Power of 3 2017 Workshop Session Descriptions

What's Going On?!?! Current Developments (Brian Furgala, Esq.)

It tough to keep track of current developments – especially when they seem to change on a daily basis. Our first session will give you critical, up to the minute information on the retirement plan industry. How likely is tax reform and how will it impact retirement plans? Is the DOL's fiduciary rule going live? Will it be revised? Is Congress going to restrict state-run plans for private employers? How does "repealing and replacing" Obamacare affect the retirement world?

Guidance on these questions as well as updates on other regulatory and legal actions over the last 12 months will be covered. In-depth discussion of whether and how Form 5500s will be revised, how ESG investment funds can be used to get millennials to buy into a sponsor's 401(k) plan, using forfeitures for safe harbor contributions, mortality table updates, PBGC program for missing participants, fiduciary liability cases and other developments affecting plan design, administration, or enforcement.

It's A Whole New World: Recruiting, Retaining and Managing the Virtual Workforce (Adam Pozek)

Telecommuter, remote worker, virtual employee…the terminology keeps changing, but you don't have to be a millennial to recognize that these alternative work arrangements are here to stay. There are entire companies now that offer travel packages designed specifically for remote workers.

Born of conservative insurance companies and CPA firms, the retirement industry grew up in an environment where maximizing face-time in the office and logging the most hours were the paths to success. Technology, changing attitudes and generational shifts have made it difficult for companies that still embrace those ideas to find quality employees.

Adam Pozek, whose company is comprised entirely of remote employees, will lead this discussion on the advantages and challenges of working in a virtual environment and review the technology, hiring practices and HR policies you must consider when going down this path. And, he will talk about how the attitude of those managing remote workers is perhaps the most important factor of all in predicting success.

Using the Power of Story to Attract and Retain Clients and Employees – (Sarah Simoneaux)

Facebook and Instagram are multi-billion dollar businesses not because of technology, but because they tap into the deep human desire to connect through stories. Clients and employees want to work with us because of the relationships we build with them. Telling personal and compelling stories is the key to long-lasting relationships and business success – essential in our increasingly commoditized and technology-based business. This session will teach you how to create your story and link it to what you do every day. We will review case studies of retirement service providers who have put this unique story-based relationship building into practice – and who have transformed their businesses as a result.

Keeping Your Clients' Plans Compliant – Sarah, Brian and Adam

Through case studies, this session will examine a number of scenarios that arise in employee benefits practice and discuss practical solutions. The case studies will explore common issues that arise in designing and administering plans, and also will address prohibited transactions and fiduciary liability. Brian will focus on the technical issues raised by these scenarios, including proper correction measures to take, and Sarah and Adam will explore what steps your firm can take to minimize instances of these issues, how best to approach correction from a business standpoint, including communication with the client, and other practical ways to address these issues in your business. This session also will provide <u>two credit hours of Ethics</u>, where we will discuss ethics case studies.

<u>Continuing Professional Education Credits:</u>

Attending the three-day workshop provides:

14 hours of ASPPA CPE
11 hours of ERPA CPE
Includes 2 hours of Ethics CPE for ASPPA and ERPA