The increased market pressure to recruit and retain multi-generational employees with unemployment and employee engagement rates at all-time lows has changed the way employers examine their business. Many employers are experiencing a bottom line impact when they leverage their total rewards and employee benefit programs to attract and keep top talent, improve employee health and engagement, and increase loyalty and productivity. As a result, High Performance Organizations have emerged and continually outperform their peers in organizational growth, profits, and customer and employee satisfaction. There is a strong relationship between how these organizations intentionally run their business and their efforts in becoming an employer of choice.

In this session, you will learn current trends in the employer marketplace as well as creative solutions and ideas to help you build and sustain your organization's plan. Attend and gain an understanding of how to use evidence-based practices to obtain high performance employee benefit programs and ultimately become a destination employer.

Wellbeing & Opioids: Controlling an Epidemic in the Workplace

How the US opioid epidemic is impacting employers and what you can do to mitigate its effects to your workforce. The US opioid epidemic was declared a public health crisis in fall of 2017. Since that time insurance carriers, professional organizations, state and federal government entities have begun a rapid response to control the risk associated with narcotic pain medications in the general public. Many employers are watching 'from the sidelines' as they are under the impression that the misuse of opioid medications does not impact their workforce. In fact, the opioid epidemic is impacting individuals of all ages, socioeconomic classes and geographic areas. It will become critical for all employers, human resource officers and managers of all levels to recognize how this uniquely challenging epidemic is impacting their workforce and their bottom line

In this session, our subject matter experts will provide a succinct review of the contributing factors to the US opioid epidemic. We will discuss how utilization reviews of claims for medical and pharmacy plans can identify risk and direct program design to support the proper use of opioid pain relievers. We will highlight solutions that have been developed by carriers and third party service providers—including drug free workplace solutions, policy development, reinforcement of EAPs and finding best in class providers to meet the needs of employees and member with chronic pain conditions. We will also reinforce how the dimensions of Wellbeing, when aligned with organizational culture, can support a workforce through recovery from this epidemic and possibly prevent long-term negative impacts to the organization and individual members.



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Controlling Healthcare Costs: Understanding Risk, Targeting Solutions

Your health plan costs are driven by risk and claims. Understanding your risk and the clinical, targeted approaches to manage that risk is critical to long term cost control.

Benefit Plan Administration: Avoiding Costly Errors

Administering a benefits program often sounds easier than it really is. There is a significant amount of liability associated with the management of benefits. When it comes to eligibility, leave, severance, COBRA, and a host of other administrative items, we often encounter businesses who do not administer their benefits in accordance with state and federal regulations, or the plan administration is inconsistent with the plan documents. This presentation is designed to identify the most costly real-life errors we have seen around benefit administration, and what you can do to avoid them.

Current Trends in Health Benefits—Recruiting and Retaining the Best Employees

In this session, you will learn current trends in the employer marketplace as well as creative solutions and ideas to help you build and sustain your organization's plan. Attend and gain an understanding of how to use evidence based practices to obtain high performance employee benefit programs and ultimately become a destination employer.

Attendees will learn how gaining destination employer status can help recruit and retain talent. They will gain an understanding of using evidence-based practices to obtain high performance employee benefits programs.

Rewards Optimization

Employees value benefits, compensation, and retirement differently based on a number of factors such as age, occupation, geographic location, etc. Understanding your employee population and what they value is key to developing a total rewards package for your employees that has the optimal mix of compensation, benefits, retirement, and a host of other occupational magnets necessary to recruit and retain employees. This presentation discusses the process an organization should consider to get the most out of every rewards dollar.